



ZAMBIA POLICE

**UNITED NATIONS AND AFRICAN UNION PSO WORKSHOP FOR DIVISIONAL FOCAL POINT OFFICERS
UNDER ELSIE INITIATIVE PROJECT CONCEPT NOTE**

1. Background

Following the barrier assessment that was conducted in 2019 by Cornell University (Canada) in conjunction with the Zambia Police a number of impediments (10 barriers) that undermine opportunities for women to advance professionally in the area of peace support operations participation within Zambia police service were identified. In order to address some of the identified barriers, a number of interventions were drawn and following the implementation strategy designed to strengthen the Zambia Police Service's Institutional capacity to ensure meaningful participation of women in peacekeeping operations at institutional level which includes ***Rolling Out Of Communication Strategy On Peace Operations***, the Zambia Police is expected to ***Appoint Focal Point Persons in all its Divisions*** as one of its action points.

In this vein, Zambia Police Service is mandated to sensitize all officers in the 10 districts of the Republic of Zambia to enable them have adequate information in peace keeping related matters.

2. Main Objective:

To Equip Focal point police Officers in all Divisions in order for them to be coordinating between police officers in their divisions and the office of United Nations/African Union Peace Support Operations (UN/AU PSO

3. Specific Objectives:

- i. To sensitize all officers on peace keeping related matters
- ii. To provide an efficient and effective link between applicants and UN/AU Peace support operations
- iii. To have a balanced selection of applicants
- iv. To equip officers and read for Assessment for Mission

- v. To include officers from all provinces in the operational, planning, organizational, selection, training, coordination and sensitization processes of United Nations and African union matters at the peripheral.
- vi. To equip officers with adequate information on the peace keeping operation issues.
- vii. To enhance efficiency, effectiveness and professionalism in handling peace keeping matters.
- viii. To ensure an equal or gender balanced participation of officers in Peace support operations

4. Rationale

The reason for conducting this training is as follows:

- i. Lack of effective communication between command and participants
- ii. Late receipt of adverts from Service Headquarters.
- iii. Less participation of women in the Assessment for Mission Service (AMS)
- iv. Low number of women who are considered for deployment to peacekeeping missions.
- v. Inadequate information on peace keeping mission related matters by police officers in all divisions.

5. Importance of the Programme

- i. It will enhance meaningful participation in peace support operations by all officers across the country particularly women.
- ii. After the programme, officers will have adequate information on peace keeping matters.
- iii. Officers will be receiving peace keeping matters on time (effective communication)
- iv. The programme will encourage a reasonable or meaningful participation of officers especially women due to sensitization.
- v. Coordinators will be able to relay information from command to officers promptly because they are in constant communication with officers in all divisions.
- vi. Selection of qualified officers would easily be made because coordinators will be able to come up with a data base.

- vii. Efficiency and effectiveness as well as professionalism in all divisions would be enhanced because coordinators would have undergone sensitization programmes on how to deal with peace keeping matters.
- viii. It will eradicate the misinformation, misplacement and misinterpretation of information

In order to implement the programme, the Inspector General of Police approved the nomination of Divisional Focal Point Persons in all the police divisions. A total of two officers were selected from each division, but only one officer from each division will be appointed as the Divisional Focal Point Person after the workshop whilst the other participants will be on the standby list in case of any unforeseen eventualities.

6. Names Of Un/Au Coordinators Drawn From All Divisions

S/N	S/NO	RANK	S/NAME	F/ NAME	GENDER	DIVISION
1	2161	A/SUPT	SAMPA	MWELWA	M	LUSAKA
2	3264	A/SUPT	NGANDULA	PATRICK	M	LUSAKA DIVISION
3	3040	A/SUPT	SOSALA	ABEL	M	C/BELT
4	2581	A/SUPT	NGULUBE	KENNEDY	M	C/BELT
5	2413	A/SUPT	NJOVU	BRIGHTON	M	SOUTHERN
6	2455	A/SUPT	NSANDO	PHILIP	M	SOUTHERN
7	3213	A/SUPT	YETA	EDNAH	F	MUCHINGA
8	3014	A/SUPT	PHIRI	OSCAR	M	MUCHINGA
9	6316	A/SUPT	MALAMBO	MARY	F	N/WESTERN
10	11580	INSP	KALITUTA	AARON	M	N/WESTERN
11	3082	A/SUPT	KALONDO	CHRICIA	F	WESTERN
12	3132	A/SUPT	M'TONGA	EDITH	F	WESTERN
13	2431	A/SUPT	PHIRI	MASAUSSO	M	EASTERN
14	2690	A/SUPT	KAMBELEMBELE	INNOCENT MUDENDA	M	EASTERN
15	2040	A/SUPT	SHANDUBA	IREEN	F	CENTRAL
16	3004	A/SUPT	MUTAFELA	KALALUKA		CENTRAL
17	3080	A/SUPT	WIECKZORECK	TEDDY	M	LUAPULA
18	7447	A/SUPT	MWEEMBA	NOEL	M	LUAPULA
19	11249	A/SUPT	BISHET	MUTINTA	M	NORTHERN
20	2761	A/SUPT	KATONGO	MARTIN	M	NORTHERN

21	2126	A/SUPT	CHIKWASHA	GEORGE	M	AIRPORT
22	3115	A/SUPT	BILI	MELAYI	F	AIRPORT
23	2990	A/SUPT	KALUMBA	TEDDY	M	PU
24	2713	A/SUPT	MUPILA	FRANCIS	M	PU
25	2652	A/SUPT	SICHONE	PETER	M	LILAYI
26	3229	A/SUPT	MENDA	GIVEN	M	LILAYI
27	2338	A/SUPT	M'HANGO	JIMMY	M	PARA
28	10572	C/INSP	MULENGA	GREGORY	M	PARA
29	12260	C/INSP	NGOMA	EDWIN	M	STATELY
30	7661	C/INSP	CHIKONKA ALI	SHACHIKWILA	M	STATELY
31	14498	INSP	KAMUHUZA	GARDSON	M	TAZARA
32	8381	W/C/INSP.	CHIPILI	PRUDENCE	F	KAMFINSA
33	2665	A/SUPT	CHANDA	KASUBA	M	KAMFINSA

The list is desegregated by gender as follows: 25 male and 8 female officers.

7. TARGET GROUP

The target group are officers of the rank of Assistant Superintendent as they are at middle management level, therefore, they will be able to coordinate between officers and command at divisional level. The participants were drawn from the provinces as indicated below: -

S/N	DIVISION	NUMBER OF OFFICERS
1	LUSAKA	2
2	C/BELT	2
3	SOUTHERN	2
	AIRPORT	2
4	PU	2
5	MUCHINGA	2
6	PARA	2
7	N/WESTERN	2
8	N/WESTERN	2
9	WESTERN	2
10	WESTERN	2
11	STATELY	2

12	TAZARA	1
13	NORTHERN	2
14	KAMFISA	2
15	LILAYI	2
16	AIRPORT	2
	TOTAL	33

All divisions have equal number of two (2) participants except TAZARA, because the division has a limited number of officers at that rank.

8. Focal Point Persons Job Descriptions

The officers will have the following responsibilities:-

- Liaison between Police Hq and the Division on all PSO matters
- Work with their local Divisional Police High Command on PSO
- Assist in the Planning of ZP PSO activities at divisional level
- Coordinate Selection of officers for SAAT at divisional level
- Coordinate /Conduct pre SAAT training in their respective divisions
- Coordinate preparations for Assessment for Mission Service (SAAT visit) at divisional level
- Facilitating pre deployment training at divisional level
- Maintaining an up to date database at divisional level
- Prepare and submit quarterly returns to Police HQ on UN/AU PSO
- Coordinating with other stake holders at divisional level
- Facilitating PSO training local and international at divisional level through police Hq
- Coordinating deployment of officers at divisional level
- Monitoring welfare of officers in missions with their families at divisional level

9. TIMINGS AND VENUE

The training will take place in the last week of September, 2023. It will focus on the four pillars (4) which is; Administration, Operations, Training, and Gender in Livingstone. Due to reasonability of the number of participants, the training will be conducted in one phase for the period of two weeks. The period of the course will enable facilitators to complete the programme on time and will give participants enough time to understand and assimilate the information for their future effective delivery

10. Equipment

- Computer and power point Slides
- Six (06) Land cruisers (Elsie Initiatives)

11. Materials Needed

- Short hand notebooks - 100
- Blue or black pens - 45
- Markers - 20
- Flipchart – 2
- Flipchart paper - 10

12. Monitoring and Evaluation

After the training, UN/AU PSO will monitor the impact of the training on the ground by ensuring that focal point officers do according to the expectations. This may be daily, weekly and monthly communication with the participants. The office will ensure examining the quality of work output by focal point officers through exercises given, especially whenever UN/AU matters are expected to be dealt with. All focal point officers will be expected to send monthly incident reports (MIR) for easy monitoring of UN/AU matters in divisions.

13. Budget Estimate -

The funding from the ELSIE initiative FUND is primarily intended to cover the cost of:

- a) Provision of hire of Conference Hall with Projectors/Flip Charts for the training
- b) Provision of Meals for 33 participants (Breakfast, Lunch and dinner water inclusive).
- c) Provision of stationery - Note books, pens, flip charts, marker pens etc.
- d) Issuance of Certificates of attendance for participants
- e) Provision of Accommodation and out of pocket allowance for 33 participants
- f) Provision of subsistence allowance for 16 facilitators and support staff
- g) Provision of fuel for 6 vehicles per day for 2 weeks

The total budget is **K1, 02260.00 one Million Two Thousand Two Hundred and Sixty Kwacha.**

Sumarrised as follows: -

Budget Summary

Allowances/Transport refund	412,800
Accommodation and Conference facilities	607,960
Fuel	15,000

Grand Total (ZMK)	1,022,260
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