



## Executive Summary

The IASMN met virtually for its 33<sup>rd</sup> session from 18 to 22 January 2021. Over 35 entities were represented, with over 80 participants in attendance. The meeting was chaired by Mr. Gilles Michaud, USG UNDSS, and co-chaired by Mr. Lassi Kuusinen of the ICC.<sup>1</sup>

On the first day, the USG UNDSS briefed on UNDSS' way forward for 2021 and participants discussed suggestions for future IASMN meetings from a recent survey. Members also received updates on the HR Strategy Working Group and the review of the Security Funding Mechanism. Participants expressed overall support for the direction of the work of the HR Strategy Working Group, though noted that some issues remained to be resolved, such as the assessment methods for roster membership. On the review of the Security Funding Mechanism, options were still being discussed, and the joint IASMN-FBN working group was requested to work on an additional option to be presented to the FBN.

Day two was focused on the updates to UNSMS priorities, starting with training, with a briefing from the Training Development Section (TDS) on its annual report, and from the recently established Standing Committee on Learning and Training (SCOLT). Participants discussed the interaction between TDS,

<sup>1</sup> Names of individual UNSMS entities that regularly participate in the IASMN, or terms that are frequently used, will not be spelled out in this report.

SCOLT (and the wider IASMN) and the new Security Training Governance and Prioritization Mechanism (STPGM). The SCOLT was requested to refine IASMN training priorities to be presented at the STPGM. The USG UNDSS stressed that, as per the roadmap, the emphasis for TDS' work will lie with data, design and coordination, along with delivery. The IASMN also requested the SCOLT to review the newly proposed changes to the ToRs and circulate by email for virtual approval. UNDSS also briefed on expectations from UNDSS and field operations and on strengthening compliance, oversight, lessons learned and best practices.

Day three was dedicated to technology, with briefings on the Technology Advisory Group (TAG), the eTA application, the {TESS+} service, and the UNSMS Individual Security Profile Scoping Group. The IASMN confirmed the need to change the ToRs of the TAG, noting its role in identifying and evaluating technology that could enhance UNSMS operations. The eTA presentation demonstrated recent improvements to the app, such as assets tracking and emergency chat. The USG UNDSS stated his commitment to the application, noting UNDSS would push ahead with further development in collaboration with OICT. A study on interoperability of the systems, will also be undertaken. The IASMN expressed support for the {TESS+} service, and UNDSS committed to providing additional temporary financial support to the service, while recognizing a permanent solution must be found urgently. The IASMN also endorsed the recommendation on the phase out of HF radio as a SCS tool. The UNSMS Individual Security Profile Scoping Group presented on the HLCM-backed UN Digital ID project, a newly established system-wide initiative whose scope would include security issues. Members agreed to disband the Scoping Group and tasked the TAG to liaise with the UN Digital ID project. The IASMN also endorsed the annexes to the *Security Management Operations Manual* prepared by the Security Communications Systems Working Group.

Day four was focused on UNSMS policies. Members supported the progress made so far on the Framework of Accountability and committed to completing the review by the next IASMN. A new working group will be formed to review changes to the locally cost-shared security budget policy. Members also discussed the Hostage Incident Management (HIM) Policy, strategic communications and the ongoing review of SRM/SSIRS implementation. The HIM presentation informed on the new modalities of the HIM training following adjustments required by the pandemic and supported a future update of the UNSMS HIM policy. SPPS provided a briefing on progress, plans and challenges related to gender and inclusivity. The presentation on SRM/SSIRS implementation included updates on the Phase 2 review followed by a discussion on the plan for the Phase 3 review, particularly highlighting the required engagement with IASMN members.

Day five was the final day of the week-long meeting, focusing on various aspects of safety. As the commercial air travel safety unit will be transitioned to the Department of Operational Support (DOS), ASG DOS Christian Saunders addressed questions during the session. The working group on the issue was urged to convene as quickly as possible to discuss changes to the commercial air travel safety policy. The IASMN also supported the overall OSH approach presented by Dr. Michael Rowell of DMOSH. Having crystallized its approach on safety, the IASMN requested UNDSS to send a memo to all the Executive Directors highlighting the work that the UNSMS will continue to provide on safety, and what they will not, with a similar message to be transmitted to the HLCM.

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## Introduction

1. The IASMN's 33<sup>rd</sup> session was held virtually from 18 to 22 January 2021 via the Microsoft Teams platform. Over 80 participants attended, representing over 35 entities.<sup>2</sup> This was the second time the IASMN held its full session virtually.

## Opening Session

### Opening Remarks and Adoption of Agenda

2. The USG UNDSS opened the session, welcoming participants and introducing general housekeeping rules for the session. The USG highlighted the need to have more engagement by the IASMN members that are not on the IASMN Steering Group.
3. The agenda was adopted (**CRP 1**) as presented, with minor modifications made to the order and time planned for some of the sessions<sup>3</sup>.

## USG Briefing

4. USG UNDSS emphasized the great work done in adapting to remote working and engaging virtually, the progress made in adapting human resources policies, and highlighted the benefits of crisis management training. He also stressed the following:
  - The work done by CISMU and the mental health support system that supported staff in responding to the crisis;
  - The Beirut explosion and its significant impact on personnel, as well as the crisis response;
  - The continued enabling of the delivery of humanitarian assistance despite the pandemic;
  - Progress on strategic planning and workforce profiles;
  - Progress on the integration of security workforce and on the SRM review;
  - Work done on reallocation of resources<sup>4</sup> following IASMN consultations.
5. The USG presented the Secretary-General's and UNDSS' priorities and outlook for 2021:
  - Overview of the environment and the continued volatility, as well as the consequences of the pandemic on the global economy;
  - Impact of mobility restrictions and the ability to continue to deliver despite such restrictions;
  - Gender equality, protection of human rights, internal data strategy and climate change as UN high level priorities for 2021;
  - Continuation of the 2020 priorities, for implementation in 2021 (personnel well-being, diversification of the workforce, the SRM process, analytical capacity, training, resource re-allocation, knowledge and information management, compliance, developing new strategies

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<sup>2</sup> See Annex B for full list of participants.

<sup>3</sup> Following the requests of Mr. Luc Vandamme, UNDP, to address CRP 12 on the UNSMS Security Profile before CRP 11 and Mr. Arve Skog, UNOPS, to reassign more time to CRP 16, the agenda was modified and adopted. Please note, however, that this report includes the individual sessions in the order in which they appear in the agenda, which is also the order of CRP numbers.

<sup>4</sup> An email with the details of staff redeployments was shared with the group on 22 January 2021.

for a common roster, more collaboration with the UN system to include the IASMN in different opportunities available at the UN level).

6. The USG UNDSS noted that IASMN members may not have a common understanding on the roles and responsibilities of the IASMN, UNDSS and the USG UNDSS. He highlighted that the person responsible for safety and security for the United Nations is the Secretary General, whose authority is recognized by all AFPs, and that authority is delegated to the USG UNDSS. He noted that the IASMN does not have oversight over UNDSS, but that UNDSS exercises its leadership in collaboration with the IASMN.
7. **On collaboration:** Members agreed that they saw collaboration as the way forward, including in addressing any perceptions of division between IASMN members. Mr. Naqib Noory, UNFPA, emphasized the importance of the Framework of Accountability and more active collaboration between UNDSS and AFPs, and less “us-them.” Mr. Michael Dell’Amico, UNHCR, noted that the Framework sets out the ways in which UNDSS provides guidance and services to UNSMS entities. Several members (UNHCR, IOM, UNICEF) expressed that they felt the relationship between UNDSS and the rest of the IASMN was one of service provider and clients. Mr. Wairoa-Harrison, IOM, noted that, while the UNSMS works well, there is room for improvement and common goals can be achieved focusing on the three Cs of collaboration, cooperation and coordination. Mr. Paul Farrell, UNICEF, stressed that the IASMN is a governance mechanism and the USG’s authority is granted by agreement. He believed that the IASMN works well and most work is conducted with respect and is harmonious, engaged, productive, responsive and trustworthy but requested greater engagement from UNDSS. Mr. Simon Butt, OCHA, noted that whenever effective collaboration is in place, IASMN delivers high quality results, highlighting the importance of mutual respect, reasonable expectations and the sharing of knowledge and expertise.
8. **New priorities:** Several members (UNHCR, UNICEF, WFP) expressed agreement with the priorities for 2021 as highlighted by the USG. Mr. Dell’Amico emphasized that UNHCR agrees on the importance of an operational enabling approach, psycho-social welfare and diversity as priorities for 2021. He also recognized several positive new (and newly reintroduced) initiatives, such as the operationally focused IASMN meetings and AFP participation in the Principal/Chief/Security Advisers workshop and acknowledged the benefits of inter-agency field missions.
9. Mr. Drew Donovan, ITU, pointed out how the expectations of support and assistance from DSS have been very often met in the past, but there have been some circumstances in which these expectations have not been met.
10. **Resources:** Several members (UNFPA, WFP) highlighted the importance of using funding efficiently and productively. Mr. Dell’Amico asked for clarifications on where “de-prioritizations of positions” occurred and on the source of funding of the new compliance post within SPPS. Mr. Butt expressed his appreciation for AFP involvement in the reallocation of resources in the field. Mr. Angelito Bermudez, WHO, pointed out the importance of having more synergy of resources and that a more constructive dialogue can be built if each entity recognize which expectations can be fulfilled by DSS and which ones cannot, proposing to approach such analysis systematically. Mr. Farrell requested more information on the variables that affected the decisions of reallocation

of resources and Mr. Noory noted the importance of upgrading and creating national posts. The USG explained that the redeployment document will be finalized through DRO by the end of the week, and more information will be available on where the personnel will be redeployed from.<sup>5</sup> He explained that the additional resources for compliance have been requested as an addition to the regular budget.

11. **Greater UNDSS Engagement:** Mr. Dzenan Viteskic, UN Women, emphasized that collaboration is the key to deliver results and that robust client engagement is important. He highlighted that despite UN Women being a small UN agency, its personnel take part in 15 working groups. Mr. Valentin Aldea, DPPA, emphasized the accountability of the heads of organizations and requested a more active participation of UNDSS in working groups. Mr. Farrell added that a more consistent dialogue with the USG might foster collaboration and the agencies would prefer that the USG chair the IASMN Steering Group meetings and the weekly VTC.
12. In response, the USG noted that:
  - a. Mr. Bill Miller would continue to represent the USG in weekly operational VTCs as the head of operations;
  - b. The USG will take on the chairing of the IASMN Steering Group with the departure of the ASG;
  - c. Referring to the notion of client / service provider relationship, he explained that the level of services is not directly linked to the amount of money each agency contributes and that the Secretariat is a significant contributor to the fund. He emphasized the need for realistic expectations towards UNDSS, in line with the resources available;
  - d. UNDSS' participation in working groups will be reviewed.
13. He urged IASMN members to maintain its focus on supporting the field, highlighting the IASMN's role in providing leadership through the right tools, the right policies and the necessary support. He stressed the continued need for honesty, respect and civility among members and reiterated his role in decision-making. He commended the passion and engagement of IASMN members.
14. **The IASMN:**
  - **Committed to frank engagement and reinforced respect and civility in exchanges at all levels, including working groups.**

## Review of IASMN Session Recommendations

15. Ms. Florence Poussin, UNDSS/SPPS, presented an update on the implementation of outstanding IASMN recommendations from sessions 31 and 32 (**CRP 1 Annex B**). She noted that five recommendations from session 31 are still included in the table as some of them are linked to the work on implementation of IASMN priorities.

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<sup>5</sup> See footnote 4.

16. Mr. Farrell proposed reviewing the completed recommendations during the following meetings to ensure everyone agreed on completion of those recommendations and requested that the HR Strategy would be considered as ongoing rather than completed.
17. UNHCR requested more information on the expected endorsement of the Framework of Accountability, noting that UNHCR hadn't disseminated the document internally for endorsement. Ms. Poussin responded that an internal substantial review of the framework of accountability was expected after the document was endorsed in principle.
18. **The IASMN:**
  - **Took note of the progress made in the implementation of the outstanding IASMN recommendations.**

## IASMN Survey Findings and Way Forward

19. Mr. Lassi Kuusinen, ICC, briefly presented the post-meeting survey findings from the IASMN's 32nd session (**CRP 2**). He noted that, among other comments, members said the following: more in-person meetings were needed to maintain a productive connection between members, use of voting should be considered for some issues, and members should refrain from using the chat to make a substantive intervention (rather than expressing simple agreement with a suggestion or volunteering for a working group, for instance.)
20. **Participation in survey:** Mr. Piergiorgio Trentinaglia, FAO, emphasized the importance of participation by both the members of the Steering Group as well as non-members, highlighting that a 60% rate of attendance<sup>6</sup> might be problematic in meetings that require common agreement, especially on policy endorsement. Mr. Brian Baker, UNRWA, proposed that the next survey is not done anonymously in order to encourage more organizations to respond.
21. **Voting:** Some members supported the use of voting when consensus cannot be reached (such as FAO), but others (such as UNDP) felt it would prevent productive discussions. Others (UNICEF) proposed digital surveys of opinion as an alternative to voting, stressing the USG's role on decision-making. Mr. Kuusinen proposed that voting, among other proposals stemming from the survey, be discussed at the next IASMN Steering Group meeting.
22. **Introductions:** Mr. Baker and Mr. Farrell proposed that IASMN colleagues introduce themselves at the start of the meeting.
23. **Meeting preparation:** Mr. Farrell proposed to work together on ensuring that CRPs are disseminated well in advance of the meetings and noted the importance of non-Steering Group members having access to Steering Group meeting CRPs so they could familiarize themselves with issues well in advance. Mr. Luc Vandamme, UNDP, highlighted the need for the IASMN to prioritize discussions of most relevant topics. Noting that the network was tackling many issues at the same time, he suggested that progress updates be shared by working groups rather than during the IASMN session as this would stimulate feedback (in writing) from members who are not part of the working groups Mr. Vandamme stated that voting could impede constructive discussions. Ms.

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Poussin highlighted a few numbers in that regard: 33 CRPs were tabled at this IASMN session, 80+ participants were attending the session, and the IASMN currently has eight working groups. Mr. Kuusinen urged IASMN members to share their expertise by contributing to the working groups.

24. The IASMN:

- **Took note of the proposals, requesting that the Steering Group reflect further on some of the recommendations made by the survey participants before tabling it at the next session of the IASMN;**
- **Directed that a similar survey be carried out every two years to ensure the meeting meets participant expectations.**

## UNSMS HR Strategy

25. Ms. Renu Bhatia, UNDSS/EO, presented a brief update on the UNSMS HR Strategy Working Group (**CRP 3**). She noted that the Executive Office still needed to integrate inputs on the P3 Job Description and noted that the end goal was a baseline job profile that offers UNSMS entities some flexibility, and added that the common roster would be the next step and would allow the UNSMS to achieve efficiencies in their recruitment processes by harmonizing job profiles. She mentioned the concept was based on the principles of the electoral roster, of which UNDP and UNOPS are also part. She also highlighted the mutual recognition agreement, which had been signed by 21 organizations, and has removed some of the bureaucratic barriers to processes.
26. Ms. Damitha Bathgalawalawve, UNDSS/EO, presented the concept and draft implementation plan of the Common Security Roster at P3 level.<sup>7</sup> She highlighted the proposed options of a UN Secretariat-led Roster Campaign and an UNSMS-led Roster Campaign, along with the roster campaign process overview.
27. Participants expressed overall support for the direction of the work, though noted that some issues remained to be resolved. Several questions came up on rostering, such as whether current rosters would be recognized and if so, if a rostering campaign would still be needed, and whether a common assessment would be recognized by all (with entities such as UNHCR noting their candidates would still need to go through the UNHCR process). A query on the role/need for central review bodies was also raised, along with questions on background checks. Members stressed that further engagement with their HR departments was essential. Some (such as FAO) spoke out in favour of a UN Secretariat-led roster campaign, though most members did not state a specific preference for who should lead the rostering.
28. Mr. Noory, the working group's co-chair, agreed that the P3 process should be prioritized, highlighting the importance of synchronizing requirements, and noted that in the past AFPs had hired directly from UNDSS rosters. He highlighted the need to engage HR colleagues. Ms. Bhatia highlighted that the group still needed to agree on some outstanding issues, such as the assessment methods for roster membership (along with the amount of flexibility involved), and

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<sup>7</sup> The PowerPoint presentation is on UNSMIN.

noted that UNDSS has been using SharePoint with UNDP and other stakeholders, with the aim of eventually housing the rosters on the platform. In response to questions, she noted that background checks should be discussed with One HR in Bonn and noted she would revert to ITU on the issue of P2s currently employed by an organization gaining inclusion to the P3 roster. Finally, Ms. Bhatia stressed there would be no merging of recruitment systems, but rather rosters (starting with P3s). A generic GJO campaign for P3/P4/P5 will be run towards the fourth quarter of 2021. The USG UNDSS stressed the need to synchronize efforts and highlighted that UNDSS would implement an outreach strategy for the recruitment efforts in order to build diversity.

#### 29. The IASMN:

- **Directed the HR Working Group to reconvene to further discuss the documents presented;**
- **Recommended that HR practitioners review the proposal and advise.**

## Review of Security Funding Mechanism

30. Ms. Renu Bhatia, UNDSS/EO, presented an update on the review of the security funding mechanism (**CRP 4**). She noted that a meeting on the issue had taken place on 19 November with the Finance and Budget Network (FBN), and that there was an agreement that the 2021 budget should not be based on the 2017 headcount. The CEB will therefore put forward the headcount as of 31 December 2019 and, while the overall amount will not change, AFPs are likely to see some adjustment in their apportionment. She added also that the FBN concluded that the indexing of the minimum amount should be reviewed as the security situation has evolved considerably since the time it was implemented. She noted there was concern about OECD countries being excluded from the headcount. Finally, she noted that the FBN had requested that the IASMN presents only two options to them.
31. Members noted that progress has been made on the issue and urged the Network to focus on the overall principles and not their own contributions, highlighting that, if they are benefitting from services, they should be contributing. Mr. Vandamme highlighted that UNSMS members benefit from key central services such as TRIP, BSAFE, SSIRS, CISMU, policy development and leadership/coordination. He noted that the minimum amount had not been adjusted for inflation. Mr. Butt noted that the payment of \$75k minimum contribution was meant to exceed the amount that the given entity would pay if they had been assessed the way larger organizations were, and it would be important to check if that were still the case in the current environment.
32. Members also voiced some concerns. Ms. Maria Victoria Montalvo, WFP, suggested that a cap be implemented to prevent continuous increases and stressed the difference between central/headquarters' and field's needs should not be dismissed. Mr. Donovan noted that his organization has most of its staff members located in an OECD country, and due to the increases in the security threat landscape in the OECD European region, his organization had invested significantly in upgrading their security infrastructure to harden their posture over the last four years, and would not wish to contribute more, given that the actual support and services provided

by UNDSS in Switzerland are minimal. Mr. Noory also noted that OECD countries do not benefit from field activity coverage.

33. In response to a question, Ms. Bhatia noted that the budget for 2021 was not being expanded. She noted that the two options being prepared are a fine-tuning of option F and a second option that is still being discussed with the chair of the FBN. She noted they were also reviewing the “inflation” aspect of the minimum fee, taking into account the concerns of the smaller AFPs.

**34. The IASMN:**

- **Took note of the briefing;**
- **Requested IASMN members to present to their respective Controllers/FBN participants the benefits of DSS support, along with any existing gaps in support;**
- **Requested the joint IASMN-FBN WG to work on the 2nd option to be proposed to FBN.**

## Update on UNSMS priorities

### Presentation of the Annual report on Training

#### STPGM priorities and training calendar

35. Ms. Katja Hemmerich, UNDSS/TDS, presented the Annual Report on Security Training 2018-2020, the TDS Roadmap and the training calendar<sup>8</sup> (**CRP 5**). The report has been developed in response to a recommendation from OIOS to revive the annual report to the IASMN, and in this case covers a three-year period to provide a more typical baseline on security training than 2020, which was heavily impacted by the pandemic. Key highlights from the report:

- Between 2018 and 2019, 2,300 online and in-person courses were delivered across the UNSMS. Broken down by target audience: UNSMS personnel participated in 1,090 of these courses, security personnel completed 1,225, and 52 were delivered to managers with security responsibilities.
- Between 2018 and 2020, a total of 512,853 personnel were trained in both online and in-person settings.
- Covid-19 significantly impacted in-person delivery, but BSAFE allowed continued delivery of security awareness training to UNSMS personnel, and among security personnel, there was a 77% increase in completion of online learning in 2020 as compared to previous years.
- The transition to online delivery of the HQ DO briefing has allowed more timely access to the course for newly recruited DOs, while also allowing DOs who had not completed the course, as well as DOs *ad interim*, to participate together in the briefings. Continuation of this online modality in 2021 will allow UNDSS to address the backlog of DOs and DOs a.i. who have not been trained previously.

36. She noted that the annual report also provides an update on the Orientation Pathway and refocused SCP under development by TDS as its contribution to the goal of Operational

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<sup>8</sup> The PowerPoint presentation is on UNSMIN.

Excellence as per the UNDSS Strategic Plan. As part of Operational Excellence, UNDSS has also developed a TDS Roadmap outlining the strategic vision for TDS, as it transitions to a more strategic role focused on managing the training cycle, ensuring consistent implementation of training standards, and compiling and analysing training data to allow for informed decisions on training that enhances the operational impact of training across the UNSMS. Finally, Ms. Hemmerich also highlighted that the security calendar, which was approved by the Governance Mechanism will focus in person delivery on locations hosting training courses, so users of the calendar should review how spots are allocated for such courses<sup>9</sup>.

37. **IASMN priorities and targets for TDS:** Mr. Jose Miguel Sobron, OCT, recommended establishing specific targets so that performance against those can be reviewed, and expectations for the following years can be set. Ms. Hemmerich noted that the Governance Mechanism (or STPGM) has attempted to initiate this conversation to obtain clarity from the IASMN in terms of priorities. She noted that a final decision on 2021 priorities is yet to be made because the Governance Mechanism is awaiting clarification from the IASMN on its priorities and specifically, what support is expected from TDS for the implementation of their proposed priorities.
38. **OIOS audit:** Several members (WFP, FAO, UN Women) enquired if the OIOS audit report on training mechanism would be shared. Ms. Hemmerich reiterated the report was being finalized and would be shared.
39. **Funding:** Ms. Maria Victoria Montalvo, WFP, requested more information on funding sources for delivered training. Ms. Hemmerich explained that OIOS has highlighted the need to better track expenditures for training across UNDSS and analyse how those expenditures are aligned with training priorities, which was part of the reason for establishing the Governance Mechanism process for determining UNDSS training priorities. New mechanisms are being developed for UMOJA, the Secretariat's ERP system to track training expenditures to replace manual collection methods that are currently used. She explained that different trainings are paid for from different sources, for example, locally delivered training for UNSMS personnel, like First Responder training is paid for out of Locally Cost Shared budgets, while training for security personnel can be paid for by JFA funds, regular budget funds, extra-budgetary funds, or by AFPs who cover the travel cost of their personnel to in-person courses. An internal UNDSS mapping exercise illustrated that across all these sources of funding, approximately \$4 million a year is spent on training across the UNSMS. Mr. Vandamme highlighted the need for more details on what training is delivered and by whom, as well as existing gaps and requirements from AFPs, which would be beneficial for AFPs' internal requests for training resources.
40. **Cost savings?** Mr. Trentinaglia commented on costs associated with training, taking into consideration the limitations posed by the COVID-19 pandemic and the transition to online learning modalities. He suggested the BSAFE training taken by UNSMS personnel should not be included in TDS delivered training as it is self-training. In response to the statement on the BSAFE not requiring support from TDS, Ms. Hemmerich indicated that online courses still need

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<sup>9</sup> For an example using the LSA courses, see the last slide of the PowerPoint.

support for updates, or as in the case of BSAFE, considerable effort has also been made by TDS since its initial launch to ensure translations into all official languages as well as Portuguese and to assist the Banks in adapting BSAFE to their specific needs while maintaining the global standard. She further pointed out that online learning still has costs related to the maintenance of Learning Management Systems (and current transition to a new LMS by UNDSS) as well as data collection mechanisms.

41. **Data collection:** Ms. Montalvo and Mr. Farrell inquired about data collection practices, with Mr. Farrell highlighting that UNICEF would like data collection mechanisms to both push and pull data from UNDSS. Ms. Hemmerich explained that with BSAFE, a data collection mechanism had been piloted to collect completion data from the LMS's run by agencies and pushed to UNDSS. The system just collects data on numbers of completions, it does not match that to each entity's staffing data to determine the proportion of staff who have completed the course. This matching is not possible because TDS does not have access to staffing data; that is an issue that needs to be addressed internally by each entity and their HR teams. Regarding the expansion of the data collection mechanism to both push and pull data, the Chief TDS explained that this has resource implications. So far UNICEF is the only IASMN entity that has overcome the internal challenges to be able to share LMS data with UNDSS. Accordingly, Ms. Hemmerich did not think it would be a wise investment to expand that tool unless AFPs could interact with it. Mr. Noory called for the collective support for training delivery, noting, however, that UNFPA would not be keen to invest further resources into ensuring data sharing from their LMS with the data collection mechanism set up by UNDSS.
42. **LSA training:** Mr. Baker inquired about training for AFP locally recruited security officers, commenting that completing the security certification course helps locally recruited personnel transition to professional grades. Ms. Hemmerich clarified that locally recruited staff are not eligible for Professional posts in the UN Secretariat irrespective of whether they have completed an SCP or not. Mr. Farrell emphasized the availability of career opportunities for LSAs outside of the Secretariat, highlighting the importance of the SCP training. Ms. Hemmerich noted that the transition to an online environment would increase access to SCP training, allowing skills building. She explained, however, that locally recruited personnel on Secretariat 's contract applying to P positions would be screened out by Inspira, regardless of their qualifications, and that AFPs (who are able to move their personnel to P positions) have a limited number of posts therefore, that may not warrant extensive investment in broad delivery of SCP training for LSAs. She stressed the importance of the STPGM in helping to identify needs.
43. **Briefings/Inductions:** Mr. Peter Marshall, UNON/UNEP, inquired about training and briefings provided to Executives Heads of Organizations who are also DOs. Ms. Hemmerich confirmed Executive Heads are included in the data on HQ DO briefings in the annual report. Briefings conducted locally by P/C/SAs are not captured.
44. **Training received by AFPs:** In response to a comment on the "disproportionate training resources received by AFPs", as mentioned in Ms. Hemmerich's presentation, USG UNDSS clarified that the provision of separate training data for AFPs was in response to a request made

by some of the AFP representatives at the STPGM meeting. He also noted that the SCOLT would look at addressing gaps in delivery. The presentation demonstrated a lot has been done in terms of training. Mr. Paul O’Hanlon, UN Women, highlighted that some of the training delivered to AFPs was delivered by the AFPs themselves.

45. **Training vis-à-vis needs:** Mr. Russell Wyper, DPO, praised efforts towards data-driven training programming and showed his support for transitioning to online learning methodologies. He inquired how much of the training provided during the period in question has met the needs of DSS and the UNSMS. He suggested focusing data efforts on what is needed vs. what is being delivered as an option to improve the use of the data collected, highlighting the transition to online learning to facilitate that. Ms. Hemmerich agreed and noted that this was the reason for identifying priorities at the Governance Mechanism and also publishing an annual report. However, in many cases, it is not clear what the operational purpose of specific security training courses are, therefore it is hard to determine what operational needs are being met, much less which gaps remain.

**46. The IASMN:**

- **Took note of the annual report and TDS Roadmap.**

## STPGM priorities

47. The USG UNDSS gave a brief update on the STPGM, noting that the group has had two meetings, in November and in early January, that aimed to come to a resolution on the priorities that would be supported by TDS, as well as on the training calendar for 2021. He highlighted that some information was still required on three specific priorities proposed by the IASMN, particularly on the needs for TDS resources and the intent of the specific priorities. He noted the training mechanism would be reconvened once the additional information from the IASMN is received. He added that he approved the 2021 training calendar, with the caveat of maintaining some flexibility, as further clarity on needs from the IASMN may alter some requirements. He also highlighted that a significant part of the work on the STPGM this year would be on evaluation, which will look at whether the correct target audience has been reached, and what the impact has been.

## SCOLT

48. Mr. Wairoa-Harrison updated on the new Standing Committee on Learning and Training (SCOLT) (**CRP 6**). The group’s proposed structure is: a chair, two co-chairs, the SCOLT secretariat, and three sub working groups: security responsibility managers, security personnel, and UNSMS personnel. During the first three meetings of the IASMN SCOLT, the proposed structure was put in place and a consensus was reached on the ToRs. The group will focus on identifying and assisting with operational and strategic gaps in training. He noted that the group would also focus on revising the UNSMS policy on training. He also stressed that the group felt that the SCOLT chair should be invited to the STPGM, and that SCOLT membership would also include subject matter experts / resource specialists on issues such as gender.

49. **Relationship between SCOLT, TDS, Governance Mechanism:** In response to questions about how the SCOLT will work, Mr. Wairoa-Harrison explained that the three relevant bodies - TDS, the governance mechanism, and the SCOLT – will work together towards filling the gaps and producing results. Mr. Dell’Amico noted that, while he was initially concerned the multiple entities engaged in training would result in excessive bureaucracy, he now felt it was workable, with the SCOLT reporting back to the IASMN and TDS and the STPGM reporting to the USG. Several IASMN members enquired further about the interaction between the SCOLT and the STPGM and how the prioritization mechanism relates back to the IASMN, as well as how the SCOLT will interact with TDS as well as with AFPs.
50. **In response**, the USG UNDSS noted that:
- SCOLT would do the groundwork on behalf of the IASMN, identifying the needs from a training perspective and what the priorities should be. The priorities would then be brought forward to the training mechanism to draw a clearer picture on what is requested from TDS within the ISW. This would allow the USG to direct TDS, based on its capacity and funds, where to put efforts and resources.
  - The SCOLT would look into remaining gaps and evaluates the next steps in filling those gaps or meeting those needs.
51. **Role of TDS, DRO:** Mr. Michael Browne, UNDSS/DSOS, advocated for the role of TDS to participate to the SCOLT in their technical advisory capacity instead of sitting as a SCOLT member. Mr. Wairoa-Harrison agreed that TDS should serve as a technical expert but stressed the need of a UNDSS member on the SCOLT. USG UNDSS assured that UNDSS would continue to participate as a member in the SCOLT through SPPS. In response to suggestions from IASMN members, the USG also noted that DRO would participate in the SCOLT as an observer, as and when required. Mr. Noory welcomed the USG’s commitment to have substantive representation of UNDSS at the SCOLT, noting that UNDSS personnel participating in the SCOLT should represent UNDSS’ position so that substantive issues can be addressed in that forum.
52. **SCOLT Outputs:** In response to a question on outputs, Mr. Wairoa-Harrison noted that the IASMN, in collaboration with the UNDSS and SCOLT, will come together in defining what can and can’t be done. He added that it would not be easy to drill down further into outputs at this stage, and the group would need to know what resources were available before drawing up an output matrix. The USG UNDSS echoed this, highlighting that defining the outputs would be key to the success of the SCOLT.
53. **IASMN Training Priorities:** In response to Mr. Wairoa-Harrison’s mention of the priorities having been approved in November, the USG UNDSS noted that the priorities presented at the meetings on 19 November and 8 January were not sufficiently clear, as they did not specify the type of training that was being requested and the action that was being requested (i.e. delivery vs updating vs revamping of training). He suggested that a discussion be held in the next few weeks on the issue so that he can make a decision.
54. **TDS’ Focus:** Mr. Anders Brynnel, DOS, suggested that the TDS should take a stronger coordination role and recommended an enhanced delivery approach towards a tiered training

module concept, with the aim of reducing complexity. He suggested that the security workforce be categorized and prioritized, based on needs, and that the various levels (from grand strategic to tactical) of training be considered. He agreed that not all identified needs could be met, highlighting the role of prioritization. Ms. Hemmerich noted comments requesting more involvement from TDS in centralized training and explained that this approach could lead to less training or more expenses. IASMN members, including DOS and IOM, clarified that they were not suggesting that TDS deliver more training, but that TDS should be in the forefront of coordination. Mr. Vandamme clarified that there was no suggestion that TDS lead a SCOLT sub-working group but that there was a need for UNDSS/TDS engagement within SCOLT. The USG UNDSS stressed that, as per the roadmap, the emphasis for TDS' work will lie with data, design and coordination, along with delivery. He noted that TDS was relying more on external experts to deliver specific courses and that developing further online training and refining the design of key courses will require work.

55. **CRP Requests:** Several members (UNOPS, UN Women, UNICEF, OCHA, FAO, ILO, ITU) expressed support for the five requests noted in the SCOLT CRP, stressing the importance of the work of the SCOLT for the UNSMS. The USG UNDSS noted that, while most issues surrounding the SCOLT have been resolved, he still had concerns on some of the roles and responsibilities, as they were presented in the ToRs, principally on the role of the SCOLT vis-à-vis TDS on setting standards and evaluation. He stressed that language on “responsibility for development and delivery” could lead to confusion. Mr. Wairoa-Harrison noted that the SCOLT could not only input on needs without overseeing that such needs were met. IASMN members offered suggestions to overcome the concerns, suggesting a side meeting be held to finetune the language in the ToRs. Mr. Kuusinen suggested that the issue of client relationship and roles and functions of each entity engaged in training also be discussed at that meeting. Ms. Montalvo suggested a flowchart be prepared to demonstrate this.
56. **SCOLT ToRs:** Following the session dedicated to the SCOLT, the USG UNDSS held two side meetings with a number of interested IASMN members outside the IASMN session to finalize the SCOLT ToRs. The USG UNDSS concluded on the last day of the meeting that the group had nearly reached a consensus, though he felt it would still be important to ensure that the SCOLT itself was comfortable with what was being proposed. He also highlighted there was agreement in principle on the establishment of SCOLT and that work should move forward without delay. Mr. Wairoa-Harrison noted call a meeting of the SCOLT to review the ToRs. To have the ToRs approved by the IASMN, the USG requested they be circulated electronically to all, and follow the silence procedure.
57. **The IASMN:**
- **Acknowledged the initial work done by the IASMN Standing Committee on Learning and Training (SCOLT);**
  - **Directed the SCOLT to review the newly proposed changes to the ToRs and circulate by email (along with proposed structure and work flowchart) for virtual approval;**



- **Recommended to update IASMN SCOLT’s composition (members, observers, and subject matter experts);**
- **Agreed that the IASMN SCOLT to review and draft the revision of the UNSMS Security Policy Manual, Chapter V, Section C: Security Training and Certification and for UNDSS SPPS to do a technical update of all relevant UNSMS policies and guidelines to reflect the roles and structure of the IASMN SCOLT and the Security Training Governance and Prioritization Mechanism (STPGM) and changes on the roles of UNDSS’ Training and Development Section (TDS);**
- **Agreed to have standing agenda item on Training and Learning for IASMN SG and IASMN meetings;**
- **Requested discussion on SCOLT outputs to take place within the coming weeks;**
- **Directed the SCOLT to clarify training priorities for the STPGM.**

### Expectations from UNDSS and Field Operations

58. Ms. Florence Poussin, UNDSS/SPPS, gave an update on UNSMS priorities #3 and #4 (**CRP 7**). She noted that work has started on the review and updating of the annex listing UNDSS internal functions. She added that the work was progressing, with a meeting scheduled for early February and a more comprehensive update would be given at the next IASMN Steering Group meeting.
59. Mr. Farrell encouraged the work on the strategic review to progress, suggesting that tools such as mind maps be used if needed, and noting the considerable work done on the original version of the document.

### Strengthening Compliance, oversight, lessons learned and best practices

60. Ms. Poussin noted that the team for compliance needed to be strengthened and two positions had been requested from the Regular Budget (P3 and P5). Of those, the P3 was supported by the General Assembly and the workplan for compliance is now being adjusted for the current capacity. She highlighted that, based on IASMN consultations, there was no need for establishing a new compliance tool across the IASMN, but the team would be looking at how to merge compliance data from various organizations. She noted that in an effort to differentiate evaluation from compliance monitoring, an evaluation framework was approved in DSS and that the focus for evaluation over the next two years will be on strategic, cross-cutting evaluations rather than security programme evaluations. She noted that the evaluation on the warden system had been reviewed and completed mid-2020, following consultations with IASMN partners. She highlighted that the SPPS and DRO carried out an initial assessment of COVID-19 lessons learned and would continue to collaborate to undertake a comprehensive assessment once the crisis was over.
61. Ms. Poussin briefed that a self-assessment survey of the implementation of policies had been carried out. The presentation was circulated by email due to connectivity issues.

62. In response to a question on an online self-assessment tool, Ms. Poussin noted that there had been no progress with the eTool, and that the team had focused their efforts on monitoring compliance with policies. She suggested that, as the eTool had not been prioritized, another mechanism could be considered. Mr. Bermudez suggested that the database within UNSMIN could be used to consolidate compliance levels, as it is easily accessible to all.
63. Mr. Butt noted that the UNSMS needed to look for common areas of non-compliance and develop guidance for those cases. Ms. Hancock and Ms. Montalvo mentioned that their organizations (UN Women and WFP) had made substantial investments in this area and were committed to sharing information on what worked. Mr. Farrell highlighted the link between compliance/oversight and the “DSS Expectations” (strategic review matrix).
64. In response to a question on whether Key Performance Indicators for monitoring compliance were planned, Ms. Poussin noted that SPPS was working with OICT to establish a dashboard with KPI for DSS, including compliance.
- 65. The IASMN:**
- **Took note of the briefing.**

### Strategic Communications Plan

66. Mr. Alister Wood, IOM, presented the draft ToRs on Strategic Communications Plan by the Strategic Communications Working Group (SCWG) (**CRP 5**). He stated that the SCWG had two main asks for the IASMN: to support the overall progress made by the Group and to approve the ToR. Mr. Wood noted that positive messaging is often missing from security-related matters. Mr. Wood added that the group was working on a questionnaire to identify emerging platforms and the manner in which those platforms would be used to deliver the messaging.
67. Mr. Wood explained that the group’s ToR was based on a triangulation between key components and that the group would develop a strategic communications plan with deliverables, social and political messaging, and a proper communications protocol. The plan would address target audiences, messages, media resources, timelines, and who would deliver them. He highlighted that, while the SCWG would be responsible for the determination, development and evolution of the strat-comm plan, the IASMN would decide on the goals and priorities and how the plan is to be employed and coordinated within the UNSMS. He noted that the SCWG planned to send the IASMN a simple question, and consolidated answers would serve as the basis for a draft a strategic communications plan, which would be shared with the IASMN for final approval. He noted that the Secretary-General’s report on safety could also include some form of positive messaging in line with the new plan. Mr. Wood highlighted the importance of the IASMN’s participation in effecting change and defining to the SCWG what messages they wished to be promulgated.
68. In response to the USG’s question on whether the questions would be outwardly or inwardly directed, Mr. Wood proposed that the SCWG’s questionnaire contain both internally and externally targeted question on proposed positive messages for 2021.

69. Mr. Dell'Amico noted three types of audiences for the plan: 1) personnel, 2) managers and 3) executive directors. The last message would focus on keeping up the investments in security and helping to support security budgets. Mr. Dominguez suggested that, building on experience gained during the COVID-19 pandemic, the communications plan also touch on the role of the UNSMS on crisis management.

70. **The IASMN:**

- **Took note of and supported the overall process and the progress made by the SCWG to date;**
- **Approved the ToR of the Strategic Communications Working Group.**

### Field-focused Review of SRM/SSIRS Implementation

71. Mr. Bill Miller, UNDSS/DRO, presented on the progress of the review of the SRM process and the SSIRS mechanism (**CRP 9**). He noted that the original report found that the intent of the SRM process remained valid and the Phase 2 review also concurred with this statement. He stated that the SRM and SSIRS remained fundamental core business products. The review panel endorsed the findings that the SRM remained fact-based and objective, and that all effort must be made to protect that objectivity. Mr. Miller emphasized the depoliticized nature of the SRM process and mentioned that the changes proposed to date were improvements to capacity building for security professionals as well as a potential future policy review. He emphasized the need for data-driven solutions, especially in relation to the SSIRS, and noted that WFP and other organizations have offered to partner with UNDSS to better validate the results.

72. Mr. Miller also emphasized the need to reassess programme activity risk and noted the few points of contention between Phase 1 and Phase 2 reviews. He also emphasized the need to align the SSIRS and SRM taxonomy, which would remove the disparity between UN security and other security risk lexicons. He noted that the actionable elements of the review included restructuring/improving training modules and supporting multi-user collaboration in SRM. He stated that there was a need for a cultural shift and a discussion around training and expectations. He noted that the final review of the SRM/SSIRS would be take place in the Phase 3 review, with the participation of several IASMN members in addition to others.

73. Mr. Miller also noted the need for better analysis on the ground and spoke of the importance of designing a new course to assist all security advisers with assessment of security threat information. A 3-day, 4-hours/day course with pre-reading has been designed with the purpose of increasing preparedness of security advisers.

74. Several participants acknowledged the work done by UNDSS but felt the exact nature of what had been accomplished was unclear, as no written report had been provided. Mr. Butt queried the direction of the SRM/SSIRS review and the degree of the problems within these tools. He stated that SSIRS was collecting large amounts of data, which was not being effectively utilized. He noted IASMN members wanted to be involved in the work and that their review would help identify new concerns, along with new solutions. Mr. O'Hanlon acknowledged the work done

but expressed frustration at not yet having seen the report. He noted that the SRM tool was not being used properly in many locations. Mr. Farrell expressed that the nature of the briefing was not ideal and that he felt the review should be treated as an IASMN priority rather than a UNDSS project that UNDSS reports on to the IASMN. He felt the lack of IASMN participation from the beginning merely slowed down the process and noted that these issues had been raised at the Steering Group meeting as well. Mr. Noory said that it was necessary to handle the data sensitively, given the confidentiality element. Mr. Vandamme asked when the implementation of some of the recommendations would begin. He enquired as to how long implementation would take and requested a timeline and noted the need for the WG to consider quick wins in implementing some of the agreed recommendations.

75. In response, Mr. Miller noted that a briefing on the issue had been to the IASMN a year ago and that he wanted to ensure that the information was not biased with preconceived ideas so that the group could efficiently move it through the review process. He highlighted the importance of being field-focused, suggesting that personnel in the field have innovative solutions for problems. He also highlighted that the next presentation on the issue would be accompanied by more visual documentation. Mr. Miller noted that the Phase 3 review would include a group of DOs, AFP senior members, and several PSAs, and emphasized that the review would remain small not for the sake of exclusion, but for the purposes of efficiency and agility.

76. USG UNDSS stressed that, during his field visits, the SRM was continually raised as a major priority. He noted that the review was progressing from the field to managers to mid-level managers to (at phase 3) the IASMN.

77. Participants<sup>10</sup> suggested that a working group should be established to address the issue as an IASMN priority. They noted the group would not engage in a parallel process but build on the work of UNDSS to date. USG UNDSS proposed that the number of participants in the working group be limited, noting that a working group of 30-35 was ineffective, suggesting that six or seven participants represent the IASMN. Members expressed, however, that they felt limiting participation in the working group would not be helpful and that large, efficient working groups were possible. The USG UNDSS noted this was feasible, as long as participants were able to dedicate the time needed as the work needed to proceed without delay. Therefore, IASMN members were requested to express interest to SPPS<sup>11</sup>, and the list of participants will be shared with all to help assess continued interest. A report on phase 1 and 2 will be provided before Phase 3, and a report will also be presented to the IASMN Steering Group's next meeting, with a full report to the IASMN's 34th session. Mr. Butt noted that, within six months, the group would aim to have proposals for changes that should occur.

**78. The IASMN:**

- **Took note of the report of the work to date;**

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<sup>10</sup> The discussion and decision on this point took place the following day, on 22 January, when the action points were tabled and clarified.

<sup>11</sup> The following entities have already volunteered: IOM, UNDP, DPO, OCHA, WHO, WFP, UNFPA, WIPO, ICC, UN Women, ILO, UNICEF, DPPA.

- **Agreed to receive a full briefing on the UNDSS internal review;**
- **Approved the establishment of the UNDSS-led IASMN working group for the continuation and finalization of the SRM and SSIRS review.**

## eTA Security Communications Tool discussion

79. Mr. Andre Dehondt, OICT, presented an update on the electronic Travel Advisory (eTA) (**CRP 10**)<sup>12</sup>, noting new functionalities and features in four categories: messaging, accounting for personnel, management and oversight, and reporting. He also highlighted that the application could work for everyone in the UNSMS, via TRIP account for personnel and via an UNSMIN account for security professionals. The application is integrated with core security systems such as the SRM, SSIRS, and the premises database.
80. Mr. Mick Browne, UNDSS/DSOS, noted that the eTA's functionalities have expanded considerably in the previous year, and the collaboration with the Government of Luxembourg has been reinvigorated. He also mentioned that the team was drafting a plan for 2021 that will aim to raise both the number of users and usability. He also encouraged IASMN members to review the guidelines that were discussed at the Network's 32<sup>nd</sup> session and suggested that the guidelines could be provisionally introduced for 12 months, after which they would be revisited.
81. USG UNDSS stated that a UNDSS team had just carried out a comparative review of systems currently in use (eTA, SCAAN and Everbridge). He noted the report had been shared with IASMN members<sup>13</sup> and that the intent had been to bring it back to the IASMN for a discussion on the way forward. The group had reviewed data management, functionalities, back office support, and cost, among other criteria. He noted that it had appeared unlikely to have one such system for the entire UNSMS and aimed to provide flexibility for field operations, highlighting, however, that the recent Memo on the issue has been retracted<sup>14</sup>. He requested the group's feedback on the way forward, including on the provision of guidance to the field. A discussion on the issue followed, with comments grouped, by theme, in the paragraphs below.
82. **Overall support:** Many members, including OCHA, WFP, UNICEF, UNESCO and WHO, expressed support for the application, noting that many of their previous concerns have been, to a large extent, satisfied. Several noted that questions about leadership on the app have also been assuaged, with the renewed connection and involvement of OICT in this project.
83. **One system for the UNSMS?** Several members (UNICEF, UNESCO, UNHCR, UNFPA, UNDP) spoke out in favour of having one system for the entire UNSMS. Mr. Vandamme, however, suggested that other systems should be able to integrate into the "global" system. Others (FAO, EBRD,

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<sup>12</sup> The PowerPoint presentation has been uploaded to UNSMIN.

<sup>13</sup> The "Review of UNSMS Communications Tools Options" document was shared with the group on 19 January 2021.

<sup>14</sup> This was done via an email sent by SPPS on behalf of the USG UNDSS on 14 January 2021. The email noted that "the memo has been shared with the IASMN members only in anticipation of further discussion on the subject at next week's session. Our field colleagues have not received guidance on the implementation of this recommendation, nor are expected to take it forward at this stage."

IOM, DPA, ITU, WFP) were more cautious, noting that several entities have already invested time and energy into setting up and administering other systems, including SCAAN and Everbridge. Mr. Dehondt noted having multiple communications systems in country could make UNDSS “blind” and remove its overall oversight capability, as the security professionals would be unable to see what security messages have been sent out by other entities. He added that the integration of a third-party system would be expensive and would require maintenance and support. Mr. Donovan noted that a master platform for all the systems should be feasible, with eTA as the possible host. A number of entities stressed the importance of system interoperability.

84. **Number of users:** Mr. Trentinaglia noted that user rates in several high-risk environments seemed particularly low, which would indicate it would not be an effective way of reaching UNSMS personnel in a crisis. Mr. Dehondt suggested that it would be up to the UNSMS entities to convince their personnel to use the application. Mr. Browne highlighted increasing user rates would be part of the plan for 2021. Mr. Farrell added that UNICEF had assigned a security officer to liaise with Mr. Dehondt and the coaching sessions worked for the organization. He added UNICEF was on standby to demonstrate how AFPs could resolve problems with the application.
85. **Personnel “tracking” concerns:** In response to a question, Mr. Dehondt noted that, for those personnel who are wary of being “tracked”, it would be feasible to produce a separate version where the user receives notifications for specific pre-selected areas and not based on their location (which is not identified by the app.) That version of the application would not have a working emergency chat.
86. **Funding:** Members requested more details on the funding for the eTA. Mr. Browne confirmed that the contribution from Luxembourg of \$165,000 would go towards the overall cost of \$416,600 of the application, with the rest funded out of the JFA, though offered to provide more information if needed.
87. **TRIP profile clean-up?** Mr. Dehondt noted these profiles have recently been rebranded as a “Personnel Profile” to make it clear that it is not simply about travel. In response to a question on the best way to clean up data in TRIP, Mr. Dehondt recalled that he had requested IASMN members to inform him if it would be possible for them to extract a list of active personnel. He noted that the system allowed for reports with various screenings, such as where only profiles that had recently been in use are identified. He offered to show IASMN members how such reports can be created, noting such a list is best created by an HR-linked system without additional manual inputs.
88. **The app working for AFPs:** Several members reiterated that UNSMS entities needed to be able to use the tool fully and that the guidelines for the application should have an enabling focus. Mr. Dell’Amico stressed that AFP security professionals needed to have functionality and that the entity itself should decide who should have access (rather than it being derived from the personnel’s job description.)

89. **Devices/connectivity:** Members discussed the question of smartphones (whether all personnel could be assumed to have one, and whether entities would need to provide one if not) as well as additional costs for connectivity and services such as SMS.
90. **Technical issues:** Several members raised outstanding technical issues, such as geofencing and some issues with the emergency chat. Mr. Dehondt requested that IASMN partners reach out to let him know what the current shortcomings are, noting that the issue of geofencing would be resolved shortly.
91. **Data security:** Members noted data security was important, with some expressing a preference for an application that is not a third-party tool, and some requesting further information on how the current assessment of existing tools was done with respect to data security.
92. **Way forward:** Mr. Viteskic proposed that a small working group meet to define what is needed and see which application would best fit the requirements. Other members agreed, noting they had been under the impression that the IASMN would have collaborated on the review of options, with proposals for the TESS Project or the TAG to take on this work. As more members opted for TESS, this was the option selected.
93. **Reviewing interoperability:** The USG UNDSS requested that TESS should take on the work of examining the systems, looking at 1) the feasibility of interoperability and 2) the feasibility of having a common platform where existing systems<sup>15</sup> could be integrated and if so, at what cost. He noted that UNDSS will continue to invest time and money in the eTA application.
94. Mr. Casier noted that the task, as he understood it was to revise/review the common user and technical requirements that were assembled through the technical evaluation, make sure that all agree, then look at the feasibility of interoperability and the possibility of a common platform to be used by SOCs and security advisors. In response to his question on the question of cost, the USG UNDSS confirmed that he would like an estimate for the cost of TESS to coordinate the work as well as the cost for inter-operability.
95. **The IASMN:**
- **Took note of the status of eTA;**
  - **Directed members to ensure the accuracy of personnel data in TRIP;**
  - **Directed the TESS Project to lead a small consultative group to examine: 1) feasibility of interoperability of systems (primarily eTA and SCAAN), and 2) the feasibility of having a common platform where existing systems could be integrated, and if so, at what cost, and with an estimated timeline. The group will prepare ToRs for circulation for IASMN approval. (The following IASMN members have volunteered so far: DSOS, UN Women, ITU, ILO, IOM, UNDP, WHO, UNFPA, OICT, WFP, UNICC, UNICEF.)**

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<sup>15</sup> These include eTA, SCAAN, and Everbridge.

## Technology Advisory Group

96. Ms. Jamison Medby, UNDSS/PSU, and Mr. Eduardo Gabriel Artigas Moreno, DOS, presented updates on the work of the Technology Advisory Group (TAG) (**CRP 11**)<sup>16</sup>. Ms. Medby noted the group had reviewed its ToRs, which revealed gaps, and suggested the work should focus on operational issues. She highlighted the UNSMS should work towards a coherence on data systems.
97. Ms. Montalvo suggested that the group work to address the challenges on collecting data, noting the need for tangible outputs. Mr. Vandamme suggested that security communications and physical security would also be critical areas of focus.
98. Ms. Medby noted the need for the group to provide more advice that is driven by needs. She stated that a working group would be set up within the TAG to work on data management and interoperability that is connected to the UN Digital ID project. TAG would then report back to IASMN on project progress. She noted that, on physical security, the group was looking through contracts made available through DOS with the aim of making recommendations.
99. Ms. Poussin stressed the convening power of the TAG, which was as important as tangible outputs in that it offered the Network a regular forum for collectively discussing technology. She noted the discussion on compliance tools had been particularly helpful, and that the group can connect organizations so they can learn from each other.
100. **The IASMN:**
  - **Took note of the progress to date;**
  - **Confirmed the business needs identified herein and/or inform the TAG of UNSMS business needs that can be addressed by the TAG;**
  - **Confirmed the need to change existing TAG ToR to include its role in identifying and evaluating technology that could enhance UNSMS operations even when a business need has not been identified/specified by the IASMN, with an update to be received at the next IASMN SG meeting.**

## UNSMS Individual Security Profile Scoping Group (and UN Digital ID)

101. Mr. Farrell briefed on the UNSMS Individual Security Profile Scoping Group and UN Digital ID (**CRP 12**). He noted that the project emerged during work done on reviewing the security clearance policy. The Scoping Group was formed to delineate what the scope of information related to the project would be. However, the group had found that the HLCM mandated the UN Digital ID Project, which entailed the use of a single profile from a single person across different divisions or departments of the United Nations. The idea is for personnel, when being onboarded, is to have a digital ID that would give access to different tasks/operations engaged in or delivered, such as employment history, courses taken, medical (vaccinations), pension information and other data. Mr. Farrell noted that the Scoping Group had a briefing with the UN

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<sup>16</sup> The PowerPoint presentation is on UNSMIN.



Digital ID project team to learn more about the project and it became clear it would be counter-productive to have parallel projects. As the HLCM-mandated project would encompass a broader scope of multi-disciplinary entity's data and services, the Scoping Group proposed that it be dissolved, but that links to the UN Digital ID project team are maintained and regular briefings given.

102. Mr. Butt expressed his concern about the eTA not being mentioned in the project presentation and stressed its importance considering security as a key issue brought up in the project and the need for eTA to be linked to the system.

103. Mr. Vandamme noted that UNDP supports the proposed way forward and suggested that the TAG receive all the outputs and related guidelines already achieved by the Scoping Group, such as the datasets for the different security profiles – for its liaison with the HLCM Digital ID program

104. Ms. Montalvo supported the decision to disband the Scoping Group to avoid duplication of efforts and expressed WFP's interest in being part of the group to help HLCM project as they have technical expertise in-house. She expressed support for the project's data-driven approach and suggested that the UNSMS arrive at an approach on the integration of data and interoperability, and their connection to HR and IT working groups and all other technical working groups.

105. Ms. Poussin stressed the importance of the HCLM-backed project, since it encompasses many areas and must ensure there is coordination between all the networks involved.

106. **The IASMN:**

- **Took note of the progress of the Scoping Group;**
- **Supported the HLCM Digital ID project as the best option to achieve the goals of the IASMN for individual security profile and digital ID requirements;**
- **Disbanded the Scoping Group and tasked the Technology Advisory Group (TAG) to liaise with the UN Digital ID project;**
- **Directed that revisions/revising of the UNSMS Security Clearance policy continue in a designated group.**

## **{TESS+} Service**

107. Mr. Peter Casier, WFP/TESS, updated the group on the progress of the {TESS+} Service (**CRP 13**) via a PowerPoint presentation<sup>17</sup>. He gave a detailed briefing on all three TESS streams.

a. Stream 1: Field Support:

- Since June 2020, there were 11 SCS field assessments missions and three technical support and capacity building missions;
- Continued remote support and post-mission follow-up in 60+ countries.
- 30+ countries waitlisted for technical support assessments.

b. Stream 2: Progress on Current Technologies

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<sup>17</sup> The PowerPoint presentation is on UNSMIN (both CRP 13 and 14 were covered by the same presentation).

- Most active area and one with most optimization potential.
  - New technical standards published for VHF region networks with training modules and manuals available in early February.
  - Continued online webinars, consultations, feedback loops and briefings for online TESS community, AFPs security personnel, ICT teams, and UNDSS SAs.
- c. Stream 3: Progress on Future Technologies
- Continued partnership with key providers in the private sector.
  - Completed testing for all new sat-based equipment
  - First external body to test the SpaceX technology (mobile and satellite connectivity).
108. Mr. Casier noted that AFPs can request additional briefings on TESS for their personnel. He detailed the plan for the following six months of operations, along with an update on the financial situation of the project. He noted that, as of September 2020, the initial JFA allotment of \$616,500 has been depleted and a second allotment was received and expected to cover operations until April 2021. Cost optimizations implemented include ISC contribution waived by the WFP, cost cut in UNDSS-based co-coordinator, all tech support staff on non-mission status currently home-based, and cost recovery for tech support mission and intensified remote support (where possible).
109. Mr. Peter Marshall, UNDSS, shared the TESS project has worked well in Nairobi, with the next step being including the DSS division in the implementation of the new technology and, later on, to the rest of the UN System in Nairobi.
110. Mr. Vandamme endorsed the recommendation of phasing out HF Radio and the introduction of TESS technology, and noted that the governance mechanism seemed rather complicated. He enquired about how prioritization for TESS field support worked, the role and contributions of the NGO community and whether UNDSS should have a greater functional oversight on TESS noting that TESS is a service provider to the IASMN based on a MoU signed with UNDSS. He therefore suggested that the TESS project manager reports to UNDSS. He also emphasized the need for a portion of the costs to be cost recovered in country.
111. Mr. Casier noted that if the phase out of HF radio strategy document is approved, TESS will provide hands-on support to the field in how to transition to other systems.
112. On funding, Mr. Casier noted that TESS would be able to subsist with current funding until April 2021. He suggested that the project would prefer a twelve-month funding period, with review sessions every six months with the IASMN. He noted that field missions are prioritized by the TAG and TESS Steering Group, based on requests from the field on needed assistance or from an IASMN member or field security officer in the field. He noted that assistance to NGOs was not a major cost factor, but they are included in the design of overall standards. On UNDSS oversight, he noted that UNDSS has two permanent members in the TESS Steering Group and that UNDSS should decide whether more oversight was needed. On cost-recovery, he highlighted that significant efforts have been made and that there is an overhead cost when support is provided, but that cost recovery for assessments could also be considered.

113. Mr. Noory recognized the value of TESS and recommended the one-year budgetary agreement instead of every six months, requesting clarification from UNDSS on whether the current JFA can accommodate the proposal. He noted that he had not observed a reduction in radio operators, just a change of name (to SOC operators) and suggested that an area of potential savings could be opportunities for systems contracts. He further noted that donors are often keen to support initiatives of collaboration with NGOs, which TESS could capitalize on.
114. Mr. Casier noted that, on the system contracts for mobile phone services, the guidelines for UNSMS systems in the field have already been standardized and sent out. These guidelines provide criteria that could be used for negotiating with mobile service providers. He noted that TESS continues to liaise with potential donors on additional funding. In response to a suggestion on curtailing travel, he noted that the team was employing stricter criteria in deciding when field missions were required, and the visits comprised only 14 per cent of the total cost. Cost recovery is done when appropriate.
115. USG UNDSS noted that the TESS' reporting structure would be maintained as is and enquired about the possibility of cost recovery for field visits. Mr. Casier explained the assessments do not currently occur on a cost-recovery basis, but technical support missions do, as much as possible. He agreed that, when requests for assessments come from the field, cost recovery would be considered. He noted this was a relatively minor cost, however.
116. Ms. Bhatia noted that, on the JFA budget, there was a \$548,000 cut in travel budget. With the situation on travel restrictions, the ongoing pandemic, and the assessment visits, over expenditures have been projected where it has been anticipated there won't be further room to accommodate further funding from the JFA budget.
117. The USG UNDSS asked IASMN members for suggestions on potential funding models and sources for TESS and supported the proposal of a yearly budget allocation for TESS, including reviews every six months to make adjustments where appropriate.
118. Several members spoke in support of the TESS project. Ms. Montalvo and Mr. Noory expressed frustration due to lack of budget allocation for the TESS project, noting that members felt this was a priority for the IASMN. Mr. Noory enquired whether the current JFA could accommodate the cost of {TESS+}. Mr. Wairoa-Harrison stressed that losing the TESS project would result in a bigger loss than funding or financial resources. Mr. Butt suggested that USAID may be a responsive donor and Mr. Viteskic noted that the IASMN could better market the TESS project to help raise funds.
119. The following day, the USG UNDSS briefed participants that there may be an underspend on the 2020 JFA that could cover a few months of the {TESS+} Project. However, he noted that members would still be requested to submit funding ideas to the Executive Officer as the JFA solution is of short duration.
120. **The IASMN:**
- **Took note of and supported the overall process and the progress made to date in the current {TESS+} service;**

- **Endorsed the recommendation on the phase out of HF radio as a SCS tool;**
- **Endorsed the {TESS+} service charter;**
- **Requested members to reflect further on the issue of funding, noting that a funding commitment would need to be secured by the end of February 2021, and calling for ideas on this to be submitted to the Executive Officer, Renu Bhatia;**
- **Once funding is secured, recommended one-year budget allocations with updates every six months.**

## Guidance and Procedures for Security Comms Systems

121. Mr. Casier presented an update on the progress of the working group on the Guidance and Procedures for Security Communications Systems (**CRP 14**)<sup>18</sup>. He noted that the SMOM body text had been endorsed by the IASMN in June 2020 and that the working group had been requested to complete the annexes, which were now being presented for the IASMN's approval. He noted the guidance has been developed collaboratively and will be the most comprehensive SCS guidance the IASMN has had.

122. Members expressed support and commended the work done.

123. **The IASMN:**

- **Supported the overall progress and process of the WG;**
- **Endorsed the annexes – release 1.**

## Gender Briefing

124. Ms. Clairene Alexander, UNDSS/SPPS, presented the progress of the implementation of the UNDSS gender strategy in 2019/2020 (**CRP 15**). The focus was on two main areas: gender equality and disability inclusion. Ms. Alexander highlighted that gender and enabling guidelines have been mainstreamed across the entire Department and a Gender Manual has been produced. She stressed that in 2021 the focus will be on implementation and monitoring will continue through the SWAP Report. She highlighted UNDSS commitment in raising awareness and monitoring disability and inclusion in the SRM and explained that the Department is currently represented in four working groups on the topic. She emphasized that UNDSS is part of a task team for developing a strategy for LGBTQIA+ inclusion which will be disseminated through the Secretariat. Ms. Alexander pointed out that, according to the most recent UN-SWAP Report, UNDSS exceeded expectations in audit, policy, leadership, and gender-responsive performance management and should work on implementing knowledge and communication, coherence, and capacity assessment. She explained that the main activities for 2021 will be gender capacity assessment, gender audit and SWAP peer review. She emphasized UNDSS' commitment towards an inclusive and enabling working environment. Ms. Alexander also presented related communications achievements (new SharePoint pages for gender equality and disability

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<sup>18</sup> The PowerPoint presentation is on UNSMIN.

inclusion) and highlighted the productive collaboration with UN Women and other partners, including the 16 Days of Activism against Gender-based Violence awareness campaign.

125. Ms. Poussin highlighted that UNDSS launched its gender strategy in 2015 and that much work remains to be done. She stressed the high level of engagement and productive collaboration with UNSMS partners demonstrated so far would need to continue.
126. Mr. O’Hanlon, UN Women, recognized the fruitful partnership with UNDSS and expressed full support to UNDSS in its gender and inclusivity strategy for 2021. He echoed the need to focus on operational responsiveness. He also highlighted the presence of the USG and several UN officials in the gender promotional video, emphasizing the senior management commitment to the gender strategy. UN Women suggested that a standing committee on gender and inclusivity be created, an idea supported by IOM.
127. In response to a question from UNRWA on whether SSIRS contains a gender category, Ms. Poussin noted the Secretary-General’s report on safety and security contains a section on gender-based security incidents, which is accompanied by analysis. She added that such incidents continue to be under-reported, however. The Executive Office also clarified that the data provided during the presentation included only UNDSS personnel, not those on DPO/DPPA mission contracts.
128. The USG expressed his support to having the conversation on gender and inclusivity during the next IASMN Steering Group meeting and requested more information on the parameters through which gender is mainstreamed in the security policies. Ms. Poussin noted that UN Women is providing a consultant for the review of all the security policies.
129. Ms. Montalvo and Ms. Julie Dunphy, UNHCR expressed their appreciation for UNDSS gender and inclusivity strategy and stressed their support for any further collaboration. UNHCR furthermore emphasized the progress made since the gender strategy was first developed.
130. Mr. Noory emphasized the importance of including gender mainstreaming in the job descriptions in order to help achieve gender parity.
131. **The IASMN:**
  - **Took note of the briefing;**
  - **Requested that the next Steering Group meeting discuss whether to formalize the current informal support group on gender through a Working Group.**

## UNSMS Policies

### FoA Review

132. Ms. Poussin updated on the review of UNSMS policies (**CRP 16**), starting with the revision of the Framework of Accountability (FoA). Ms. Poussin noted that the framework was adopted in 2010 and its review has been a considerable undertaking. She listed the main changes to the document, which include the addition of a specific section on the Security Cell, the addition of organizational security focal points at the country level and a new reference on safety and

security. She added that, as key stakeholders with accountability, DOs may need to be consulted on this revision, as they had not been included in the first round of consultations.

133. Mr. Noory and Mr. Dell’Amico noted the importance of the annex to the FoA, with a suggestion that the main FoA document may need further review once the annex is ready. Mr. Dell’Amico noted that challenges with the Framework center more on operational abilities rather than policy. He expressed appreciation for the inclusion of the Security Cell and the mention of the role and contribution to the SMT of agency security professionals. Mr. Noory enquired what the ramifications would be if the FoA review were not finalized.

134. In response to a question on local security personnel (who no longer appear as a separate category in the revised FoA), Ms. Poussin noted that there is no distinction made between locally and internationally recruited personnel. Local security personnel are included under other UNDSS or AFP personnel in the policy. She highlighted there is no accountability that pertains to locally recruited personnel; their role is identified in their ToRs.

135. Mr. Vandamme raised some comments on safety, noting that the group had agreed to change mentions of “security” and/or “safety” to specific language on the UNSMS and requests that this aspect of the document be reviewed. Mr. Vandamme and Mr. Skog noted divergent opinions in the working group on the participation of AFP security professionals with regional responsibilities to the security cell. Mr. Simon Butt stated that the FoA is a core UNSMS document and, if differences of opinion are being presented at the IASMN, the document should return for discussions to the working group. He urged working group members to stand behind the group’s work in the future and noted that field personnel may feel initial resistance once they receive the new FoA guidance if they have been interpreting some tasks differently.

136. Mr. Farrell suggested that DRO issue additional, operational-level guidance on some of the clarifications now codified in the revised Framework, such as the requirement of the Security Cell to exist and the presence of agency security personnel in SMTs. He noted that some of the new things in the revised draft were merely spelling out what is already meant to happen (with clear references in the DO & SMT Handbook, for example).

137. Ms. Poussin highlighted that not all issues can be resolved through policy and that the group needs to agree on principles and ensure the work is completed and issued in a timely way.

138. **The IASMN:**

- **Took note with appreciation, supported the overall direction of the revised Framework of Accountability, and supported the conclusion of this work by the IASMN’s 34<sup>th</sup> session.**

## LCSSB Review

139. Ms. Florence Poussin noted that, in previous IASMN sessions, members had requested UNDSS to facilitate the implementation of the LCSSB. She noted that proposed changes to the document were circulated in track changes, and that there were proposals to establish a working group to review them. (The following entities volunteered to serve on the working group, via chat: DPPA, UN Women, UNFPA, IOM, ILO, ICC, WHO, FAO, UNICEF, UNDP.)

140. **The IASMN:**

- **Established a new Working Group to review DSS' proposed changes to Chapter VI, Section B: Locally Cost-Shared Security Budget (LCSSB).**

## Other Reviews and Prioritization

141. Ms. Poussin noted that UNFPA had made a proposal on the policy on residential security measures, proposing to remove a reference to be in line with current HR policies. This was supported by the IASMN Steering Groups. She noted that a further proposal had been received from the HR Field Group, necessitating a revision of chapter 6, section A, and chapter 4, section D, which encompass policies related to relocation and evacuation. She recalled that these changes have also been supported by the IASMN Steering Group. Ms. Poussin also mentioned that Guidelines on Optimization of TRIP for Security Purposes, along with template SOPs, which were approved in principle by the IASMN's 33<sup>rd</sup> session in June, were ready. More feedback had been received after that session, and the documents have been updated.

142. Finally, Ms. Poussin updated on additional policy initiatives and projects, including the release of the new edition of the DO and SMT Handbook in 2020, the completed revision of the SRM manual's French version, and the finalized translation of the gender manual into French. She added that all UNSMS policies were now available to all via a public website ([policy.un.org](http://policy.un.org)) and that two-page summaries for all major UNSMS policies were being developed.

143. Members discussed the approach to tabling the revision of UNSMS policies, and supported an approach whereby the policies await review in a queue and the same group of people works to revise the document (rather than an approach where several groups work separately on different policy revisions.) Mr. Farrell and Mr. O'Hanlon noted this approach would achieve more consistency, commonality and better quality across the documents, although it may initially require more time.

144. **The IASMN:**

- **Reviewed and endorsed the proposed changes to the *Security Policy Manual*:**
  - **Chapter VI Section A: Remuneration on Relocation and Evacuation Status;**
  - **Chapter IV Section D: Measures to Avoid Risk;**
  - **Chapter IV Section M: Residential Security Measures (RSMs);**
- **Reviewed and endorsed the Guidelines on Optimization of TRIP for Security Purposes;**
- **Directed the Technological Advisory Group (TAG) to make recommendations to the IASMN on how to address current policy gap on data governance.**

## HIM Policy

145. Mr. Farrell, Mr. Dell'Amico and Mr. Miller briefed on various issues related to Hostage Incident Management (HIM) within the UNSMS (**CRP 17**). Mr. Farrell briefed on the internal UNICEF HIM policy, and how it pointed to areas that needed additions or updating in the UNSMS policies and procedures, including dealing with non-UNSMS cases, emphasis on prevention, prohibited actions that would be counterproductive to a successful resolution of a case, expanded focus on

families and on information security and social media (adding that UNDSS also wanted the UNSMS policy update regarding working with member states).

146. Mr. Miller stated that HIM-related training should be core to the development of field security personnel, as it is important for developing their crisis management capabilities. Mr. Farrell also noted that training for senior management (crisis exercise) run in UNICEF and on training for family liaison was being developed for UNICEF personnel, which he offered to share.

147. Mr. O’Hanlon suggested having gender expertise in the HIM Expert Advisory Group, due to the likelihood of gender-based violence during hostage incidents. Mr. Farrell noted that the previous Gender Adviser had fully reviewed the HIM v3 training.

148. Mr. Farrell and Mr. Butt pointed to the role of personnel compliance and accountability, with Mr. Butt noting that some 70 percent of incidents within his entity result from personnel not abiding by security measures.

149. Mr. Wood stressed the complexity of hostage management, noting that the UNSMS may need to associate with actors linked to ransom/concessions. Mr. Farrell highlighted that such complexity was the reason the IASMN needed an Expert Advisory Group that would deal with updating the HIM policy and procedures. Mr. Miller noted that this was a significantly political issue.

150. **The IASMN:**

- **Take note of HIM-related issues, including update on efforts to implement training in 2021;**
- **Supported the updating of the UNSMS HIM policies and procedures based on the “UNSMS Hostage Incident Management Key Concepts and Best Practice” document and the UNICEF internal policy;**
- **Supported the continued updating of the “UNSMS HIM Key Concepts and Best Practice” document;**
- **Took note of the draft ToRs of the HIM Expert Advisory Group.**

## Intro on Safety

The USG UNDSS gave a brief update on safety issues, including his engagement with the HLCM OSH Task Force Chair. He stated that he had met with the chair of the Task Force to examine OSH issues and had assigned one SPPS staff member to participate in the meetings. USG UNDSS stated that the role that he envisioned was not in policy development but more so in response to safety issues. Ms. Poussin reported on the first few meetings of the OSH Task Force.

## OSH

151. Dr. Michael Rowell, DHMOSH, presented on OSH<sup>19</sup> and discussed the work of the OSH Advisory Committee (**CRP 18**). He described the OSH Management System and OSH external entities, stating that it was still at the stage of finalizing its terms of reference. He noted that it has an

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<sup>19</sup> The PowerPoint presentation is on UNSMIN.



intent to produce a tighter framework that other organizations can use. He also described the idea of an OSH network and stated that the HLCM was protective of creating new networks and so for now, the OSH body would remain a forum.

152. Dr. Rowell discussed the current and proposed OSH structure. He noted that there had never been sufficient staffing to provide all the services required of OSH and the proposed OSH structure would see a doubling of their previous capabilities. The increase in staff would increase their capacity for reporting and data collection, among others. Dr. Rowell noted that an expanded team could then absorb, at a future date and provided capacity existed, a migration of OSH safety tasks from the UNSMS. Dr. Rowell asked for support from the IASMN for the proposal to gain additional funding for the expansion of the OSH team and improving OSH across the whole system.

153. Next, Dr. Rowell highlighted the OSH Priorities, which included:

- workforce review implementation to get funding and complete recruitment;
- establish closer and more formal links with AFPs'
- use the same linked electronic case management/medical record system;
- give better general advice to the field and the possibility of creating a mechanism for referral through a logged system;
- working on incident reporting and the DOS OSH Policy.

154. Finally, Dr. Rowell presented on the decisions sought, which included: Does proposed OSH structure enable the initial transfer of safety tasks from SMS to OSH? Is there value in establishing a mechanism where Security Advisors or UNS/Agency operations staff can refer significant safety risks until responsibilities can be transferred?

155. Participants expressed overall support for OSH and the direction presented, noting that it was important to have a practical lead on the issue and that it may help some organizations better address OSH internally. Mr. Bermudez noted the importance of the distinct and clear delineation between safety and security. Mr. Wyper highlighted the importance of a very clear communications strategy on how the transition of responsibilities from the IASMN would take effect. Mr. Dell'Amico emphasized not trying to create a parallel structure and noted the need to reduce bureaucracy and making OSH operational in the field. Mr. Noory noted that, while the approach to security was transformed by the tragedies in Baghdad and Algiers, the same had not happened to safety after the earthquake in Haiti. He stressed that the COVID-19 pandemic offered another such opportunity cautioning that prioritization, avoiding duplication, and resourcing would be of paramount importance.

156. Mr. O'Hanlon highlighted the necessity of a global OSH system, as it is at the forefront of the COVID-19 response. He noted that most AFPs have at least one OSH focal point, so a vast array of personnel could assist, including those from the Secretariat, such as those working on road and fire safety. He also asked USG UNDSS to send a memo to all the executive directors highlighting changes expected on safety with a similar message transmitted to the HLCM. USG UNDSS agreed to send the memo and stated that he would attempt to get dedicated time at the HLCM to speak on the IASMN and OSH issues.

157. Mr. Rowell noted that the team aimed to provide practical support to the field, and that they were taking a business case approach, looking at the number of incidents and their impacts through an incident reporting system. This could make the case for the value of a safety function, which could be carried out by a P2 or P3 safety officer. Through links with HQ or regional groups, the safety officer could ensure that advice given to the field was consistent with policy and good practice and would not require a technical background. He stressed that there was tremendous growth potential for safety, and that, with time, the team could grow to include training and policy sections. He noted that responses were very duty-station specific and skills related to infrequent events were uncommon in the UN. He highlighted the need to link into national governments and utilize consultants, especially governmental consultants because certain safety issues were very country specific. He also noted that a “One UN” approach has proven workable on the medical side and noted the aim of delivering inter-agency help.

158. **The IASMN:**

- **Took note and supported the OSH approach.**
- **Welcomed the USG UNDSS commitment to send a memo to all the executive directors highlighting the work that UNSMS will continue to provide on safety, and what they will not, with a similar message to be transmitted to the HLCM.**

## Commercial Air Travel Safety Policy

159. Mr. Browne, UNDSS/DSOS, presented an update on commercial air travel safety (**CRP 19**). He spoke about the merging and transfer of the Commercial Air Travel Safety Unit (CATSU) from UNDSS to DOS. He noted that effective immediately, DOS would replace UNDSS in providing commercial air travel safety advice. DOS would also serve as the intermediary for engagement with UNDSS.

160. Mr. Browne stated that a working group on commercial air travel safety policy was to be convened, which had not yet taken place. He emphasized that now, it would be appropriate for the working group to convene. He stated that UNDSS and DOS would continue to merge their capacities. Mr. Browne assured participants that there would be no diminished service during the transfer. He noted that the remainder of the CRP speaks to the transfer of responsibilities and to the capacity/expertise that exists in aviation safety.

161. Mr. Christian Saunders, ASG DOS, noted that the move made sense because it wasn't feasible for two entities to perform the same job. He highlighted the recent UN reforms and the SG's commitment to one UN and reducing duplication. Mr. Ovais Ahmed emphasized the importance of close coordination when advice was provided to the field. He also spoke of the introduction of an electronic application available on smart devices that would provide information about flights and aviation safety.

162. Mr. Butt expressed his approval of the change, stating that it placed safety issues closer to the center of gravity, which is DOS. It reflected the HLCM recommendation of centralizing all hazard-related issues in one place. He also emphasized that occupational health and safety was a collaborative effort that needed to be coordinated and led.

163. Mr. Ahmed explained that the DOS risk management templates were in line with UNDSS templates and informed the group that DOS had already begun working with UNDSS. He stated that since advice was often too technical, in the future, advice would just be given in the form of “go” or “no go”. He also noted that the role of the air travel focal point would be limited, because with the new application, technical knowledge of aviation would no longer be necessary.
164. Mr. Noory expressed concern over Mr. Ahmed’s statement that technical advice that would not be provided, emphasizing that relevant airline advice was quite necessary. He also noted that though an Aviation Safety focal point was nominated, they were often not qualified enough to offer advice. He noted that when DOS would lead, more technical advice would be greatly appreciated. Mr. Butt also expressed concern over Mr. Ahmed’s statement and expressed that the “go” or “no go” model was unacceptable, as actions needed to be determined by the organizations on the basis of programme criticality. Mr. Saunders clarified the statement of Mr. Ahmed and stated that DOS would offer sufficient technical advice to decision-makers.
165. Mr. O’Hanlon enquired about the cost implications of the shift from UNDSS to DOS. He stated that the services that AFPs require might be different than what were offered by DOS. USG UNDSS responded to several participants’ concerns over cost, stating that there would be no increase in the cost and that JFA funds would continue to be utilized by DOS. The expenditure would continue to be the responsibility of UNDSS until an administrative solution was reached. Mr. Saunders echoed that there would be no increase in cost. Mr. Vandamme mentioned that merging capacities makes sense from an effectiveness/efficiency point of view and opined that this merger would presumably come with savings.
166. Mr. Ahmed stated that the air travel methodology was reviewed recently and the ATAG chair provided clearance. The ATAG is a GA-approved body providing safety advice to the entire UN system. Mr. Farrell asked that if the IASMN no longer dealt with air safety, which network would lead the work. ASG DOS noted that the IASMN would remain as the network in charge, and that DOS would come to the IASMN to receive formal feedback and work on policy changes as needed, as well as settling issues on a day-to-day basis.
167. USG UNDSS stated that before, there was increased risk due to the different organizations from which safety aviation advice was sought. Two different service providers offered aviation advice and operationally, that led to increased risk.
168. Mr. O’Hanlon stated that the policy was not implemented in 2019 because there were issues with it, and two years have elapsed since. He explained that the information his organization was receiving from DOS would not be enough, for instance, for their work in Pakistan. He reminded participants that the working group had already been established in June 2020 but had not met for 6 months. He emphasized the importance of amendments to the requests made in the CRP and the need to revise the policy. Mr. Browne noted the clarification and said that he would convene the working group.
169. Mr. Browne clarified that CATSU would continue to provide leadership and oversight over aviation for non-secretariat entities in the interim period. Mr. Farrell enquired as to the details of

the transition, including its length. USG UNDSS responded by stating that the transition would only be for several months. Mr. O’Hanlon expressed his discomfort over expediting the process if the policy was not working. Mr. Browne noted that the working group would meet to address the issues in a smaller forum, and that he was keen to understand the issues with the policy.

170. USG UNDSS emphasized that there should not be any further delay in bringing the working group together to update the policy. He noted that expected changes to the policy should not affect the transfer, as the hypothetical situation of policy stipulations that turn out to be unrealistic could happen whether or not there is a transfer. He stressed that DOS was part of the working group. Mr. Noory highlighted that since meetings were occurring virtually, there would be no need for delay. Mr. Farrell suggested that IASMN members focus their energies on helping to make the transfer a success, noting the urgency of convening the working group to finalize the review of the policy.

171. **The IASMN:**

- **Took note that effective immediately, pending the merger and transfer of capacity and function, DOS will replace DSS/CATSU for the provision of commercial air travel safety advice and information regarding non-commercial donated flights to all Secretariat entities as well as to DOS client entities. DOS will also serve as intermediary (focal point) for all Secretariat entities for engagement with DSS/CATSU. Consequently, DSS/CATSU will cease to provide direct advice to Secretariat entities and to DOS client entities. All responsibilities of DSS/CATSU enumerated in the Commercial Air Travel Safety Policy of 2019, related directly to Secretariat entities and DOS client entities, will now be undertaken by DOS;**
- **Took note that pending the merger and transfer of capacity and functions, DSS/CATSU will continue to provide commercial air travel safety advice and information to all non-Secretariat entities, with the exception of DOS client entities;**
- **Requested that the Working Group be reconvened as a matter of priority and complete the revisions on the Commercial Air Travel Safety Policy;**
- **Took note that the existing policy remains in effect until a revised policy is promulgated by the USG.**

## Close of Session

172. Dates for the following IASMN and IASMN Steering Group sessions were tabled. The USG UNDSS relayed that the Swiss Federation was willing to support the IASMN in June with a limit of 65 members and full COVID measures. Mr. Farrell suggested having a hybrid meeting with both online and in-person participants. Due to the increased likelihood of being able to hold an in-person meeting – something that many members had expressed a preference for – it was decided to push the IASMN’s 34<sup>th</sup> session to late August or early September. The USG UNDSS requested Mr. Wairoa-Harrison to check on dates with the Swiss authorities.

173. It was noted that the IASMN Steering Group was expected to be held virtually. Ms. Poussin suggested that, if the IASMN full session was held in late summer, the Steering Group could be

convened at the end of May. The USG UNDSS voiced concurrence, noting some work, such as the SRM review, could advance significantly by then.

174. Ms. Poussin also stated that a meeting needed to be scheduled for the 2022 budget. Ms. Bhatia said that by early February, they would be ready to present the budget. She stated that a two-hour meeting would suffice to discuss the budget at the end of February
175. Ms. Bhatia noted that the Executive Office have received the Controller's instructions for the 2022 budget. A two-hour ad hoc meeting of the IASMN will be set up to discuss the budget at the end of February.
176. The USG UNDSS formally wrapped up the session, commending participants for their engagement.

Annexure (Agenda and Participant List)