



SECURITY STARTS WITH YOU

The Inter-Agency Security Management Network

34th Session, 31 Aug to 2 Sep 2021
Montreux, Switzerland

Final Report

Above: Laura Lacanale and Alister Wood present ideas for a UNSMS-wide communications campaign on behalf of the Security Communications Working Group.

Executive Summary

The Inter-Agency Security Management Network (IASMN) held its 34th session from 31 August to 2 September in Montreux, Switzerland. The meeting followed a hybrid model, with approximately half of participants present on site and half joining the sessions virtually. In total, 39 IASMN members were represented, whether in-person or virtually, as well as four observers, including three staff federation representatives. The meeting was chaired by IASMN co-chair Lassi Kuusinen of the ICC.¹

At this meeting, the IASMN approved five guidance documents, which included four policy revisions: the Framework of Accountability, the Locally-Cost Shared Security Budget, Road Safety, and Improvised Explosive Devices (IEDs). The IASMN also endorsed new guidance on commercial air travel and abolished the current policy on the same issue. Additional annexes to the Security Communications Guidelines (part of the Security Management Operations Manual) were also approved.

Three working groups (on the funding mechanism, air travel and IEDs) were dissolved, having achieved their work. Two new working groups (on residential security measures and armed guards, and on gender) were established, along with a technical group that will discuss the interoperability issues for the common UNSMS platform. Further, it was confirmed that a working group on the SRM/SSIRS review will be convened shortly, after the phase three review of the current UNDSS-run process is finalized.

Separate, *ad hoc* meetings were suggested for several topics that required more in-depth debate, including strategic communications, OSH, and interoperability solutions.

¹ 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.

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Introduction

1. The Inter-Agency Security Management Network (IASMN) held its 34th session from 31 August to 2 September in Montreux, Switzerland. The meeting followed a hybrid model, with approximately half of participants present on site and half joining the sessions virtually. In total, 39 IASMN members were represented, whether in-person or virtually, as well as four observers, including three staff federation representatives. As USG UNDSS was unable to attend due to the ongoing crisis in Afghanistan, the meeting was chaired by IASMN co-chair Lassi Kuusinen of the ICC. The Director DSOS attended as the senior UNDSS participant.

Opening Session

Opening Remarks

2. Mr. Flavio Milan, Deputy Head of the United Nations Division, State Secretariat, Federal Department of Foreign Affairs, delivered opening remarks, noting that the IASMN plays a crucial role in ensuring that UN personnel can work in the best possible conditions. He noted that UNDSS was an important partner for Switzerland, particularly with regards to the assessment of the global security situation and risk analysis in the field. He also highlighted that Switzerland would be running for the Security Council in 2023-24 for the first time and would push for increased safety and security of UN personnel in that forum.
3. The USG UNDSS connected via NY and thanked Switzerland for their generous hosting of the meeting. He expressed regret at being unable to attend the meeting in person, noting that the crisis in Afghanistan relied on good security management to fulfil their commitment to stay and deliver. He noted that he planned to travel to the country to ensure that state interlocutors are aware of their responsibilities vis-à-vis the United Nations, highlighting that his focus as USG UNDSS will be on better supporting humanitarian activities in the field.

Adoption of Agenda

4. Mr. Lassi Kuusinen, the meeting Chair, opened the session by welcoming participants and noting that this in-person meeting provided an opportunity to take time out, consolidate efforts and work together as one team. The meeting host, Mr. Luc Vandamme, IOM, briefed participants on Covid protocols in place for the meeting.
5. The agenda (**CRP 1**) was presented. Participants discussed whether it would be possible to adjust start times but, considering the difficulties in bridging time zones, it was decided to keep the agenda as presented.
6. Ms. Maria Victoria Montalvo, WFP, enquired whether the group could consider merging or blending certain working groups. Ms. Poussin, SPPS, suggested this issue could be discussed during the next session and/or during the next IASMN Steering Group meeting.
7. **The IASMN:**
 - **Adopted the agenda.**

Summary of Progress on Recommendations

8. Ms. Justyna Pietralik, UNDSS/SPPS and IASMN Secretariat, briefed on the outstanding IASMN recommendations (**CRP 1 Annex B**). She noted that three of them were considered “ongoing”, and that updates would be provided during the session on these, as well as some of the others considered “completed” or “actioned”.
9. Ms. Montalvo raised the question of working groups, noting that a better alignment and efficiencies in resources may be achieved by merging some of the groups. Mr. Paul O’Hanlon, UN Women, seconded this proposal, stressing the need to ensure no crossovers or duplication of work exists. The Chair agreed that the management of working groups should be discussed at the next IASMN Steering Group meeting.
10. Ms. Montalvo also requested that more substantive information is included in this CRP, in addition to that on the process taken. Ms. Florence Poussin, UNDSS/SPPS and IASMN Secretariat, noted that, where available, the details are included in the CRP on the issue.
11. Mr. Simon Butt, OCHA, and Mr. Paul O’Hanlon, UN Women, requested that a clear way forward be presented by the end of the meeting for those action items that have not yet been completed. In response, Mr. Kuusinen noted that the CRP 1 Annex B is clear on ways forward but marks some items as “completed” where a document is being submitted to this IASMN and requested that, if some of those documents were returned to the working groups, that CRP 1 Annex B be revised to reflect that.
12. **The IASMN:**
 - **Took note of the progress made in the implementation of the outstanding IASMN recommendations.**
 - **Requested that CRP 1 Annex B be updated to reflect the outcomes of the meeting and that the management of working groups be addressed at the next IASMN Steering Group meeting.**

Ways Forward on IASMN working methods

13. Mr. Kuusinen briefed on the discussions on IASMN working methods (**CRP 2**). He noted that the Steering Group discussed whether a voting system should be implemented (in lieu of consensus) and recommended that the consensus method is preferable, as it led to better guidance documents. He also noted the composition of working groups was still being discussed, and that broader participation of IASMN members in the groups was very much encouraged. He noted the intent for the Network to carry out another survey next year and noted that he, as the lead on this survey, would request inputs from members. He advised the group to review the working group chart online to ensure their participation was reflected accurately. He added that CRP submission timeframe has improved.
14. **Working group participation:** Mr. Butt noted that recently there has been a push to have smaller groups – rather than including all interested IASMN members – working on specific issues and suggested this be avoided. Mr. O’Hanlon agreed, suggesting that the groups be open

to participation of all IASMN members, not to initially limit the numbers of participants, as those who do not actively participate could be removed as the working group proceeds. Participants discussed how the groups should manage participation before ultimately settling on the decision that the chairs of working groups should manage this. Several members urged a flexible approach towards membership, whereby members that are not able to participate actively are not removed from the group, though some noted that for certain issues, active participation is a must and therefore some working group ToRs included participation clauses. Ms. Poussin urged for wider participation in the working groups, as it gives more credibility to the IASMN as well as personnel to whom the policies apply.

15. **Group sign-up:** In response to a question from OPCW on how to sign up for the various groups, Ms. Poussin suggested members write to herself, Milanka Stamenkovic (Milanka.stamenkovic@un.org) or Justyna Pietralik (pietralik@un.org) on the specific group of interest. The listing of working groups is on UNSMIN. said there would be a meeting with new members of the IASMN to highlight resources available.
16. **Staff Federations Federation Participation:** Mr. Mark Polane, representing FICSA and UNISERV, said he had asked the USG UNDSS whether it would be possible for staff federation representatives to participate in some of the working groups, possibly as observers, and particularly for issues that touch on HR. ILO supported the participation of staff unions. Ms. Poussin noted that, unless members object, there would be no restriction to the staff federations participating in the working groups, and this has been a best practice in the past. Mr. Jose Miguel Sobron, UNOCT, supported this, noting the staff federations have a solid tradition of maintaining confidentiality and discretion.
17. **Observer status in working groups:** In response to the proposal by FICSA/UNISERV, members discussed whether the IASMN working groups should have observers in addition to full members, before agreeing all members should be “full” members.
18. The chair summarised the discussion, noting that any changes to participation in working group membership should be reflected in the updated ToRs and the working group listing maintained by SPPS with the assistance of working group chairs. The merging of certain working groups will be discussed at the next Steering Group meeting.
19. **The IASMN:**
 - **Confirmed the intention to carry out a survey on the functioning of the IASMN meetings every two years, with the next survey to be conducted prior to the 36th session.**
 - **Supported the merging and/or blending of certain working groups, where alignments exist, and the need for working group chairs to actively manage membership and ensure ToRs remain relevant.**
 - **Confirmed the IASMN working methods to be based on discussion and consensus to ensure high quality of outputs and inclusiveness.**

Working Group on UNSMS Results Chain

20. Mr. Michael Center, UNDSS/DRO, presented an update on the progress of the group reviewing the 2015 matrix (**CRP 3**). He noted the 2015 matrix focused strictly on UNDSS activities rather than outcomes or success objectives, and did not include inputs from other UNSMS entities, creating an impression that the implementation of the UNSMS was solely up to UNDSS. The working group agreed that the original UNDSS matrix should become part of a UNSMS results chain. The drafting has focused on identifying inputs, activities, outputs and outcomes required for the UNSMS to be successful and support delivery. The group is now finalizing the in-country objectives and will subsequently identify headquarters support. The approach would align the results chain to the UN country team and humanitarian country team objectives, goals and impacts, and would articulate the expected outcomes of the UNSMS with a specific focus of how it functions in individual countries. He highlighted the two main outcomes of the UNSMS, and demonstrated how these related to the activities, inputs and outcomes.
21. Ms. Montalvo enquired about how this would be translated into other areas, including training and communications. Ms. Poussin commended the progress achieved, noting that this would give UNDSS and UNSMS a concrete foundation. She highlighted that the work would be key to the IASMN and to DRO.
22. In response to a question on whether there would be a specific adaptation for headquarters, Mr. Center noted that the focus was on field operations, with other functions in support of in-country delivery. He noted that the functions listed would not be applicable to every country, as they would depend on results of the SRM process. He stressed that the group's work would lead to an understanding and consensus on the objectives of the UNSMS and how it supports the delivery of programmes.
23. Mr. Vandamme noted that part of the goals of this group was to help UNSMS organization understand what services they could expect from UNDSS. Several members (UNOPS, UN Women, UNFPA) raised the point that, while it was helpful to see the matrix, they did not feel this replaced the need for a Service Level Agreement (SLA). They suggested that the outputs of this working group should be used as the basis of the SLA that would articulate what agencies, funds and programmes could expect from their contribution.
24. **The IASMN:**
 - **Took note of the progress of the Working Group to date.**
 - **Requested that the issue of the Service Level Agreement be on the agenda for the next Steering Group meeting.**

UNSMS Priority #5: Strategic Communications

25. Mr. Alister Wood, IOM, and Ms. Laura Lacanale, WFP, presented an update on the work of the Strategic Communications Working Group (**CRP 4**) as group chair and co-chair, respectively. They presented a proposed package of products of diverse formats for differentiated audiences. Ms. Lacanale noted that specific objectives would have to be defined for each product/platform and content guidelines would need to be produced. Mr. Wood and Ms. Lacanale demonstrated the

types of products the group was proposing, including a podcast and a visual campaign that included three options, requesting participants to submit their reactions using a Menti meter to gauge initial preferences. The presenters noted that the focus was on positive messaging to encourage safety-conscious behaviour and to highlight the human element of security work. They added that the products they are proposing would be customizable and that the messages should be endorsed by the IASMN through a clearance process. Mr. Wood highlighted that the group would require \$100,000 for the deliverables highlighted (podcast, videos and ad agency work).

26. **Internal resources:** Several participants spoke out in favour of using internal resources. Mr. Aitor Arauz Chapman, UNISERV, stressed that this would ensure that products are aligned with UN values and that the level of communications is sustainable. He noted the staff federations could facilitate contacts with communications specialists. In response to a suggestion that specialists from the Department of Global Communications (formerly the Department of Public Information) lead this work, Ms. Poussin noted that SPPS works with them daily but that they have extremely limited resources and the IASMN would need to pool its own resources to get the work done. She noted that UNDSS has only two full-time communications staff. Mr. Vandamme and Ms. Esther Kuisch Laroche, DSOS/UNDSS, stressed that UNSMS organizations should commit their communications capacities to the effort. Ms. Kuisch offered to request the USG UNDSS to push for a commitment on this at higher levels among the organizations. Mr. Paul Farrell, UNICEF, and Mr. Arve Skog, UNOPS, noted they would ask for greater support from communications colleagues, and Mr. O'Hanlon mentioned that UN Women were committing a dedicated intern to support the communications efforts.
27. **Financial support:** Mr. Angelito Bermudez, WHO, commented that the work should be supported. However, if the IASMN wished to extend its mandate with an operational component (apart from policy or strategy), then it should perhaps have its own funding and budget as well. Otherwise, the operationalization and implementation of IASMN work must be covered by existing operational entities and resources. He noted this funding request was similar to a recent one for the TESS Service. Other participants requested further detail on the funding request which would denote the contributions requested and/or offer a menu of options that would allow organizations to pay for and receive products more suitable for them. Mr. O'Hanlon noted that budgets for this year had already been committed and it would be hard to secure resources. Ms. Carla Naude, UNDP, highlighted the need to clarify the source of funding as well as its sustainability and indicated a preference for using internal rather than external resources.
28. **Type of materials:** Mr. Arauz Chapman noted that animated materials were easier to adapt to different languages whereas podcasts were more language-specific and therefore, to communicate in multiple languages, original podcasts should be created. Several participants supported the idea of animated materials while some explained that podcasts may also help reach an important demographic, such as younger UNSMS personnel. Mr. Greg Sanders, World Bank, noted the Bank has produced podcasts, YouTube videos and was experimenting with various products to meet the needs of the changing workforce. Ms. Lacanale noted that the group was proposing diverse products to provide various opportunities for the target groups to access the

content. Mr. Brian Baker, welcomed the initiative of enhancing communication, highlighting that UNRWA had already recruited a communication specialist for UNRWA. Mr Baker also cautioned on social media postings, as it may be difficult to control responses (negative) against the UN as a whole and the UNSMS system, suggesting instead that other platforms – such as Facebook live – could provide an opportunity to engage with personnel. UNRW also noted its offer to be part of the working group to share some the practises already incorporated into UNRWA’s strategy. Mr. Nicolas Hergot, UNESCO, noted that there would be some cross-over between training and communications efforts and some products could be used for both.

29. **Proposals presented:** Participants responded to the three visual proposals via the Menti meter and, while the proposal that received the highest number of votes was one where a person appears to be in the crosshairs, several representatives (including OCHA and UNICEF) noted that this went against risk management principles and would scare, rather than assist, personnel. Several others noted they would have liked to discuss the proposals in greater detail. In response to a request that the materials be circulated for more comprehensive feedback, Ms. Lacanale noted that the visuals were still being developed and would be shared at a later stage for inputs.
30. **Branding:** Mr. Nicolas Hergot, UNESCO, and Mr. Frederic Cave, WIPO, proposed that the group work on a logo for the UNSMS as a first step. Mr. Michael Dell’Amico, UNHCR, suggested that hybrid branding may be most beneficial in getting buy-in from personnel of various UNSMS organizations.
31. **Further discussions on targets, products:** Members overwhelmingly expressed that more clarity was required on the proposals as well as the objectives of the communications efforts, including whether the focus should be internal (on personnel) or external. Several raised the question of the precise impact and the behavior change desired. Mr. Dell’Amico queried whether the communications products should contain specific messages akin to those in road safety campaigns (such as “wear a seatbelt”) to change targeted behaviors. Ms. Poussin highlighted that it would be important to prioritize efforts and focus where impact is likely to be greatest. She noted that, if staff are a target for the campaign, feedback should be collected on: 1) what they would want to hear from the UNSMS and 2) what the UNSMS would want to tell them.
32. The SCWG team agreed that many ideas were still to be fleshed out, as the group had only recently started work and was considering many issues for the first time. Mr. Wood stressed that the group was focusing on common messaging as well as adaptability to address agency-specific issues in a way that captures attention and assures personnel that their entity is behind the messaging. In response to a question on how the company that produced the visual campaign was selected, he noted that this was pro bono work. He also highlighted that the group was relying on the IASMN to provide them with direction, as per their ToRs.
33. The Chair summarized the discussion, recognizing the work done and reaffirming communications was a strategic priority. He noted that, from his point of view, the IASMN wanted to make the security functions, as well as the group itself, better known throughout the UNSMS and that the target group was personnel as well as senior managers. He agreed that the messaging from the IASMN was not yet very clear and stressed the Steering Group needed to review the issues.

34. The IASMN:

- **Recognized the work of SCWG to date.**
- **Considered the Scope of Work's deliverable options for Q3/Q4 of 2021 and for 2022.**
- **Agreed to actively champion the initiative within participating UNSMS organizations.**
- **Agreed that additional discussions, including on messaging and funding proposals, could be held on an *ad hoc* basis and that the sample products presented in the meeting would be shared with the group for additional feedback.**

Gender

35. Ms. Clairene Alexander, UNDSS/SPPS, presented the "UNDSS Gender and Inclusion Update" (**CRP 4**), via PowerPoint. She showed a comparison of the percentage of women, per level, in 2020 and 2021, as well as actual vs target figures per level. She also highlighted the current strategies to address gender parity, create an enabling environment and implement gender responsive operations. She also touched on highlights from the UN SWAP report, where UNDSS was recognized for exceeding requirements for gender architecture and knowledge and communication. Areas for improvement were identified as equal representation of women, coherence and financial resource tracking. She also briefed on recent disability and inclusion, particularly recent anti-racism efforts.
36. **Numbers and progress:** Mr. O'Hanlon stressed that real numbers (vs percentages) should be presented to demonstrate the progress on gender parity, and that a comparison of numbers for the UNDSS vs UNSMS organizations would be useful. Ms. Alexander noted she would consolidate gender numbers across the UNSMS and would rework for the next meeting the graphs she had shown to also highlight areas where there was a decrease in gender numbers. Ms. Poussin noted that progress was more visible at higher levels, where there was more senior management involvement, which was part of the reason for the P3, P4 and P5 recruitment campaign, which will target a more diverse pool of applicants. Mr. Arauz Chapman commended UN Women's field specific enabling guidelines for providing helpful information on achieving parity.
37. **Geographic diversity and anti-racism work:** Members (UNFPA, UNEP) also requested more detailed data on geographic distribution of posts. Mr. Arauz Chapman stressed the importance of the UN SWAP report for promoting accountability in the hiring process and noted that a similarly ambitious strategic action plan on racial and geographical diversity was being produced under the guidance of the Secretary General. He highlighted that such tools provide an aggregate perspective and show whether an entity is meeting their diversity targets. He also noted that there is work ongoing specifically on racism and not just geographic diversity.
38. **Data privacy:** Mr. Arauz Chapman noted that there were concerns on gender markers in the UN ID systems vis-à-vis data protection for certain groups, such as trans personnel. He mentioned that Secretariat colleagues were working on a comprehensive review of data privacy and protection.

39. **Person-centered approach:** In response to a question on whether a person-centered approach would be a useful frame for the issues discussed, Ms. Alexander agreed that this approach was already being used but could be better articulated.
40. **Importance of flexibility in contracts:** Mr. Arauz Chapman brought to the Network’s attention several figures from the ISCS showing a higher rate of resignation among women, particularly at mid-career levels, and possibly linked to family obligations. Mr. Peter Marshall, UNEP, also noted that flexibility was a tool in staff retention, as seen from Covid19 lessons learned.
41. **Reactivation of Working Group:** Mr. O’Hanlon noted that there was a need to reinvigorate the working group and work in partnership on gender issues. Ms. Naude supported the proposal.
42. **Aide Memoire:** Several participants (UN Women, UNFPA, UNDP) noted the importance of the Aide Memoire, noting some were of dubious quality and that DRO had been meant to present a status update on the issue. Mr. Naqib Noory, UNFPA, highlighted that this document was critical in preventing unintended consequences in responses to security incidents. Ms. Carla Naude, UNDP, noted that while the materials on gender are comprehensive and detailed, they are voluminous and proposed simplified, shorter versions to be made available. She also emphasized the need for gender to be operationalized and suggested that the reactivated working group could assist on these issues.
43. **Next steps:** In response to a question from IOM, Ms. Alexander noted that the next step would be a gender audit and an evaluation of the current gender strategy (which runs until 2021), both of which would feed into the new strategy.
44. **UNDSS recruitment campaign:** Mr. Renu Bhatia, EO/UNDSS, mentioned that some 20 per cent of the UNDSS workforce would retire in the next four to five years, providing an opportunity to achieve greater diversity, not only in gender but also skillsets and geography. The Department planned to make job profiles more understandable to appeal to a broader pool of candidates. She added that a consultant has been onboarded to work on recruiting new talent and that outreach had begun.
45. **The IASMN:**
- **Noted the progress on the gender and inclusion activities undertaken to date.**
 - **Agreed to re-instate the Gender working group to support the UNDSS Gender and Inclusivity Coordinator.**
 - **Agreed to share data on gender equality in their respective security structures with the Gender and Inclusivity Coordinator.**

UNSMS Policies

FoA, LCSSB and Victims of Violence Registry

46. Ms. Poussin introduced the two policies revised by the IASMN Review of Policies working group (CRP 6²). The first was a revision of the **Framework of Accountability**, which had been going on

² For further detail on the revisions to the Framework of Accountability, please consult CRP 6.

for the previous 12 months, and involved significant collaboration between the working group, the field reference group, security officers, security advisers in the field, OLA, DOs, and DCO. Ms. Poussin noted that people-centred approach was now included as a main principle of the document. The introduction also contained several clarifications, and discussions involving the recognition of everyone involved in security decisions, those who are advising, and locally recruited security professionals. Ms. Poussin reiterated that the Framework of Accountability does not serve as ToRs for the various security functions. Ms. Poussin confirmed that the latest revision of the Framework will have to be reflected in future organizational communications, DO handbooks, and other related documentation.

47. The other document revised by the working group was the **Locally Cost-Shared Budget Policy**. The aim of the review was to improve the timeline and processes of LCSSB preparation and approval, keeping in line with organizations' processes and practices that are possible in the field. The review of this policy helped to clarify roles and the extent of administering agency, as well as the extent of the role of P/C/SAs in presenting the LCSSB. The policy review process also highlighted the need for education on different budgets and what they cover – namely the distinction between JFA and LCSSBs and what each of the two cover. This was addressed in one of the footnotes of the policy document.
48. Ms. Poussin also briefed on recent discussions on the SOP relating to the inter-agency on **victims of violence** committed against UNSMS. This was triggered by the discussion in the Secretariat related to organizational risk and how Member States can be made more accountable. This triggered a conversation on a possible review of the SOP, although it is yet unclear whether an IASMN policy would be needed for this.
49. Finally, she noted that UNDSS SPPS worked with a graphic design consultant to turn the policies into **two-pager explanations**, an example of which can be found in the CRP. This was done to bring more awareness, understanding, and communication on policies.
50. After the briefing, the floor was opened for questions and reactions. Due to the volume of comments and proposals for edits, bilateral discussions continued outside the main forum and the session resumed the following day. The discussion, which has been condensed and grouped by topic below, spanned over two days.
51. **Goals of the FoA:** Throughout the session, Ms. Poussin reiterated that, although the Framework of Accountability is a key document of the United Nations system, it is not the only policy in the UNSMS, and will not be a catch-all policy, nor one that includes all the statements that UNSMS would wish to make. The goal of the Framework is to clarify roles and responsibilities of staff, in terms of decisions and accountability, and in line with current structures. Ms. Poussin highlighted that there was a lot of support from the field and organizations for the current draft presented to the IASMN.
52. **Locally Recruited Personnel:** Several members expressed concern that LSAs as a category had been removed from the Framework. Mr. Noory felt that this was a critical detail, especially since a large proportion of security personnel are LSAs. Ms. Montalvo suggested that the role of LSAs

had been generalized and they were assimilated with others in the new category. Ms. Poussin confirmed that LSAs had not disappeared from the Framework and were instead included in the category of 'other individuals with security responsibilities', where it was mentioned that they are professionals with essential roles to support DOs and SMT in accordance with their terms of reference. Mr. Paul Farrell explained that this topic had been extensively discussed in the working group, as the policy aimed to be more inclusive (to include general-service level staff who do not have the title LSA and other locally-recruited staff, such as National Officers),, and that the group chose to use the best "umbrella term" possible. Mr. O'Hanlon and Mr. Dell'Amico argued that the grouping of LSAs in such a way elevated the grouping so that they are in the same category as international security personnel, recognising their important role. Mr. Jose Miguel Sobron, UNOCT, pointed to the need for the Framework to effectively communicate that the role of LSAs is both valuable and acknowledged, noting he felt that the paragraph should not have been removed. Ms. Poussin suggested highlighting the rationale for the changes in the communications that will follow the promulgation of the document. This would also be the opportunity to communicate that this group of personnel has not been forgotten, but instead whose role is reflected in a different manner in the Framework. She explained that including a definition in the FoA for locally recruited personnel is likely to not fit everyone, nor support their real roles and responsibilities in all agencies, funds, and programmes, and that it was a misconception that the small explicit paragraph referencing LSAs was helping locally recruited staff.

53. **Feedback:** Regarding Mr. Noory's request enquiring about potential feedback from LSAs on the deletion, Ms. Poussin clarified that, while no feedback was obtained from LSAs directly, UNDSS had solicited feedback from the Field Reference Group but did not receive comments on this issue. Paul O'Hanlon also addressed this point, explaining that representatives of organizations for whom LSAs are a big part of the workforce had the chance to offer feedback, and that it was never part of the official process to approach LSAs and directly obtain feedback. Mr. Polane agreed that single staff representative bodies were designated as a single focal point for staff representation, and offered to potentially revert to the Federation to provide a single point of reference for the SMT to have someone to communicate with.
54. **DO Consultations:** Mr. Noory enquired about the outcome of consultations with the DOs. Ms. Poussin noted that much of the feedback from DOs focused on the elements of oversight and performance management roles of DOs over P/C/SAs. She reiterated that it was not the place of the Framework to outline that, and that there should instead be a discussion between DCO and UNDSS, since P/C/SAs are accountable to USG UNDSS, and in terms of performance management, their reporting officers are the desk and the DRO.
55. **Reporting line to DO:** Mr. Noory expressed concern on the removal of text that was in a previous draft of the Framework that referred to the reporting line to the DO. Ms. Poussin pointed out that the technical performance management of P/C/SAs doesn't need to appear in the Framework, since no other such function is reflected in the document, and they remained accountable to DOs. She noted this could be raised with the USG UNDSS, but the change was

agreed to in the working group. Mr. Butt noted that OCHA was in a similar position to UNDSS, and while staff advise and support HCs, they do not report to them and it is the organization's responsibility to ensure there are tools, guidance and processes to allow the system to work. Other members agreed that "as per their ToRs" indicates reporting lines sufficiently.

56. **Additional comments and edits:** There were several additional comments on the various sections and on specific roles, including on whether the FoA must be approved by the GA, the appointment of a senior security manager by Executive Heads, and the establishment of the Security Cell, which were clarified in the meeting. Ms. Pietralik confirmed that changes made since the last revision of the Framework (as included in the CRP) were strictly stylistic and editorial edits, based on inputs received from UNDP the previous day.
57. **Feedback from legal offices:** It was noted that some organizations were waiting for formal feedback from their legal departments. Mr. Vandamme clarified that the document had been shared with their legal office, and that minor tweaks could be proposed following this full IASMN session. Participants agreed to this conditional endorsement.
58. **The IASMN:**
- **Endorsed the revised Framework of Accountability and of the revised Locally Cost-Shared Security Budget (LCSSB) policy by the IASMN.**
 - **Recommended a targeted communication effort to explain the main changes of the Framework of Accountability, in particular in the areas that have been most discussed. (One member recommended a specific communication from the USG UNDSS to the Executive Heads of UNSMS organizations.)**
 - **Took note of the establishment of a group examining the potential review of the inter-departmental SOP on the Victims of Violence Registry.**

Training

SCOLT

59. Mr. Vandamme updated members (**CRP 7**), outlining the work to date of the SCOLT (Standing Committee on Learning and Training). He explained that the SCOLT has organised itself into three working groups: security decision makers, led by Mr. Jamie Farrell, UNDP, learning for security personnel, led by Mr. Dominique Bollier, IOM, and learning for the UNSMS, led by Ms. Samantha Steenkamp-Farrell, World Bank. He informed members that the working groups had regularly met throughout the year and made collaborative and constructive progress on all subject matters, with consultations taking place within the policy unit of UNDSS and TDS. Annex A of the CRP focuses on the forecast for learning delivery needs, while development requirements and delivery needs for 2022 and 2023 are found in Annex B. Mr. Vandamme explained that discussions on the security professionals participating in the SSAFE training were ongoing within SCOLT, and that the group had requested that UNDSS coordinate a paper compiling input on the subject. In addition, a draft SMOM document on WSAT had been drafted and shared with full SCOLT for review and feedback and will be shared at the next IASMN Steering Group.

60. For the first working group on Security Decision makers, Mr. Jamie Farrell explained the need for an increased capacity to deal with crisis management within the UNSMS. Based on the previously identified priority that was identified previously, the focus of efforts has been on increasing capacity for crisis management by security decisionmakers, particularly at the country level. This created a few projects/tasks that were added on to what TDS was already doing. The first was a self-paced, on-demand remote package to cover policies and principles, the second was a catalogue of exercise scenarios to be carried out exclusively in-country, and the third was a TOT package to enable personnel to deliver those exercises that were proposed.
61. The second group focused on UNSMS security personnel training. The group acknowledged that some material may be used by the wider UNSMS personnel community, and thus, endeavoured to review existing material used by IASMN organizations to make sure they are applicable to the whole UNSMS in relevant areas. It was a priority of the group to incorporate a learning programme for gender consideration in security management, and provide security professionals with the knowledge, skills and attitude for gender consideration through the SRM process.
62. Ms. Steenkamp-Farrell next discussed country security focal point training. She explained that TDS had been able to share a storyboard they had developed for CSFP training, and that consequently members of the working group had reviewed materials to have a good understanding on what was optional instead of mandatory. However, she clarified that the group still required information from SCOLT members to work with TDS as a tech advisor in terms of deciding what the course outline would look like. She also advised that the final product may require funding from IASMN member organizations, though she explained that there may be a possibility to obtain funding from an agency as a sponsor.
63. For Beyond BSAFE, the priority was to develop a course that builds on what already exists, and Ms. Steenkamp-Farrell acknowledged that it was necessary to evaluate and try to merge courses, since these exist for many agencies.
64. Mr. O'Hanlon noted that UN Women were not a member of SCOLT and highlighted a potential conflict of interest, with Mr. Vandamme's two chair positions within UNDP and IOM, requesting clarification on the future chairs of the group. Mr. Vandamme confirmed that he raised this with USG DSS prior to him joining IOM, and proposed to the USG DSS that this be discussed at the IASMN meeting. Mr Vandamme further mentioned that, if the IASMN wished, he would step down as chair. However, participants agreed to keep UNDP and IOM as co-chairs, with IOM as a co-chair only until another is appointed by UNDP.
65. In response to a comment on the need to prioritize and to produce timelines, Mr. Vandamme explained that priorities had been discussed in consultation with actors, in line with the ToRs of SCOLT. He added that, since the next step would be to discuss mechanisms, a timeline is not yet feasible. The agreement by the IASMN that the delivery calendar for 2022 and 2023 is acceptable would allow the group to move on to resources and mechanisms, and then establish a clearer timeline for deliverables.

66. Mr. Butt asked whether there had been a review on training to confirm that it contains the material required by personnel. Mr. Vandamme confirmed that past IASMN/SCOLT sessions had involved briefings on content, followed by a Q and A session, during which the content was supported.

67. The IASMN:

- **Agreed that the proposed 2022/2023 Delivery Calendar be put forward for discussion STGPM (See Annex A).**
- **Agreed that the proposed 2022/2023 Development Priorities be put forward for discussion by STGPM (See Annex B).**
- **Noted the ongoing work by the SCOLT and UNDSS/SPPS in relation to the consideration of the requirement for UNSMS professionals to participate in SSAFE training**
- **Noted the work undertaken to review a draft SMOM entry for WSAT.**
- **Given recent staff moves, decided to maintain UNDP and IOM as co-chairs of the SCOLT, with IOM the retaining chairpersonship until another co-chair is appointed by UNDP.**

TDS Update

68. Ms. Katja Hemmerich, UNDSS/DSOS, delivered the TDS update (**CRP 8**). She explained that the work of the sub-working group on training for security decision makers had been complementary to what other working groups had been doing. She noted that a recent survey of those who completed online SMT trainings indicated the importance of interaction and relationship building, with responders rating the content favourably but voicing some dissatisfaction with the virtual format. The survey also shed light on the necessity to differentiate between target audiences, and what these audiences may need in terms of content and level of courses. She noted that the group felt that the online SMT was a useful tool but needed to be updated in terms of delivery method and material. Ms. Hemmerich stressed to reconcile the content of SMT online courses, DO briefings at HQ, and in-country briefings from chief security advisers. She outlined the proposed deadlines for SMT online training to be completed for each group of personnel (security decision makers, DOs, P/C/SAs).

69. Mr. Dell'Amico commented on training for decision makers, voicing concern from the point of view of agencies when it comes to crisis management training. He pointed out that, in the past, SAs and DOs had tended to see agencies as the problem because of the training. He stressed that participants to crisis management training should be primed to see the SMT as an advisory tool to make better security decisions, aiding programme delivery. He suggested that this be incorporated by including stakeholders in the room and in discussions.

70. Ms. Elisca Lagerweij, OPCW, requested clarity on whether the goals of TDS and DSOS were realistic in terms of ability and resources. Ms. Hemmerich confirmed that the list of objectives was ambitious, but that these are presented now to the IASMN to request advice in terms of which priorities are most important, or time sensitive to come first in 2022.

71. Mr. Noory expressed that UNFPA would wish to support a DO training package that was collectively developed, to which everyone contributed, and asked how this was going to be

implemented. He felt that every agency and entity should build on the product until it became a properly evolved, structured training programme.

72. Ms. Hemmerich explained that the group were working on the interoperability of LMS systems and data feeds between existing systems, and that progress was being made. Responding to questions regarding the sharing of data, she pointed out that OICT is still waiting for engagement from some agencies while with some agencies share information regularly. Members wishing to engage should reach out to Mr. Andre Dehondt. She also explained that the update to SCP was continuing, albeit it more slowly than previously hoped, due to the need to restructure some revision designs for LMS. She added that a lot more was expected to be done virtually than they first anticipated, which is better from a cost and accessibility perspective, and that the group expect to pilot the first modules in early November. In reply to Mr. Noory, Ms. Hemmerich explained that the proposal is expected to cover all needs of organizations who use it, and that if his organization wished to provide feedback, they would be open to taking it on board.
73. Ms. Montalvo drew attention to the issue of liability, and what the status would be for insurance in incidents where training has not yet been completed, in terms of risk mitigating measures and consequences. Ms. Florence Poussin pointed out that security management training is already mandatory, and that if personnel do not complete such training, they would be considered non-compliant.
74. Mr. Dell'Amico reiterated that agencies, funds and programmes must be involved in development process of SCP, and that his organization wished to be part of beta testing for the product. He pointed out that, as changes were made to the method of security training delivery, it was necessary to produce a similar product to existing products or at least ensure continuity across all products in a way that ensures interoperability (where possible and necessary) and a common standard.
75. **Timelines:** Participants debated the proposed timelines for the completion of the three trainings for decision-makers. Ms. Kuisch clarified that two of the three courses that DOs and DO a.i. need to take are online, and that only the third is an in-country briefing. She did not feel that this would be a burden on the agencies, since the third (in-country briefing) should be conducted regardless and should not take a long time once a DO or DO a.i. has arrived in a duty station. She also stressed that timelines were necessary for online trainings to ensure compliance. Mr. O'Hanlon pointed out that, if there were consequences to timelines (such as deployment impact, cost impact, liability impact), organizations would be expected to also self-impose the same consequences. For this reason, he noted that UN Women would not be able to fully agree until the package is approved.
76. Mr. Paul Farrell stressed the difference between the notion of "online" trainings versus "virtual" trainings, pointing out that the second involves live, one-on-one meetings that must be organised by DRO and the DO, requiring people to organize themselves independently. The in-country briefing would be the responsibility of the P/C/SA to organize. Mr. O'Hanlon also addressed the fact that the virtual training can be difficult to coordinate and argued that, in such

situations whereby the training could not be completed, the accountability would fall on the agency. For this reason, he felt that timelines should be put on hold until the extent of the programme and capacity for delivery were both clear. Ms. Kuisch confirmed that it would be fine to delay the detail of timelines but confirmed that they were essential. Mr. Kuusinen and Ms. Poussin confirmed that, since there was no urgency to decide now, the group should move forward in terms of content and work on deliverable timelines once this was established.

77. Mr. O'Hanlon advised that, in the meantime, it would be useful to assess the changes to the training content and establish whether it was necessary to retrain relevant security personnel. Mr. Kuusinen advised that an implementation plan for the product be provided, not necessarily in next SG or next IASMN, but at some point in between.

78. **The IASMN:**

- **Took note and supported the overall process and the progress made to date.**
- **Provided feedback on content, delivery method and overall proposed approach to training for UNSMS security decision makers and highlighted the need to include in all relevant training the most recent provisions of the new FoA.**
- **Provided feedback on timelines for completion of training for DO/DOs a.i. and noted that UNDSS will enforce and communicate on the respective timelines.**

HIM

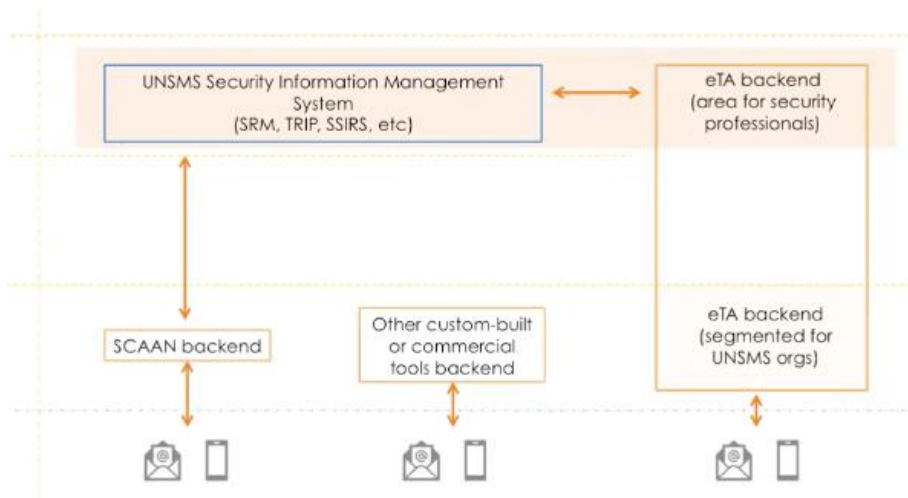
79. Mr. Bill Miller, UNDSS/DRO, briefed on the Hostage Incident Management training (**CRP 9**), noting that UNDSS was waiting to hear back from a potential funding source for the training. Mr. Dell'Amico updated on the plans of UNHCR to hold the training, which would follow a similar model to any UNDSS training, and be run on an inter-agency basis with UNICEF and UNDSS in the lead. He noted that the nascent HIM advisory group helped come up with a hybrid model for the training to be delivered with less in-person contact, given the ongoing COVID-19 pandemic. This means that practical exercises that need to be held in-person were separated from more theoretical components, which will be now delivered virtually. This model allows more people to benefit from the virtual sessions, cost-free, such as staff welfare counsellors or PI personnel. Mr. Dell'Amico announced that the practical session would be held in Nairobi, likely in mid-January, and that he would email the IASMN to solicit nominations that evening. There were 24 slots available, with 12 open to non-UNHCR participants, with many of those prioritized for UNDSS and UNICEF personnel.

80. Mr. Paul Farrell added that the training referred to as "HIM v3" was based on the Key Concepts and Best Practice document, noting the need to maintain the UN's success rate for safe release of hostages (99 per cent). The training contains more focus on the family (noting that UNICEF is developing specific "family support and liaison" training with CISMU involvement).). He noted the need to focus on prevention, as about 74 per cent of cases that UNDSS has dealt with incidents where the hostage was not in compliance with security guidance. He noted UNICEF will deliver a webinar on hostage prevention, first in English and French, and later in Spanish.

81. **Number of trainings:** Mr. O’Hanlon noted that the slots available for those outside UNDSS, UNHCR and UNICEF for the UNHCR-sponsored training were limited, and requested guidance for how AFPs could increase their numbers of HIM-qualified personnel. Mr. Peter Marshall, UNEP, also requested that more people receive the training, or basic elements of the training, including DOs and security cell members. Mr. Miller noted that funds were a limiting factor, with no JFA or UNA funding and that UNDSS would like to establish a recurring funding scheme with donor support. He noted that those who are most likely to make use of the training would be prioritized. Mr. Paul Farrell added that HIM-related knowledge can be incorporated into other trainings, and that there were two online trainings developed by former UN staffers that could be used for continued learning. The HIM expert advisory group could also recommend how to incorporate HIM-related subjects into other training. Mr. Dell’Amico agreed there was a collective need to constantly maintain the pool of qualified HIM-trained responders, noting that he saw this training as core to the UNSMS rather than an “additional” training.
82. **Content validation:** In response to a question from WFP, Mr. Paul Farrell noted that the expert group would brief the SCOLT on the curriculum. Mr. Dell’Amico noted that only the methodology of the training had changed and not its content. He noted observers could also be present to validate the training, and that experts could be brought in for additional validation. Mr. Kuusinen agreed all trainings should be validated by the SCOLT and offered his organizations’ support if any support was needed for the training.
83. **ToRs:** Participants debated whether the group name should include the word “expert”, noting the lack of criteria to determine expertise. Those in support of omitting the mention of experts suggested there may be legal implications for the use of this word, while those in favour of keeping the word noted that the group was limited to those with clear expertise on the issue and that the terms proposed in the ToRs were sufficiently flexible. Several alternate proposals were put forth before the group agreed to maintain the original group name, as presented in the ToRs. In response to a question from IOM, Mr. Miller confirmed the group would not be used to manage individual cases but could provide an HIM expertise to help in the management of a specific case.
84. **The IASMN:**
- **Took note of HIM-related issues, including update on efforts to implement HIM-related training in 2021.**
 - **Approved the ToRs of the HIM Expert-Related Advisory Group.**
 - **Supported this group to update 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 this group to update the “UNSMS HIM Key Concepts and Best Practice” document, as needed.**

UNSMS Common Security Applications (COSACAG)

85. Mr. Peter Casier briefed on the work of the COSACAG group, which works on the common UNSMS Security Communications Applications (**CRP 10**) via PowerPoint presentation³. He noted that the COSACAG worked on the “applications” layer of {TESS+}. He briefed on the background for the COSACAG group and highlighted its main conclusion: that the UNSMS does not need a new common SCS applications platform, and only needed to expand the interface of the existing system to other SCS platforms, with security policies and procedures to follow suit. The current system is depicted in the following infographic. (Additional graphics, including on the proposed solution, are featured in the PowerPoint).



86. Mr. Casier noted that the solution proposed centered on building a data bus, which is a software interface (also known as an “APIs” – Applications Programming Interfaces) that pulls data from one application and pushes it into another. He highlighted that the common platform would be the eTA and the UNSMS security information management system, and systems such as SCAAN and Everbridge would be able to communicate with the common platform through the data bus. He noted that the proof of concept for this already exists, in that the eTA already interfaces with external systems such as vehicle tracking systems and SCAAN. Mr. Casier also noted that an amount of \$50k per year (proposed as a JFA allotment), beyond the existing eTA-only budget, would be required for the implementation of the common platform’s inter-operability from the eTA side. He noted the COSACAG has accomplished its work and requested that its proposal be endorsed by the group.

87. **Funding:** In response to the request for a funding allocation of \$50k per year, several members (UN Women, ICC, IOM, WFP) noted that this work needed a funding model that did not rely on project-by-project or piecemeal support. Mr. Vandamme and Mr. Noory suggested that as with {TESS+ , this+} should be supported by the JFA, although other members have noted that the JFA for 2022 has already been finalized, which needed to be factored into the discussion. Mr. Bermudez suggested that the IASMN, as a forum, consider setting up or making use of an existing

³ The presentation is available on UNSMIN.

mechanism to operationalize policies. Ms. Poussin suggested that technical issues be separated from cost, which could be refined and presented at the next meeting. Mr. Casier confirmed he would liaise with DSOS on cost issues, noting that cost was presented at this meeting as it was part of COSCAG's deliverables. Ms. Bhatia added that the Executive Office would need to be aware of the entire cost, as initially the support to {TESS+} was a one-time arrangement. Mr. Casier responded that the cost for the implementation of the common system is not part of the {TESS+} budget nor requirements, but would have to be agreed between OICT and UNDSS.

88. **Working groups:** In response to the request that the COSCAG be replaced by two working groups, members noted the proliferation of working groups and suggested that this would delay the rationalization of IASMN working groups. Mr. Casier explained that the groups would not be formal IASMN groups and, with the aim of rationalization, proposed that the work on policies be integrated into the ongoing IASMN working group on SCS Guidance and procedures. He noted that the technical development of the data bus would require a separate group of technical experts to work together to make the common application work properly and communicate with other applications such as SCAAN, Everbridge and others used in field locations.
89. The chair summarized the discussion, noting support for all elements other than cost to go forward at this time, and that funding should be discussed at an out-of-session meeting in the near future, for this request as well as for the overall approach to funding projects.
90. **The IASMN:**
- **IASMN supported the overall progress and process of COSCAG.**
 - **Noted that the work on the policy implementation of the inter-operability solution would continue through the IASMN Working Group on SCS Guidance and Procedures. Organizing the group of practitioners (on technical aspects) would initially be facilitated by {TESS+}, who would assist in setting up this technical group, drafting its mandate and TORs, so the technical implementation could start.**
 - **Endorsed the recommendations from the COSCAG report, with an additional recommendation that further discussion on budget requirements take place separately, and suggested a strategic discussion be held on potential future needs related to security communications, in order to avoid a piecemeal approach in the future⁴.**

User Group Updates

91. As part of the COSCAG session, the eTA, Everbridge and SCAAN user groups⁵ presented short updates on their work to date. Ms. Kuisch presented on the **eTA user group**, noting that members have developed and endorsed their ToRs and a business plan for the app, and was now revising the eTA guidelines, reviewing a communications and training strategy and implementing a change management process.

⁴ Note from the Secretariat: It was unclear who will take the lead on holding/preparing this discussion and what would be the scope of the discussions.

⁵ As these are not formal IASMN working groups, no CRPs were requested for this briefing and updates were presented verbally only.

92. Mr. Wood delivered an update on the **SCAAN user group**, noting that the group strongly supported the development and coordination of the common platform though currently had no plans to create any additional API interfaces, beyond the existing three, to coordinate with the common platform. The existing three APIs are already paid for out of the JFA. He stressed that SCAAN was an autonomous system with its own dedicated technical support. He noted that there was issue with a FAQ on UNSMIN that stated that a DO can make the eTA app mandatory as an SRM measure, which endorsed a product rather than a system, and needed to be addressed. He noted that, for instance, the eTA system in Afghanistan has issued very few notifications.
93. Mr. Piergiorgio Trentinaglia, FAO, presented an update on the **Everbridge user group**. He noted some 19 organizations use this application. He noted the group had a joint interest and willingness to work towards interoperability between all the systems and that they would meet with an Everbridge representative to communicate to discuss the feasibility of the planned work and consider any administrative implications, such as those connected with any contractual changes, would be needed.
94. In response to a question from the Chair on how the management of these systems would take place, Mr. Casier confirmed that policy issues would be addressed by the existing working group on SCS Guidance and procedures.

WG on SCS Guidance and Procedures

95. Mr. Casier presented an update from the working group on SCS Guidance and Procedures (**CRP 21**). He noted the IASMN had already endorsed the release 1 of annexes to the SMOM, and that the next release (release 2) of the annexes were now being presented for endorsement. He noted these were practical documents, including guidance for the setup of a communications tree and ToRs for a SOC supervisor, among others. He added that a third and final release of annexes is now being prepared.
96. **The IASMN:**
- **Supported the progress of the working group.**
 - **Endorsed the annexes presented, which are to be integrated into the SMOM.**

{TESS+} Service

97. Mr. Casier presented an update on {TESS+} (**CRP 11**), via PowerPoint⁶. He thanked UNDSS for their support on the {TESS+} funding, which was crucial. He highlighted several significant deliverables over the past eight months, including SCS assessments in seven operations and field technical support/capacity building missions in four operations, and noted the significant cost savings generated. He highlighted that all {TESS+} reports are all uploaded to the UNSMIN page. He also included an example from Sudan's Remote SOC implementation project, noting an estimated \$1.3 million/years in savings. He noted that the team was operating within its IASMN-

⁶ The presentation is available on UNSMIN.

approved budget, which was between \$60 to \$70k per month, and highlighted that short-term funding up to 2021 has been secured through online consultations with IASMN members, coordinated by UNDSS. He added that long-term funding is now covered through an extra JFA allotment of \$840k to \$1m a year, as per the IASMN online consultation coordinated by UNDSS. Mr. Casier also explained the MSS voice architecture recommendation, requesting IASMN endorsement.

98. Ms. Poussin noted that discussions with WFP on the coordinating role have started but are still in the early stages.
99. Mr. Skog suggested that the IASMN should be taking note of, but not endorsing, expenditure, which was supported by the Chair. Mr. Dell'Amico pointed to the need to ensure that field personnel use MSS as a back-up only rather than as a default, considering its limitations, and noted that the Network should focus on capability and not specific providers or vendors.
100. The Chair requested more information about feedback on {TESS+} from personnel on the ground. Mr. Casier noted that TESS+ always follows up on recommendations in the field, and notes that the overall architecture is translated into technical standards and manuals to make it easy to apply in the field. In response to a question on whether a more detailed budget was available, he noted that the {TESS+} service charter, including the {TESS+} business case, which was already presented to and endorsed by the IASMN in January 2021, contains this information.
101. In response to a question on long-term {TESS+} funding, Ms. Bhatia clarified that this proposal was included in the CRP shared with IASMN members for virtual consultation. She noted that this proposal had received support, and no objections, which was also captured in the draft minutes that were circulated. She added that, since there were no objections to the draft minutes, she notified members by email that the minutes had been approved and therefore the long-term funding proposal had been agreed.
102. **The IASMN:**
 - **Supported the overall {TESS+} progress.**
 - **Endorsed the recommendation on MSS voice architecture document.**
 - **Took note of the past 8 months deliverables and budget consumption.**
 - **Took note of the next 6 months deliverables and budget forecast. (One member requested previous budget highlights communicated by TESS.)**
 - **As the overall {TESS+} short term and long-term funding requirements and funding source through the JFA was endorsed by the IASMN through an online consultation, it was agreed {TESS+} no longer needed to report on their funding expenditure and budget forecast as long as these were within the expenditure forecast and budget.**
 - **Agreed to review the way forward of the management of the Service.**

Safety/OSH

103. Dr. Mike Rowell, DOS, presented an update on safety/OSH issues (**CRP 12**), sharing a planned structure and mandate. He explained that the group's aim was to provide regional safety advisers

to country teams, stressing that four or five advisers who visit country teams regularly could make a significant difference to the level of support provided in these areas. He also stressed the fact that a large part of the structure is to improve inter-agency cooperation. Dr. Rowell also briefed IASMN members on the changes made since the return to work since the start of the pandemic, including measures for contact tracing, mandatory vaccine reporting and verification, and apps that allow managers to access the medical records of their staff directly to extract such verification information, which lessens the pressure on security personnel to operate as 'vaccine police'.

104. Dr. Rowell specified that the goal of the OSH mandate is to clarify the role of country team and the security management team, in relation to non-security related OHS issues at the country level. This would involve including details of the safety-related responsibilities in the job description, mirroring what security personnel do. In terms of developing OSH management systems and structures, Dr. Rowell discussed the establishment of the OSH oversight body which happened earlier on in the year. This oversight body will report to a management committee, meaning the management committee would effectively have the authority as the oversight body. Policy recommendations and documents would be drafted by a technical working group, which has yet to form, however. Dr. Rowell noted he would reach out to the IASMN to be a part of the technical working group or to provide links to their organisations to nominate representatives for the group. He also presented two requests to the IASMN, as presented in the CRP.
105. During the discussion, Mr. Butt voiced the concern that security advisers being the safety focal points with advice from OSH would imply formally or informally that they will be responsible for all OSH-related issues, while being supported by OSH HQ, which would give security advisors more responsibility. Although this was planned to be an interim measure until safety officers are in place, Mr. Butt noted that this could end up being long term. In response, Dr. Rowell clarified that any transfer of functions will not be decided by OSH but instead decided by security services and reiterated that anything the security advisors are already doing will stay in place until IASMN decides it needs to change. He explained that security advisers are being asked the questions, and they are attempting to provide advice, and the OSH was offering to help.
106. Mr. Anders Brynnel, DOS, added that the security adviser would not be taking over operational safety, and would continue to only be responsible for what is within his/her responsibilities. He noted that OSH needs IASMN support to gradually start taking over the safety side of tasks, and that the work was planned to be system-wide and not specific to the Secretariat.
107. Mr. O'Hanlon noted that, within UN Women, safety falls within his section and there is an understanding that UNDSS also provides safety support (beyond the support on road, air, and fire). Given that this was no longer to be the case, he requested a memo from the USG UNDSS to Executive Directors noting how much funding for safety has been allocated under the JFA. He also voiced concern that the OSH team may not have the capacity for the reporting system presented and expressed support for safety to pass from UNDSS to OSH, provided that sufficient capability exists. Mr. O'Hanlon also did not support the idea of a recovery model to recover funds already spent on developing the system, and felt this did not reflect an inclusive, 'one UN'

approach. However, Mr. O’Hanlon fully supported the decision for OSH to pass from DSS to DHMOSH and reiterated that the IASMN has previously agreed that the OSH component of the Secretariat needed to be enhanced to help all AFPs, but that funding needs to be clear.

108. Other IASMN members, such as UNESCO, also noted that safety and security are addressed under the same umbrella within their organization. On the other hand, members such as UNOPS and WFP have a sizeable health and safety section and noted they were not in a position to support the actions requested as formulated in the CRP.
109. Mr. Dell’Amico, UNCHR, noted that his organization was largely neutral in terms of where they get support on OSH, if it is a quality service, but they were conscious of resource implications. He requested clarification on the number of OSH field personnel planned the cost and source of funding. Mr. Dell’Amico also voiced a concern regarding the wording, suggesting that the focus should be on creating better safety frameworks to save lives, rather than to just transfer tasks. He also enquired whether a transfer of tasks would mean a transfer of funds, stressing that security resources should not be diminished. He pointed out that where organizations provide resources for security services, they are not paying for other tasks being taken on and asked whether this transfer of tasks would then mean a transfer of resources, since they’ve already been allocated.
110. In terms of shifting safety tasks to security personnel, Mr. Rowell highlighted that OSH already provides significant informal support to agencies, which is not part of UNDSS funding, but shows capability. He added that he wanted to formalize this mechanism so such requests – while not required – could be counted.
111. Ms. Poussin agreed that safety issues should be handled by the right experts, and that a more comprehensive of formulations and recommendations of strategies relating to safety and accountability was needed.
112. The group agreed that further discussions on the CRP requests, along with related issues, were needed. A proposal to table this at the next Steering Group was considered before members agreed to have a dedicated session, as this would provide space for a longer discussion. Ms. Kuisch argued that, prior to such a meeting, work needed to be done internally among different departments at headquarters. Mr. Brynnel and Dr. Rowell supported the idea of a special session for OSH, since it would allow time to receive more advice from the group and address feedback.
113. **The IASMN:**
 - **Reiterated its previous position that safety related matters should be handled appropriately by experts from OHS.**
 - **Requested that an ad hoc IASMN meeting take place, to discuss further the overall strategy, steps and implications (including budget, policy and coordination), in line with the HLCM recommendation.**

Road Safety

114. Ms. Kuisch briefed on the recently revised road safety policy (**CRP 13**), highlighting the changes to date. She explained that the policy had been revised to align with UN road safety strategy and

relevant frameworks and was endorsed by the IASMN Steering Group. She noted that DSOS had received minor editorial comments from UNHCR and IOM the previous night, which had been incorporated.

115. Mr. O’Hanlon agreed with the CRP and the actions requested but noted that the policy puts a lot of responsibility on agencies, funds and programmes that have large associated costs. He then asked whether a comparison had ever been made between the UN and the best member states’ statistics in terms of road traffic accidents. He also asked whether the working group had done any analysis on road traffic accidents to determine whether effort, money and energy spent had made a difference to the statistics. He wondered whether there was anything left to be done, and whether substantive improvements could continue to be made.
116. Ms. Anne Hammenrudh, DSOS, explained that comparisons had been made with statistics of countries which are less advanced in terms of Road Safety, but this had nothing to do with the UN and how the organization is faring in terms of improvements and whether methods or policies are effective. She explained that no statistics such as the ones Mr. O’Hanlon requested yet exist.
117. Ms. Poussin pointed out that a comprehensive analysis of the Road Safety incidents in the UN system had been outlined in the 2021 SG report and was something done by TRS when the strategy was elaborated. She explained that the number of accidents that could be prevented were identified, and the latest numbers for the report show that, for two years in a row, the number of road safety incidents are lower than the number of deaths by violent acts. She highlighted that this decrease in incidents coincides with intervention on road safety strategy, which is something that will be highlighted in the report.
118. **The IASMN:**
- **Noted the progress on the activities undertaken by the Road Safety Strategy Implementation Working Group.**
 - **Endorsed the revised UNSMS Policy on Road Safety.**
 - **Agreed the working group would look into the statistics and whether mitigation saturation had been achieved.**

Commercial Air Travel Safety Guidance

119. Ms. Kuisch briefed on the progress on commercial air travel safety guidance (**CRP 14**). She explained that the group produced a set of ToR, which had been endorsed and shared with the Steering Group in May. Since then, the group reviewed the commercial air travel policy and decided to change the approach from policy to guidance, since many of the AFPs felt uncomfortable with policy as written. As it was agreed that aviation safety would be transferred to DOS, the group felt that a guidance document would make this process easier, as it would still be applicable post-transfer. The group is also now coming up with a Q&A document, which would exist as a living document to be uploaded to the UNSMIN website and disseminated, making it easier to have and refer to in field locations.

120. This was supported by WFP, UNWOMEN (apart from minor wording change to the ToRs, which was agreed by DSOS), UNHCR, and OCHA.

121. Mr. Vandamme asked whether there was now the intention to abolish the working group. Ms. Kuisch explained that she had no issue with abolishing the working group. She explained that for now, the mandate would still lie with UNDSS, since certain things can't immediately be transferred, such as JFA funding, posts, admin things need to be sorted. As the guidance was completed, and any issues could be addressed in the Q&A document, members agreed that a working group would not be necessary.

122. **The IASMN:**

- **Approved the ATWG TORs.**
- **Approved the UNSMS Commercial Air Travel Safety Guidance.**
- **Having agreed that the ATWG has fulfilled its purpose, dissolved the ATWG.**

HR Strategy Working Group

123. Ms. Bhatia briefed on recent progress of the HR Strategy Working Group (**CRP 15**). She noted discussions had taken place at the working group to revise the responsibilities of the job profile, which was being presented for consideration. She noted the profile, which can be adapted to the needs of UNSMS organizations, will be used for the common roster. She added that extensive experience had been received and helped to strengthen the profile, which now aims to appeal to a broader pool of candidates. Mr. Noory acknowledged the work done by the group, noting the accommodating approach taken.

124. Mr. Bermudez suggested that the concept paper be shared with HR departments of IASMN members who were not members of the working group so they could be sensitized before it is presented to them. Ms. Bhatia noted that this would be done after the profile is endorsed.

125. Mr. Polane requested that the IASMN consider the category of Field Service (FS) personnel more closely, noting they could add value to other field operations within the UNSMS as well as add a more diverse perspective. Ms. Bhatia noted that those FS personnel who were being downsized would be considered for other openings, and urged other UNSMS organizations to do so as well. She offered to share PHPs of personnel affected and noted the first MRP would be launched for FS6 internally. She also noted that FS6 candidates are eligible to apply for P3 posts and are regularly considered.

126. Several members noted the need for the UNSMS to focus their efforts on entry-level personnel who had just completed their degrees, and highlighted the importance of mentoring, career paths and proper onboarding. They also noted the need to broaden the pool of candidates from which to recruit, stressing the importance of greater diversity, not only on gender and geography, but also skillsets and competencies. Mr. Wyper noted that DPO had identified a need for greater data literacy and technology, which should also be addressed by HR efforts.

127. Ms. Poussin noted that the “people-centered” approach was being adopted by UNDSS and would be mentioned in the P3 profile when it advertised. She also added that the profile can be revisited and grow over time as organizational needs change.
128. In response to a question on the overall UNSMS HR strategy, Mr. Noory noted that UNDSS has produced a comprehensive HR strategy, which covers all aspects of the issue, including diversity and retention. He mentioned that the working group would review the P4 and P5 job profiles after this one was approved.
129. **The IASMN:**
- **Endorsed the revised UNSMS P3 Job profile, noting that UNSMS organizations can adapt the profile to their unique requirements.**
 - **Endorsed the launch of the P3 common roster process after the approval by the HR Network of the proposed concept and the P3 profile.**

Funding/Budget Update

130. Ms. Bhatia delivered an update on the budget (**CRP 16**). She noted that the FBN endorsed the new methodology as presented and, while some organizations will not be subject to any changes, some will be affected, and the indexing will start next year. She announced that the working group, having achieved its goals, was thus dissolved. Ms. Bhatia also presented the 2021 JFA Expenditures⁷. Ms. Poussin noted that the agreement on the methodology had been a significant achievement and would be highlighted as such to the CEB Secretariat.
131. In response to a comment on the accuracy of the headcount, Ms. Bhatia offered to circulate the HLCM document that spells out what kind of contracts and contract durations are taken into consideration for the headcount.
132. Mr. Noory noted that the budget update had been a standard item at IASMN meetings and recommended that this resume, with regularity. Mr. Bermudez requested further granularity on the budget.
133. Mr. O’Hanlon suggested that the group consider resourcing (including posts and their locations, and vacancies) rather than financial expenditure. On the vacancy rate, Ms. Bhatia noted it was slightly higher than usual, at some 15 per cent, but that many posts were in the process of being filled. She noted that there were several reasons for the higher rate, such as rejection of offers and visa denials, and that the USG UNDSS and Director DRO were reviewing this closely. She offered to share the 2021 budget document with the IASMN, as this offers more granular information. She provided further details on the expenditures, noting there had been an increase in the expenditure under “temporary assistance”, as about 400 posts were transitioned from UNDP contracts and are now administered by UNDSS. She also noted that the equipment costs had risen, partly due to IT equipment purchases, such as satellite phones, vehicle replacement and the sourcing of PPE materials.

⁷ The document is available on UNSMIN as part of IASMN documentation.

134. The Chair summarised the discussion, noting the appreciation for the sharing of financial information as well as the suggestion that granular details, such as those on vacant positions, are also provided.

135. The IASMN:

- **Took note of the conclusions of the 36th session of the FBN.**
- **Requested that the budget expenditure be regularly shared.**

Changes to IED Policy

136. Mr. Russell Wyper, DPO, briefed on changes to the IED policy (**CRP 17**). He noted that the working group met and discussed with humanitarian policy experts, including from OCHA, UNICEF, WFP, UNOPS, OLA and UNHCR, leading to the finalization of the policy revisions as presented. He highlighted that the group found only minor tweaking of the policy was required, with the changes focused on third party contractors and the support that could be provided within peacekeeping operations (pg. 4 of policy). There were additional minor language and grammar updates.

137. The Chair summarized, noting that the policy revision was a clarification rather than a change of concept or approach. Mr. Butt noted that OCHA policy personnel were comfortable with the changes as presented, which addressed concerns that humanitarian operations may be affected by the revision.

138. The IASMN:

- **Recognized the work of the Working Group.**
- **Approved the changes to the policy document.**

Armed Security/Residential Security Measures

139. Mr. Trentinaglia presented the topic of armed security in the context of residential security measures (**CRP 18**), seeking the IASMN's approval on the establishment of a working group on the issue. He noted that the two policies in the *Security Policy Manual* that pertain to the issue do not address the provision of armed private security services contracted by the UNSMS personnel for the specific purpose of residential security measures, which became apparent when residential security measures for Pakistan were discussed in the weekly VTC. He noted there was a need for clear and practical guidance on the procedure to follow for procuring armed services as residential security measures, and this proposal had been supported by the IASMN Steering Group in May.

140. Participants endorsed the work on armed security/residential security measures, and IOM, UNOPS, UNWOMEN, UNDP and others all agreed that DRO/DSS should be involved in the working group.

141. The IASMN:

- **IASMN approved the establishment of the Working Group under the chairmanship of FAO, requesting that UNDSS be a member.**

Review of SRM/SSIRS implementation

142. Mr. Miller presented the update on the SRM/SSIRS review (**CRP 19**). He noted that recent events have affected progress and that Florence Poussin would be taking over and shepherding the work of this group as part of her duties as Deputy Director of DRO. He added that all those who volunteered last time would be included, as well as two DOs. He noted that reviewing the information in the two packages (included as CRP annexes) was a small part of the overall work, which was significant, and will also be informed by recent events in Afghanistan. He noted the work should be completed by the end of the year.
143. Mr. Butt expressed appreciation for the work done, noting that the reports seem to cover most concerns about the system and that the work was moving forward in the right way. He noted that some of the issues seemed somewhat esoteric and highlighted that the end-of-year timeline may be too quick to see well-considered change. Mr. Miller noted that some of the issues that seemed esoteric needed to be explained, which is why the process included three staffers who had been involved in the previous two iterations of the review. On the timeline, he noted that the team was not looking for systemic change but focusing on clear paths forward to facilitate the ease of use and utility of the SRM and SSIRS to help field personnel and decision makers.
144. Ms. Kuisch commented on annex b, pg. 14, which mentioned that in physical security assessments, risk levels are assigned to specific events which do not match the event descriptors of the corresponding SRM, highlighting that this was intentional. She noted that risk levels for each premises and various events may differ and that, for the purposes of the PSA app, it would be necessary to standardize the threat terminology. She welcomed the opportunity for the application to be included in both the SPM and the SRM manual and noted that DSOS and PSU colleagues would like to participate in a working group to review and determine the extent to which taxonomy could be standardized for harmful events and prevention and mitigation measures.
145. Mr. Baker noted that training should be a major component of the working group's focus, and training other than online courses, where people have repeated chances to pass multiple-choice questions, should be considered, as such courses may not sufficiently validate an understanding of the SRM process.
146. Participants discussed whether an IASMN working group would be formed to work on this issue, with several (UN Women, UNICEF, UNRWA, UNHCR) voicing strong support for this. Mr. O'Hanlon stressed the work had not moved forward since the last meeting. Mr. Paul Farrell highlighted that participants wished to support and add value to the process. Mr. Dell'Amico noted that the IASMN formulated the current SRM methodology and that the AFPs were integrally affected by the processes used to determine risk. He noted that the FoA assigns important accountabilities to agency executives, which is non-derogable for them, and that AFP security personnel need to have a voice in helping the executives fulfil those accountabilities.
147. The group reaffirmed the need for the working group to be established. In response to questions on the need for a group to take up the phase 3 of the current SRM/SSIRS review

project as well as a working group to work on the SRM/SSIRS review, Mr. Miller noted that the third phase of the current process was meant to tap into the experience of members with the SRM process. He noted it had been designed this way at higher levels to achieve the best validation of the results and that information from all three phases of the process would then inform the ToRs of the IASMN working group.

148. Participants also discussed whether the working group would work simultaneously or in parallel with the phase three work. While one member noted that the work of one would affect the other, Ms. Poussin confirmed that the phase three review would come first but would need to be quick. Mr. Paul Farrell highlighted that IASMN members should be clear on what they are volunteering for: the phase 3 review group or the working group.

149. Participants discussed whether UNDSS would be the chair of the working group, with Mr. Paul Farrell noting this would be difficult if the processes ran parallel. Ms. Kuisch suggested that the process should be inclusive, with the group deciding who would chair as they start work on the ToRs. She noted that the group could also follow a co-chairing model.

150. In addition to the list of members⁸ shared via chat (and highlighted in an earlier IASMN report) for the phase three process, additional members expressed interest in the chat, with UNOCT, OPCW, UNHCR, and UNRWA volunteering. Several members (UNDP, IOM, WFP, UNFPA, DPO, UN Women) who were already on the list for the phase three process also noted they would like to be part of the working group. Mr. O’Hanlon reiterated that the previous IASMN full session had agreed to establish a working group on this issue.

151. The IASMN:

- **Took note of the work to date and reaffirmed that DSS should complete phase 3 review with the participation of organizations identified in order to inform the work of the IASMN working group.**
- **Reaffirmed the establishment of the IASMN working group to take forward the recommendations of the DSS review and any other relevant information.**

TAG (Written Update)

152. The work of the Technology Advisory Group (TAG) was presented as a written submission (**CRP 20**), with Ms. Poussin available to take back comments and questions to the group. Mr. Paul Farrell requested further clarity on the criteria for having some submissions as written updates, noting that the written updates contained specific requests for IASMN decisions. The group agreed that any updates requiring decisions should be presented, so members have a chance to discuss.

153. Members discussed the TAG’s proposal to work on unmanned aerial systems (UAS), noting the TAG’s update on UAS and indicated that the TAG should address the issue if the TAG assesses there is an impact on UNSMS activities.

⁸ These were: IOM, UNDP, DPO, OCHA, WHO, WFP, UNFPA, WIPO, ICC, UN Women, ILO, UNICEF and DPPA.

154. Ms. Julie Dunphy, a TAG member, noted that the advisory group had wished to seek further policy direction from the IASMN, but that a recent presentation (after the CRP had been submitted) had made the group aware that there needed to be an overarching policy for the UN before the security management system considers the implications.

155. Ms. Montalvo requested further details on the working group's deliverables and timelines at the next IASMN meeting.

156. The IASMN:

- **Endorsed the revised TOR for the TAG.**
- **Endorsed the TOR with respect to the TAG's role in the HLCM UN Digital ID Project and requested an update on the project at the next Steering Group meeting.**

Close of Session

Future IASMN Meetings

157. The dates for the following IASMN sessions were proposed as follows:

Steering Group: 9 to 10 November 2021 (if in person, WFP has volunteered to host the meeting if no other hosts step forward).

35th Session: early to mid-February 2021 (possibility of UNESCO hosting, NY-based host organizations also encouraged to volunteer).

158. Ms. Poussin noted that the modalities for the coming meetings are still to be determined. Mr. Dell'Amico expressed support for the later timelines for the 35th session and reminded the group that the full sessions, given the larger group and cost, were meant to be more limited in movement and it was encouraged to hold the next session in North America. Mr. Kuusinen noted this would depend on the availability of a suitable host, considering also Covid-19 restrictions.

AOB

159. **New working modalities:** Mr. Paul Farrell brought up the issue of new ways of working under AOB. He noted discussions were ongoing on hybrid models of working and on new contract types, such as a "work from anywhere" contract where the person does not travel. He suggested there would be implications for international civil servants, which may be pertinent to the applicability policy of the UNSMS. He noted further complexity arising recently, such as telecommuting requests from locations that are not family duty stations.

160. Ms. Kuusinen agreed this may have legal implications as well as the need to clarify the responsibility of the organization for a worker's safety if that person is working from home, and what standards must be complied with when someone fulfils official functions from home or another location. Ms. Montalvo noted that the HR network has come up with new guidelines on this, and it was proposed that this discussion be held at the next IASMN, based on HR network outcomes.

161. **Hybrid mode:** Ms. Lagerweij noted that she felt that the hybrid model was a success, suggesting that voting could be used to collect reactions to various proposals. Mr. Sobron suggested that

when specific decisions or proposals need to be evaluated in a hybrid-mode meeting, it would be helpful to create on-the-spot anonymous polls to gauge participants' perceptions of that specific decision or proposal (and not for voting purposes). The Chair recalled that, based on an earlier session, the IASMN preferred to reach conclusions through discussion and that information on reactions from participants may not be helpful. He noted a new survey would be carried out.

162. **Note of Appreciation:** Ms. Poussin noted that this would be her last IASMN meeting, as she will be taking up the position of Deputy Director DRO. She had supported the IASMN for six years and thanked the group for their cooperation on policy work. Further appreciation was extended to Mr. Philippe Franzkowiak of the ILO, who would be retiring shortly, and Mr. Willie Wairoa-Harrison, formerly of the IOM, who retired in the summer.

163. The IASMN:

- **Requested that all CRPs containing a specific request for an IASMN decision be tabled at the meeting rather than submitted as a written update.**
- **Recognized the increased extent of personnel working from home and telecommuting and discussed whether the IASMN would need to provide guidance for this due to the potential security implications.**

Annexure (Agenda and Participant List)

Agenda (Revised Aug 20)

Tuesday, 31 August 2021

10:00 – 10:30 Opening Session

- Opening remarks by Mr. Flavio Milan, Deputy Head of the United Nations Division, State Secretariat, Federal Department of Foreign Affairs
- Adoption of the Agenda (USG UNDSS) (CRP 1)
- Opening remarks (USG UNDSS)

10:30 – 11:00 Summary of Progress on Recommendations (SPPS) (CRP 1 Annex B)

11:00 – 11:45 Ways Forward on IASMN working methods / working group participation (ICC/IASMN Co-chair Lassi Kuusinen) (CRP 2)

11:45 – 12:00 Break

12:00 – 1:00 Working Group on Matrix of 2015 Strategic Review (CRP 3)

1:00 – 2:00 Lunch

2:00 – 2:45 UNSMS Priority #5: Strategic Communications (IOM) (CRP 4)

2:45– 3:30 Gender Briefing (SPPS) (CRP 5)

3:30 – 3:45 Break

3:45 – 4:45 UNSMS policies (CRP 6)

- **Compendium CRP (SPPS)**
 - **FoA Review**
 - **LCSSB review**

4:45 – 6:30 Training

- **SCOLT** proposal for 2022-23 training development & delivery priorities (IOM)(CRP 7)
- **TDS/DSOS Update** on 2021 development priority regarding training for Security Decision-makers (DSOS) (CRP 8)

Wednesday, 1 September 2021

- 10:00 – 10:45 **HIM Update** (CRP 9)
- 10:45 – 12:00 **UNSMS Security Communications Tools** (Security Applications Consultative Group) (CRP 10) including User Group Updates (eTA, SCAAN, Everbridge)
- 12:00 – 12:15 *Break*
- 12:15 – 1:30 **TESS Service** (Peter Casier) (CRP 11), including WG on SCS (CRP 21)
- 1:30 – 2:30 *Lunch*
- 2:30 – 3:15 **Safety/OSH** (DHMOSH) (CRP 12)
- 3:15 – 4:00 **Road Safety** (DSOS) (CRP 13)
- 4:00 – 4:15 *Break*
- 4:15 – 5:00 **Commercial Air Travel Safety Guidance** (DSOS) (CRP 14)
- 5:00 – 5:45 **HR Strategy** (DSS/EO) (CRP 15)
- 5:45 – 6:30 **Funding/Budget Update** (DSS/EO) (CRP 16)
- 7:00 *Dinner (TBC)*

Thursday, 2 September 2021

- 9:00 – 10:00 **Changes to IED Policy** (DPO) (CRP 17)
- 10:00 – 10:45 **Armed Security/Residential Security Measures** (FAO) (CRP 18)
- 10:45 – 11:45 **Review of SRM/SSIRS implementation** (DRO) (CRP 19)
- 11:45 – 12:00 *Break*
- 12:00 – 1:00 **Close of Session**
- Any Other Business (including on written updates)
 - Wrap-up
- 1:00 – 2:00 *Lunch*

WRITTEN UPDATES:

- **Technology Advisory Group** (CRP 20)
- **WG on SCS** (CRP 21)

List of Participants

	<u>Entity</u>	<u>Name of Participant</u>
1.	ADB	Mr. Dewaine Farria
2.	ADB	<i>Mr. Peter Waa</i>
3.	CTBTO	Mr. Jose Rosemberg
4.	DOS	Mr. Anders Brynnel
5.	DPO	Mr. Russell Wyper
6.	DPPA	Mr. Valentin Aldea
7.	DPPA	<i>Mr. Alessandro Caselli</i>
8.	EBRD	Mr. Ian Evans
9.	FAO	Mr. Piergiorgio Trentinaglia
10.	FAO	<i>Mr. Vladislav Khamidov</i>
11.	IAEA	Mr. Niels Bolt
12.	IAEA	<i>Mr. Veljko Nenadic</i>
13.	ICAO	Mr. Michael Romero
14.	ICC	Mr. Lassi Kuusinen
15.	IFAD	Mr. Matthias Meyerhans
16.	IFAD	<i>Ms. Berkis Patricia Perez</i>
17.	IIIM	Mr. Paul Regan
18.	IIMM	Mr. Visar Rexhepi
19.	ILO	Philippe Franzkowiak
20.	ILO	<i>Ms. Els Brackenier</i>

21.	IOM	Mr. Luc Vandamme
22.	IOM	<i>Mr. Alister Wood</i>
23.	ITU	Mr. Drew Donovan
24.	ITU	<i>Mr. Juan Manuel Fernandez</i>
25.	OCHA	Mr. Simon Butt
26.	OHCHR	Mr. Leonardo Da Cunha
27.	OPCW	Ms. Elisca Lagerweij
28.	OPCW	<i>Mr. Bernd Schreiber</i>
29.	UNDP	Mr. Carla Naude
30.	UNDP	<i>Mr. John Dada</i>
31.	United Nations Division, State Secretariat, Federal Department of Foreign Affairs	Mr. Flavio Milan
32.	United Nations Division, State Secretariat, Federal Department of Foreign Affairs	<i>Ms. Virginie Pache</i>
33.	USG UNDSS	Mr. Gilles Michaud
34.	UNDSS/DRO	Mr. Bill Miller
35.	UNDSS/DSOS	Mr. Esther Kuisch
36.	UNDSS /EO	Ms. Renu Bhatia
37.	UNDSS/SPPS	Ms. Florence Poussin
38.	UNDSS/SPPS	<i>Ms. Justyna Pietralik</i>
39.	UNEP	Mr. Peter Marshall
40.	UNESCO	Mr. Nicolas Hergot
41.	UNFPA	Mr. Naqib Noory
42.	UNFPA	<i>Mr. Richard Jansen</i>
43.	UNHCR	Mr. Michael Dell'Amico
44.	UNHCR	<i>Ms. Julie Dunphy</i>

45.	UNICC	Ms. Milena Grecuccio
46.	UNICEF	Mr. Paul Farrell
47.	UNIDO	Mr. Konstantin Ivanov
48.	UNOCT	Mr. Jose Miguel Sobron
49.	UNODC	Mr. Robert Telenta
50.	UNOPS	Mr. Arve Skog
51.	UNRWA	Mr. Brian Baker
52.	UNRWA	<i>Ms. Yara Dababneh</i>
53.	UN Women	Mr. Paul O’Hanlon
54.	UN Women	<i>Ms. Aji Fatou Gaye</i>
55.	UNWTO	Mr. Antonio Garcia Medrano
56.	UPU	Ms. Dawn Wilkes
57.	WBG	Mr. Greg Sanders
58.	WBG	<i>Mr. Jeffrey Culver</i>
59.	WFP	Ms. Maria Victoria Montalvo
60.	WFP	<i>Ms. Laura Lacanale</i>
61.	TESS Project	Mr. Peter Casier
62.	WHO	Mr. Angelito Bermudez
63.	WIPO	Mr. Frederic Cave
64.	CCISUA	Mr. Wagdi Othman
65.	CEB Secretariat	Ms. Carmen Jimenez Gonzalez
66.	FICSA	Mr. Mark Polane
67.	OLA	Mr. Surya Sinha
68.	OLA	<i>Ms. Vita Onwuasoanya</i>

69.	UNISERV	Mr. Aitor Arauz
Participants to Specific Sections		
1.	ADB	Mr. Andrew Clinton
2.	CEB Secretariat	Mr. Ben Riemenschneider
3.	DHMOSH	Dr. Michael Rowell
4.	ASG DOS-OSCM	Mr. Christian Saunders
5.	DOS-OSCM	Ms. Dagmar Andersch
6.	DOS-OSCM	Ms. Florence Ndungu
7.	DOS-OSCM	Mr. Nestor Rodriguez
8.	IOM	Ms. Maricar Purugganan-Adkins
9.	ILO	Mr. Jean-Louis Dominguez
10.	ITU	Mr. Mohammad Althaher
11.	ITU	Mr. Mathieu Baunnin
12.	OPCW	Mr. Gerald McQuaid
13.	SCOLT - IOM	Mr. Dominique Bollier
14.	SCOLT - UNDP	Mr. Jamie Farrell
15.	SCOLT - WBG	Ms. Samantha J. Steenkamp-Farrell
16.	UNDSS/DRO	Mr. John Schot
17.	UNDSS/DSOS	Ms. Anne Hammenrudh
18.	UNDSS/loPtJ	Mr. Michael Center
19.	UNDSS/loPtJ	Mr. Martin Laffey
20.	UNDSS/OUSG	Ms. Martina Dragovic
21.	UNDSS/OUSG	Ms. Elena Rice-Howell
22.	UNDSS/SPPS	Ms. Clairene Alexander

23.	UNDSS/SPPS	Ms. Suchada Kulawat
24.	UNDSS/SPPS	Ms. Milanka Stamenkovic
25.	UNDSS/TDS	Ms. Katja Hemmerich
26.	UNICC	Mr. Lyle McFadyen
27.	UNICC	Ms. Tima Soni