



**COUNCIL OF  
THE EUROPEAN UNION**

**Brussels, 20 May 2014  
(OR. en)**

**6968/06  
EXT 2**

**COSDP 141  
PESC 205  
CIVCOM 74  
COPS 9  
COWEB 44  
JAI 84  
EUPM 4**

**PARTIAL DECLASSIFICATION**

of document: 6968/06 RESTREINT UE

dated: 9 March 2006

new status: Public

Subject: Draft amended Operation Plan (OPLAN) for the EU Police Mission (EUPM) in Bosnia and Herzegovina (BiH)

Delegations will find attached the partially declassified version of the above-mentioned document.



**ANNEX**

**COUNCIL OF  
THE EUROPEAN UNION**

**Brussels, 9 March 2006**

**6968/06  
EXT 2 (20.05.2014)**

**COSDP 141  
PESC 205  
CIVCOM 74  
COPS 9  
COWEB 44  
JAI 84  
EUPM 4**

**NOTE**

---

From : Secretariat  
To : Political and Security Committee  
Subject : Draft amended Operation Plan (OPLAN) for the EU Police Mission (EUPM) in  
Bosnia and Herzegovina (BiH)

---

Delegations will find enclosed the Draft amended Operation Plan (OPLAN) for the EU Police Mission (EUPM) in Bosnia and Herzegovina (BiH)

## 1.1. References

- A. European Council Conclusions, Thessalonica, 19-21 June 2003.
- B. Council Joint Action (2002/210/CFSP) on the European Union Police Mission, 11 March 2002.
- C. Council Joint Action, 27 February 2003, amending Joint Action 2002/210/CFSP on the European Union Police Mission (2003/141/CFSP).
- D. Council Joint Action, 17 March 2003, amending Joint Action 2002/210/CFSP on the European Union Police Mission.
- E. Final Report on the Work of the Police Restructuring Commission, December 2004
- F. Council Joint Action, 17 February 2005, amending Joint Action 2002/210/CFSP on the European Union Police Mission (2004/143/CFSP).
- G. European Security Strategy: Bosnia and Herzegovina/Comprehensive Policy June 2004 (doc. 10099/04).
- H. Recommendations of the Secretary-General/ High Representative on a possible follow-on to the European Union Police Mission in Bosnia and Herzegovina 1 July 2005 (doc. 10797/05, RESTREINT UE)
- I. CIVCOM advice on the SG/HR recommendations for a possible follow-on to EUPM 11 July 2005 (doc. 11072/05, RESTREINT UE)
- J. PSC Conclusions of 12 July 2005 (CFSP/SEC/1445/05).
- K. Council Conclusions (GAERC) 18 July 2005 (doc. 10813/05).
- L. Secretariat Paper on the Follow-on Mission to EUPM 09 September 2005 (doc. 12126/05, RESTREINT UE).
- M. PSC Conclusions of 13 September 2005 (CFSP/SEC/1749/05).
- N. CIVCOM outcome of proceedings 21 September 2005 (doc. 12605/05, RESTREINT UE).
- O. Generic Standards of Behaviour for ESDP Missions (doc. 8373/3/05).
- P. Political Agreement on Restructuring of Police Structures, 05 October 2005
- Q. Draft Concept of Operations (CONOPS) for the Follow-on Mission to EUPM in Bosnia and Herzegovina (14035/05 RESTREINT UE).
- R. CIVCOM Advice on the draft Concept of Operations (CONOPS) for the Follow-on Mission to EUPM in Bosnia and Herzegovina (13706/3/05)
- S. Council Joint Action, 24 November 2005 on the European Union Police Mission (2005/824/CFSP).
- T. Council Joint Action 2005/825/CFSP of 24 November amending the mandate of the European Union Special Representative in Bosnia and Herzegovina

- U. SG/HR Second Operation ALTHEA six-monthly review report
- V. Guidelines for increasing cooperation between EUPM-EUFOR and EUSR
- W. BiH-European Partnership, 12 December 2005

## **1. SITUATION**

### **1.1. General**

The mandate for EUPM in Bosnia and Herzegovina (BiH) expired on the 31 December 2005. Supported by the European Commission (EC) institution-building programmes and as part of the broader rule of law approach, the EUPM has made considerable achievements in developing sustainable policing arrangements under BiH ownership.

### **1.2. EUPM 2003-2005**

EUPM, through mentoring, monitoring and inspecting, aimed to establish sustainable policing arrangements under BiH ownership in accordance with best European and international practice, and thereby raise current BiH police standards.

#### **1.2.1. Achievements of EUPM**

Some of the EUPM's achievements to date include:

- a.) The transformation of the State Investigation and Protection Agency (SIPA) into an operational police agency with enhanced and executive powers to fight major and organised crime which is now starting to find its feet as an institution.
- b.) Solid development of other state-level institutions, in cooperation with the EC, not least the Ministry of Security (MoS) and the State Border Service (SBS).
- c.) Development of local ownership of the reform process through the establishment of the Police Steering Board, co-chaired by EUPM and local authorities.
- d.) Progress towards police restructuring with the Mission playing a key technical advisory role.
- e.) Development and implementation of the programs and projects together with police agencies in BiH (hereinafter: BiH police), which considerably contributed to sustainability and modernization of the BiH Police.

#### **1.2.2. Progress at the end of EUPM mandate**

At the end of its three-year mandate, EUPM only partially reached the desired end-state which was to put in to place modern, sustainable, professional and multi-ethnic police agencies trained, equipped and able to assume full responsibility and to independently uphold law enforcement in line with best international standards expected in a democratic society.

The problems of organised crime and corruption are intrinsically connected and deeply entrenched in BiH. The corruption generated by organised crime is a serious obstacle to

effective governance and the development of a successful economy and self-sustainability. There is also a direct effect of weak law enforcement in BiH on the EU. While progress has been made, there is still a need to continue working towards raising BiH standards, enhance BiH's capacity to fight against organised crime and restructure its police services. An ESDP refocused Mission is therefore necessary to support the police restructuring process and to assist local police in planning counter organized crime activities, to continue to develop and rapidly consolidate the capacity of police and regional cooperation in the fight against major and organized crime.

### **1.3. Political aspects of interest**

The ultimate political goal is for BiH to join the EU as a sustainable, multi-ethnic, peaceful and democratic state. In the medium term, it is to set BiH irreversibly on track for EU membership within the Stabilisation and Association Process (SAp) process. To achieve this objective, strengthening the rule of law and the development of an effective, independent and an accountable police service (as identified by the Police Restructuring Commission) are crucial. In this context, success in the fight against organised crime is likely to be one of the determining factors in BiH's progress towards Europe as a visible sign of local capacity to build and maintain public security.

The SAp of June 1999 constitutes the anchor for the integration process in South-East Europe. In return for the prospect of EU membership, countries of South-East Europe undertook a commitment to abide by EU conditionality and to use the SAp as a vehicle to prepare for the demands of potential accession to the EU. This approach was spelt out at the November 2000 summit in Zagreb where countries from the region agreed to a clear set of objectives and conditions. The 2003 Thessaloniki EU-Western Balkans summit reaffirmed the EU's commitment to the integration of the Western Balkans and the importance of the SAp as the overall framework for reform.

In order to prepare BiH to begin negotiations on a possible Stabilisation and Association Agreement (SAA), the European Commission produced a 'Road Map' in 2000 which was substantially completed in September 2002. A Feasibility Study (FS) followed in November 2003, setting 16 conditions that BiH had to fulfil in order to begin negotiations on a SAA.

An agreement upholding the EC's three principles on police reform was adopted by the Republika Srpska National Assembly and was subsequently endorsed by the Federation Parliament and the BiH Parliament in October 2005. On 7 November 2005, the Council

authorised the EC to start preparations for negotiating an SAA with BiH. The SAA negotiations were officially opened with BiH on 25 November.

On 12 December 2005, the Council adopted the European Partnership which set out issues such as priority areas for police restructuring.

#### **1.4. Risk Assessment**

**NOT DECLASSIFIED**

#### **1.5. Local Police**

While the IPTF and EUPM have made significant contributions to improving the effectiveness of policing in BiH, the sustainability of their achievements and reforms have been compromised by systemic problems arising from the overall organization of policing and in certain instances, politics.<sup>1</sup>

A Functional Review of the police agencies in BiH, financed by the EC and published in July 2004<sup>2</sup>, identified serious systematic deficiencies arising out of the operation of multiple independent police agencies in BiH outside of a single structure.

On 5 July 2004, the High Representative (hereinafter: HR) decided to establish a Police Restructuring Commission to propose a “single structure” of policing in BiH. Following a lengthy political debate, the police restructuring process resulted in October 2005 in a political agreement based on the following three principles of the European Commission.

- All legislative and budgetary competencies for all police matters must be vested at the State level,
- No political interference with operational policing,
- Functional local police areas must be determined by technical policing criteria, where operational command is exercised at the local level.

The aforementioned Agreement also called for the formation of a Directorate for Police Restructuring Implementation which was established on 8 December 2005.

Developments during the planning and implementation phase of police restructuring will affect the development of EUPM in terms of tasking and deployment.

---

<sup>1</sup> **NOT DECLASSIFIED**

<sup>2</sup> Financial, Organizational and Administrative Assessment of the BiH Police Forces and the State Border Service (Assessment Report), European Commission, July 2004.

## **1.6. Rule of Law**

Police Reform is inseparably linked to reform of the rule of law in BiH. For this reason,

in coordination and cooperation with EUSR/OHR, EUPM will continue to be part of a broad EU and international approach addressing the whole range of rule of law aspects in BiH.

EUPM will continue to play a significant supportive role across the full range of rule of law activities, focusing on mainly policing aspects. In this context, the establishment of a criminal justice interface unit within EUPM will help enhance relations between prosecutors and the police.

## **1.7. Other EU involvement in BiH**

The EU is already heavily engaged in supporting BiH efforts to implement the General Framework Agreement for Peace (GFAP) and move towards closer integration with the EU through the SAp. While the HR continues to be double-hatted as EUSR: EUFOR, that took over from SFOR on 2 December 2004, has successfully maintained a safe and secure environment in BiH. The EU also underpins its support to the implementation of the GFAP and the SAp by Community assistance through the CARDS programme. EUMM is also present in BiH.

## **1.8. International Institutions and Organisations in BiH**

A significant number of international governmental and non-governmental organizations participate in the peace and development process in BiH. The Office of the High Representative (OHR) co-ordinates the civilian support of implementation of GFAP. Other key organizations include the United Nations Development Program (UNDP), the Organisation for Security and Co-operation in Europe (OSCE), the Council of Europe (CoE), the United Nations High Commissioner for Refugees (UNHCR), the World Bank, the International Monetary Fund (IMF) and the International Criminal Tribunal for the former Yugoslavia (ICTY).

## **1.9. Council Guidance**

### **1.9.1. Objective**

The EUPM will contribute to the overall peace implementation process in BiH, as well as to the achievement of the overall EU policy in the region. EUPM will aim to establish in BiH a sustainable, professional and multi-ethnic police service operating in accordance

with best European and international standards.<sup>3</sup>

## 1.10. Desired End State

The Mission will be deemed to have succeeded once the desired end state is reached. The end state will be measured against the following achievements:

- a.) Police reform has started on a path of self sustainability.<sup>4</sup>
- b.) The establishment of state-level agencies is completed, and the work of SBS and SIPA is meeting BiH's commitments and obligations in respect of international co-operation and they are fully operational.
- c.) Sustainable progress is being made towards bringing the overall performance of policing up to European and international standards. (See footnote 3)
- d.) Sustainable, effective capability has been developed by the BiH authorities in the fight against organised crime, including exchange of information between all law enforcement agencies in BiH and regional-international cooperation and coordination with EU Member States police authorities, EUROPOL, EUROJUST and INTERPOL.<sup>5</sup>

---

<sup>3</sup> European and international standards of policing are understood to mean the following:

1. police services structured in accordance with criteria of effectiveness and efficiency,
2. based on the rule of law,
3. adequately protected from improper political interference,
4. acting in accordance with democratic values and human rights standards,
5. Aimed at protecting citizens' rights and properties.

<sup>4</sup> According to the Political Agreement on Restructuring of Police Structures, the fully implementation of police restructuring will take place approximately 5 years starting from October 2005.

<sup>5</sup> Particular attention should be paid to the implementation of the following commitments made in the field of the fight against organised crime:

- The 2002 London conference on organised crime.
- The Thessalonica agenda.
- The 2003 EC Feasibility Study for Bosnia and Herzegovina.
- The EC's 'Country Strategy Paper' for Bosnia and Herzegovina 2002-2006.
- European Partnership for BiH.
- The BiH European Partnership Action Plan.
- Other international legal instruments, in particular the Convention on Trans-national Organised Crime and its Protocols.
- The BiH National Action Plan against Organised Crime.

## **2. MISSION**

### **2.1. Mission mandate**

The EUPM, under the guidance and co-ordination of the EUSR and as part of the broader rule of law approach in BiH and in the region, will aim, through mentoring, monitoring, and inspecting to establish in BiH a sustainable, professional and multi-ethnic police service operating in accordance with best European and international standards.

This police service should operate in accordance with commitments made as part of the SAp with the European Union, in particular with regard to the fight against organised crime and police reform.

The EUPM will operate in line with the general objectives of Annex 11 of the Dayton/Paris Agreement and its objectives will be supported by European Community instruments. Under the direction of the EUSR, EUPM will take the lead in the coordination of policing aspects of the ESDP efforts in the fight against organised crime, without prejudice to the agreed chains of command. It will assist local authorities in planning and conducting major and organised crime investigations.

**NOT DECLASSIFIED**

**Pages 10 through 13: NOT DECLASSIFIED**

### **3.3. Conduct of Operations**

#### **3.3.1 Organization of Mission**

- a.) The Mission will be built on the principle of co-locations in well identified areas at the senior management level, with significant emphasis placed on the state-level agencies.<sup>6</sup> EUPM will maintain a visible and, above all, perceivable presence with a clear sense of local ownership.
- b.) Depending on the needs of the Mission, the HoM/PC may propose to change the internal organizational structure, as appropriate.
- c.) The Mission will have a three level structure which is as follows:
  - First level : EUPM Main Headquarters.
  - Second level : Regional Offices/SBS-SIPA Main Headquarters.
  - Third level : Co-locations/SBS-SIPA Field Offices.
- d.) A separate Criminal Justice Interface Unit will be established which will be primarily responsible for enhancing the coordination and cooperation between the police and prosecutorial authorities in coordination with EUSR.  
The tasks of the Criminal Justice Interface Unit will include the following issues:
  - In coordination with appropriate local counterparts, identifying the general systemic deficiencies in relation to police investigations and police and prosecutor cooperation and coordination matters,
  - Developing solutions and take appropriate action, within the limits of the Mission, to overcome systemic deficiencies,

---

<sup>6</sup> Territorial disposition of the EUPM regional offices and organizational charts of mission are presented in Annex A.

- Examining particular problems related to criminal proceedings of specific selected cases, and take appropriate immediate actions to overcome these problems,
- Mentoring the BiH police in the effective application of legislation related to police investigations,
- Providing internal induction training to the EUPM staff regarding the judicial system of BiH,
- Providing legal support to EUPM activities related to cooperation with international organizations concerning the implementation of criminal legislation in BiH.

e.) The field structure of Mission will be streamlined as follows:<sup>7</sup>

Due to the refocused mandate, the EUPM will be reshaped. There will be four EUPM regional offices which will be supported by co-locations in well identified areas. Some of these co-locations could be further merged gradually and their staff will be redeployed to other co-locations and/or regional headquarters, as required

The field structure will be established in line with the regional structure of SIPA, which is the state level agency leading the fight against major and organised crime. Whilst the new field structure will satisfy the requirements of the key tasks of the Mission, it will also facilitate the more cost effective use of reduced resources.

This structure will ensure a consistent approach when dealing with the different police agencies and allow EUPM staff to have a broader view of policing issues. EUPM staff will also be able to effectively communicate and coordinate both internally and externally (OHR, EUFOR, and OSCE etc). It will also promote communication and cooperation between the local police agencies.

The territorial disposition of EUPM regional offices is an internal arrangement responding to the specific needs and requirements of the Mission to fulfil its mandate. It will not prejudice future decisions on the territorial disposition of local policing areas that will be established as part of the police restructuring process.

---

<sup>7</sup> Currently EUPM has in total 18 co-locations for local police (RSMUP, 5 PSC, FMUP, 10 Cantons and Brcko District) apart from co-locations for SBS and SIPA. Initially, 7 of these locations will be merged with other co-locations. In the second phase, three more co-locations will be merged with the others

**Pages 16 through 29: NOT DECLASSIFIED**

### **3.8.2. Reviews**

Under the guidance of the chain of command six monthly reviews of EUPM will be conducted in coordination with the EUFOR.

### **3.8.3. Conditionality**

The presence of EUPM in BiH will be based on continued cooperation and support from the BiH authorities.

In the case of encountering any obstruction in the accomplishment of its mandate, the HoM/PC will be able to seek the appropriate response at the highest level, where appropriate, directly, or through the EUSR/OHR.

### **3.8.4. Rules of Engagement (RoE)**

EUPM is an unarmed Mission and as such has no rules of engagement.

### **3.8.5. Legal aspects**

The status of EUPM and its staff in BiH has been regulated with the Status of Forces Agreement (SOFA) concluded between the EUPM and the BiH authorities on 04.10.2002. According to the SOFA, the EUPM personnel shall be granted all privileges and immunities equivalent to that of diplomatic agents granted under the Vienna Convention on Diplomatic Relations of 18 April 1961, subject to which the EU Member States and other Sending Parties shall have priority of jurisdiction. These privileges and immunities shall be granted to the EUPM personnel during their mission, and thereafter, with respect to official acts previously performed in the exercise of their mission. The application of the SOFA has been extended to cover the refocused mandate of EUPM to ensure privileges and immunities allowing for the effective performance of EUPM's duties.<sup>8</sup>

### **3.8.6. Security and evacuation plan**

The HoM/PC has overall responsibility and is accountable for the security of the Mission and the safety of Mission personnel. The HoM/PC will be supported by a dedicated Mission Security Officer, who will closely liaise with the Council Security Office on all matters pertaining to the safety and security of international and local EUPM staff deployed in the Mission. The HoM/PC will also appoint a Security Management Team to assist him in the management of security issues. The safety of Mission personnel will be ensured based on the EUPM Security Concept.<sup>9</sup>

---

<sup>8</sup> SG/HR, and BiH Presidency agreed to extend the application of SOFA through an exchange of letters in December 2005.

<sup>9</sup> The EUPM Security Concept is presented in Annex D

### **3.8.7. Press and public information**

The press and public information strategy will mainly aim at maintaining support for EUPM as part of the EU effort to promote the European Union perspective of BiH. The accent will be placed on the achievements of the local police under the support of EUPM so as to build confidence in the national instrument and make local security less dependent on the international presence and more dependent on the National authorities and institutions. The information strategy will be articulated around the key and key subordinate tasks of the mission and be aimed both at the population of BiH and the international community.<sup>10</sup>

### **3.8.8. Protocol and official visits**

Special procedures and arrangements have been determined for protocol and official visits. The HoM/PC Secretariat will be responsible for its work under the direct authority of the EUPM HoM/PC.<sup>11</sup>

### **3.8.9. Standing Operation Procedures**

The SOP of EUPM will be adjusted to meet the needs of the refocused EUPM.

### **3.8.10. Reporting and information exchange requirements**

- a) The EUPM Reporting System will embrace all aspects of the Mission. Reporting procedures will be performed as per CONOPS and OPLAN.
- b) In addition to regular contacts with the EUSR; briefings will be given to the chain of command as appropriate.
- c) Appropriate information exchange mechanisms have been established between EUPM and EUFOR, and other authorised agencies and institutions. Where necessary, information and reports will be transmitted by secure means.
- d) Any major emergency incident involving EUPM personnel will be immediately reported to the chain of command and EU Joint SITCEN.<sup>12</sup>

## **4. ADMINISTRATION AND SUPPORT**

### **4.1. Concept for Logistics**

- a) Logistical support based on the existing arrangements for the previous EUPM has been adapted to and adjusted for the new EUPM.
- b) The logistics concept will embrace the principle of MHQ coordinated central purchase

---

<sup>10</sup> The EUPM Press and Information concept is presented in Annex E

<sup>11</sup> The EUPM Protocol concept is presented in Annex F

<sup>12</sup> The EUPM Reporting procedures concept is presented in Annex G

and delivery, followed by co-coordinated and timely issuance to all elements of the Mission in the field.

- c) Logistical support will be cost effective and make maximum use of local resources where possible in order to reduce costs and to maintain adequate logistical resources. The mission will maintain a small stock of operationally essential equipment and material.
- d) Logistic support will be based on the following three concepts and in accordance with EU regulations.
  - Close support,
  - Contracting out of local supplies and,
  - Providing full operability for all components of the Mission through three levels of logistic support,
- e) Three levels for logistical support will be as follows.<sup>13</sup>
  - Main Headquarters,
  - Regional Office/SBS-SIPA MHQ,
  - Co-locations/SBS-SIPA field offices

#### **4.1.1. Responsibilities of Contributing States**

Contributing States will deploy and re-deploy their personnel individually and be responsible for providing and maintenance of personal equipment (National police uniform and personal equipment). Each contributing state shall bear the cost related to the police officers and international civilian seconded by it, including salaries, allowances and travel expenses to and from BiH. For international non-seconded personnel these issues will be covered under contractual arrangements.

#### **4.2. Procurement**

Procurement of supplies, services and works for the mission will be based on tender procedures and follow the principles of transparency, proportionality, equal treatment of potential contractors and non-discrimination.

The HoM/PC shall act as Contracting Authority and fully comply with the procurement procedures laid down in the Financial Regulation applicable to the general budget of the European Communities and its implementing rules.

---

<sup>13</sup> EUPM Logistic concept is presented in Annex H

## **4.3. Personnel administration**

### **4.3.1. Principles**

- a) The HoM/PC exercising Operational Control (OPCON) retains the authority and the overall responsibility to appoint and deploy personnel.
- b) The main criteria for suitability for a post are:
  - Mission requirements; in accordance with the essential requirements and job descriptions for each post,
  - The individual staff member's experience, skills and professional qualifications,
- c) The deployment plan is based on detailed job descriptions that are available for all posts.
- d) Job descriptions will be disseminated to all Contributing States. Personnel, offered by Contributing states, will be selected for the mission only if they satisfy in full, the criteria set out in the relevant job description. Post specific ranks are inferred in the job descriptions, but are not considered a pre-requisite to appointment in a post.
- e) Appropriate rotation of seconded personnel will be ensured based upon a recommended tour of one year.
- f) Procedures for the exceptional withdrawal of personnel could take place due to personal, disciplinary or medical reasons.<sup>14</sup>

## **4.4. Finance**

The financial arrangements for EUPM are set out in article 11 of the Council Joint Action. (2005/824/CFSP). The HoM/PC will be provided with the necessary financial resources in a timely manner.

HoM/PC will be responsible, under Commission's supervision, for managing the funds granted, as laid down in the budget, in accordance with the Financial Regulations applicable to the General Budget of the European Communities and its implementing rules.

The budget of EUPM will be handled in strict accordance with the principles of sound financial management. HoM/PC shall respect the principles of legality, regularity, effectiveness, efficiency and economy. A financial management system shall be established to ensure compliance with the standards set out by the Commission.

Financial reporting shall follow the procedures set out in Article 11 of the Joint Action and in the HoM/PC' contract with the European Commission. As prescribed in

---

<sup>14</sup> Personnel Administration concept is presented in Annex I.

paragraph (4), article (11) of the Council Joint Action. (2005/824/CFSP); the HoM/Police Commissioner shall report fully to the Commission on the activities undertaken in the framework of his contract.

Financial Operating Procedures (expenditure, payments, income, reporting and respective forms) is further elaborated in the EUPM SOP.

#### **4.5. Transportation support**

The transportation concept is based on the adaptability of the multi-purpose fleet for all facets of Mission requirements. Sufficient number of vehicles will be allocated for the transportation of EUPM. <sup>15</sup>

#### **4.6. Medical Support**

The medical support concept is prepared to organize medical support arrangements and meet the needs of the EUPM staff. <sup>16</sup>

#### **4.7. Communications**

##### **4.7.1. General**

EUPM will continue to have a timely and reliable communication network, including a back up system. The system will link the EUPM HQ to the General Secretariat of the Council and to all Mission units in the field, and will comprise a mixture of telephone, radio, IS and internet communications.

**NOT DECLASSIFIED**

---

<sup>15</sup> MTO concept is presented in Annex J

<sup>16</sup> Medical Support concept is presented in Annex K

#### **4.8. Information technology**

The Mission will have an IT system with E-mail facility throughout the structure of the Mission which is properly vetted for and protected against unauthorised access, intrusion and viruses.<sup>17</sup>

### **5. COMMAND and CONTROL ORGANIZATION**

#### **5.1. Chain of command**

- a.) The EUPM shall have a unified chain of command, as a crisis management operation.
- b.) The PSC shall provide the political control and strategic direction.
- c.) The SG/HR shall give guidance to the HoM/PC through the EUSR
- d.) The HoM/PC shall lead the Mission and assume its day to day management.
- e.) The HoM/PC shall report to the SG/HR through the EUSR
- f.) The EUSR shall report to the Council through the SG/HR.

#### **5.2. Command of EUPM staff**

- a.) All seconded members of EUPM remain under full command of their national authorities.
- b.) National authorities will transfer OPCON to the EUPM HoM/PC. The HoM/PC shall exercise OPCON over EUPM.
- c.) Each contributing State shall appoint a national contingent leader (NCL) or national contact person (NCP) to represent each national contingent in the Mission who will be responsible for contingent discipline.

---

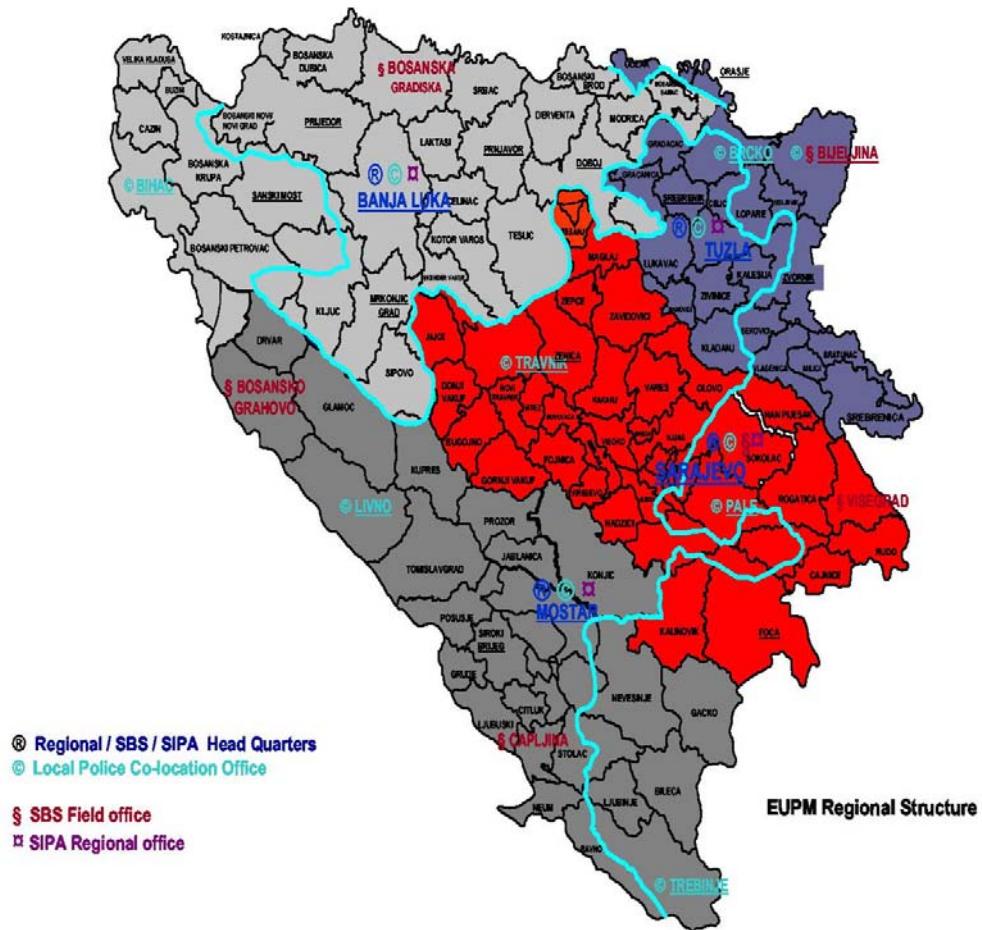
<sup>17</sup> Communication and Information System concept is presented in Annex L

- d.) The HoM/PC shall be responsible for disciplinary control over the personnel. For seconded personnel, disciplinary action shall be exercised by the national authority (as represented by the NCL or NCP) or competent EU institutions concerned.
- e.) The Police Unit within the Council General Secretariat will provide technical guidance and support, and will be the first point of contact for EUPM.

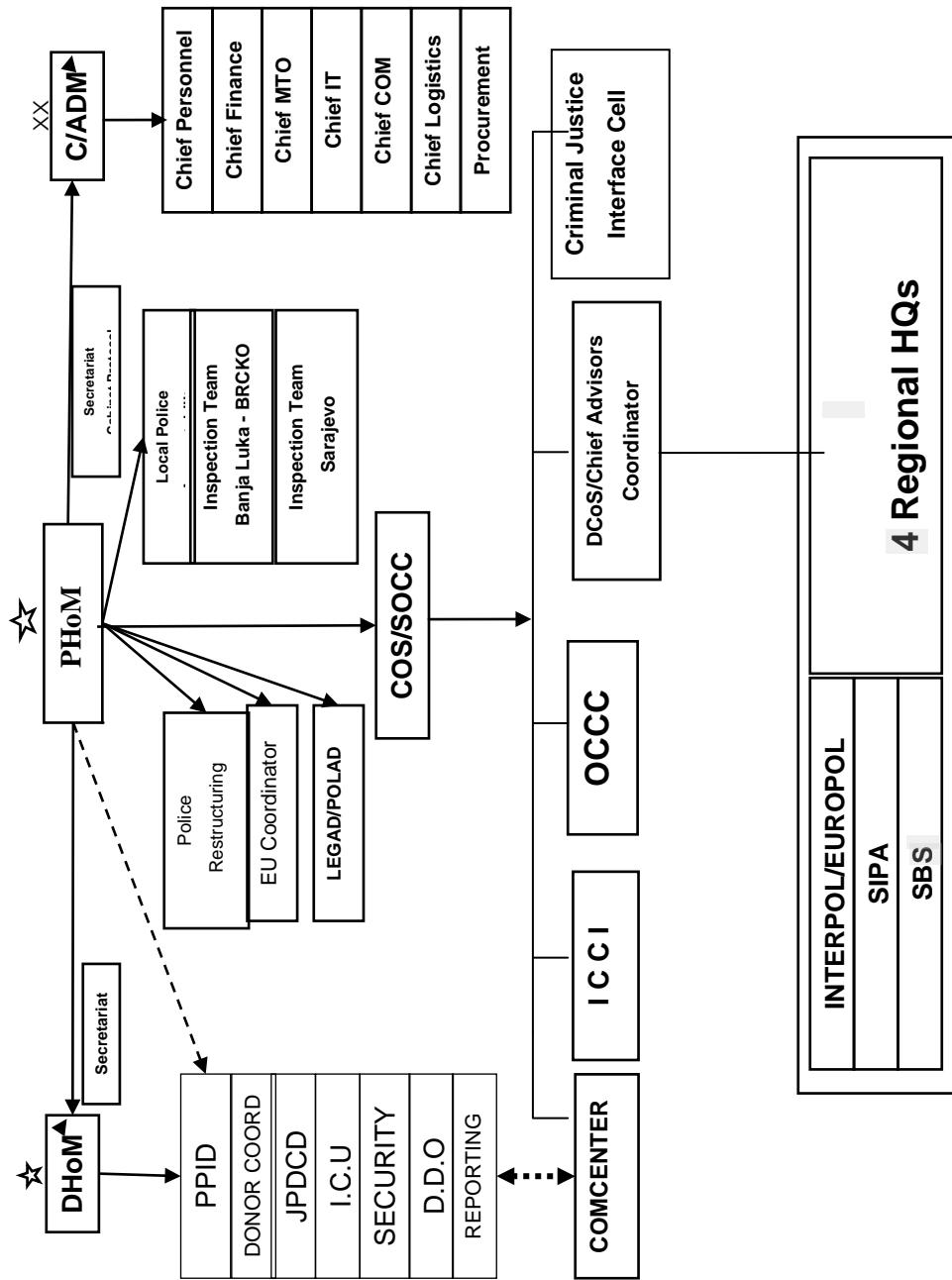
## **List of Annexes**

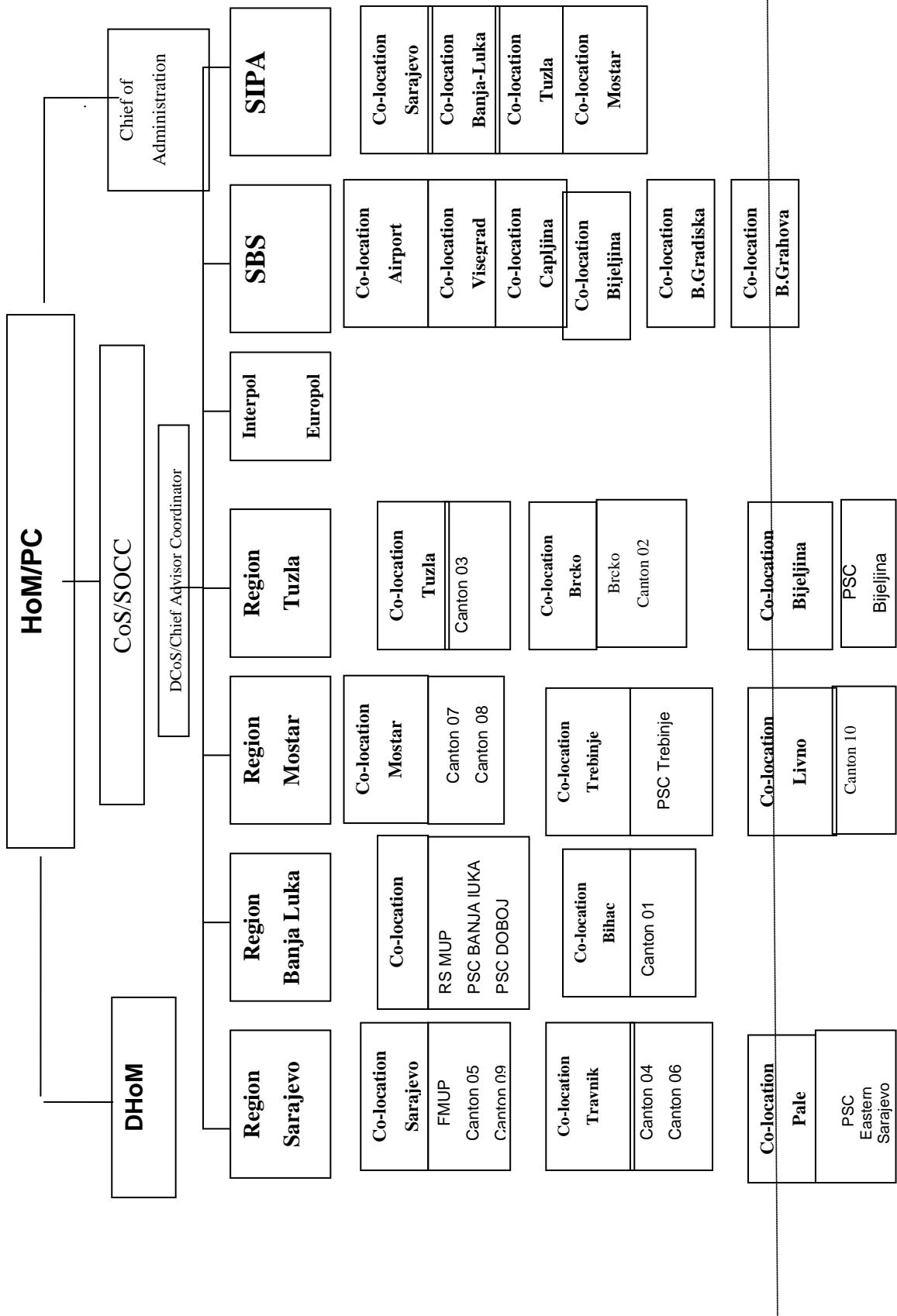
- A. Territorial disposition of EUPM Regional Offices and Organizational charts.
- B. Mission Success Indicators.
- C. Information Exchange
- D. Security and Safety
- E. Press and Public Information
- F. Protocol and Official visits
- G. Reporting Procedures
- H. Logistic Support
- I. Personnel Administration
- J. MTO
- K. Medical Support
- L. Communication and Information System

## **Territorial disposition of EUPM Regional Offices & Organizational Charts**



# EUPM Structure





**Pages 41 through 50: NOT DECLASSIFIED**

**Information Exchange****1. Introduction**

Information exchange is an integral aspect of the capabilities that EUPM must possess in order to fulfil its Mission and notably to be able to perform its inspective role.

Timely and accurate intelligence is crucial to Mission realisation accomplishment and security. Within the parameters of security classification and confidentiality, information will be transparent and available to the appropriate levels of EUPM officials, in addition to being also based on the agreements for internal exchange of information.

**NOT DECLASSIFIED**

**Pages 52 through 54: NOT DECLASSIFIED**

## **Security and Safety**

### **1. General**

The safety and security of EUPM staff and property is primarily the responsibility of the BiH authorities, according to the terms of the SOFA signed between EU and BiH on the activities of the EUPM.

The responsibility to establish and maintain a safe working environment for International Organizations (*EUPM included*) is incumbent primarily on EUFOR. EUPM signed a Memorandum of Understanding (MoU) with EUFOR on the 28 October 2005, setting out the responsibilities of both parties, in case of a need for emergency security support and evacuation.

Based on this MoU, EUFOR will provide emergency security support and evacuation to EUPM staff upon request from EUPM, if the local authorities fail to do so (CONPLAN *Medusa 2005*).

**NOT DECLASSIFIED**

**Pages 56 through 58: NOT DECLASSIFIED**

## **Press and Public Information**

### **1. General**

A Press and Public Information Department (PPID) will continue its work under the direct authority of the EUPM HoM.

A comprehensive integrated EU information strategy shall be developed with EUSR taking into consideration the specific roles of the EUSR, the EUPM, EUFOR and other EU players in theatre.

### **2. Policy**

The press and public information strategy will mainly aim at maintaining support for EUPM as part of the EU effort to promote the Stabilisation and Association Process bringing BiH closer to its European dimension. The accent will be put on the achievements of the local police under the support of EUPM so to build confidence for the national instrument and make local security less dependent on the international presence and more responsible to them.

Designated spokespersons are the only authorised persons to communicate with the media. Guidelines for EUPM staff on Talking to the Press will be issued as appropriate.

### **3. Media**

Relations with the local population and international public through the press are an important element in communicating the achievements and objectives of EUPM.

Portrayals and perceptions of EUPM may differ. EUPM must remain proactive in this regard. Representatives of the international media routinely operate in BiH and their number can significantly increase when special events or incidents arise.

As policy, the EUPM PPID will support frequent and transparent media access to EUPM activities and, according to special occasions and HoM/PC approval, to MHQ in Sarajevo. The PPID will deliver accurate, timely and sufficient information on EUPM activities and responses to given subjects. General themes will include:

- The new EUPM mandate within the general framework of the EU's broader rule of law approach in BiH in line with the general objectives of Annex 11 of the Dayton agreement.
- The three pillar-key tasks approach of the EUPM.
- EUPM's role in the police restructuring process.
- The EUPM is presence in BiH with the full agreement of authorities in BiH, both at state and entity level, they have undertaken to cooperate fully with EUPM in its work.
- The EUPM will contribute to the further development of professional, impartial police agencies that serve all BiH citizens.
- The EUPM is an integral part of the broad range of EU activities in BiH and an important element in BiH's progress toward Europe as set out in the Stabilisation and Association Process (SAp).
- The EUPM is a tool for contributing to regional stability and cooperation.
- The EUPM is a key player in the fight against organised crime in BiH and the wider region.
- The EUPM's action will help facilitate reconciliation and economic recovery by improving police professionalism and efficiency to better fight organised crime and corruption.

On a regular basis, the HoM/PC will task the PPID to liaise with the media and to participate in media briefings and press conferences.

In relation to media matters, the PPID will:

- Issue press releases as requested and will maintain an updated database of all media in BiH.
- Dispatch a press release abroad,
- Request the assistance of the OHR/EUSR Press Office and/or the Press Office of the General Secretariat of the Council of the European Union.
- Liaise with the OHR/EUSR, EUFOR and, according to needs, other Press Offices in BiH and the Press Office of the General Secretariat of the Council of the European Union;
- The Press office of the General Secretariat of the Council of the EU can give guidance when requested.

- Coordinate with other organisations involved in the civilian implementation of the GFAP.
- Monitor BiH media, inform the HoM of any media reference to EUPM and where required propose a draft reply.
- Produce a daily local media overview for the Mission.
- Organise journalist trips to BiH with a special emphasis on EUPM.

#### **4. Public information and public relations**

Public information and awareness is a crucial management tool. To this end the PPID will ensure the following:

- Develop, plan and implement public information campaigns and community policing events both on a national and regional level.
- EUPM spokesperson will, upon instructions of the PHoM, participate in national and local radio and TV programmes if required.
- In line with the overall policy of the EUPM the PPID will support the local police in their press and PR activities. This includes sponsoring of joint BiH Police /EUPM PR or PI events and organising workshops and trainings for the spokespersons of the BiH Police.
- Explain the EUPM in terms of mandate, legal basis, and general framework, cooperation with local authorities, programmes and intentions.
- Establish contact with all media in BiH (local and international).
- Liaise directly with OHR/EUSR and the General Secretariat of the Council of the European Union Press Offices.

#### **5. EUPM website**

As part of the overall EUPM public information arrangements, the Mission has created and put in place an effective EUPM website at [www.eupm.org](http://www.eupm.org). The site serves as the electronic business card of the Mission. In addition, the site is being used as the main vehicle for the advertisement and reply procedure for any job vacancies as well as for publication of public tenders for the Mission which may arise. PPID are responsible for updating the website.

## Protocol and Official Visits

### 1. General

The Secretariat of HoM/PC will be responsible for Protocol matters and official visits based on the following procedures.

All requests for official visits to the EUPM MHQ will be formally processed through the Secretariat of HoM/PC.

### 2. Prioritising the visits

The priority for visit will be as followings:

- a) Ministers (or assimilated ranks) and Members of Parliament,
- b) Political figures,
- c) Head (or deputies) of International Organisations,
- d) High ranking diplomats and senior police and military personnel.

### 3. Request for visits

Visit requests are to be sent no less than 10 days before the proposed visit with the following information:

- a) Purpose of the visit,
- b) Name, rank, position, nationality and biography of the Head of Delegation,
- c) Size and composition of the delegation,
- d) Planned arrival and departure time with modes and dates of travel.

### 4. Articulation of visits

Unless otherwise indicated to conduct in another manner, the official visit shall be as follows:

- a) General presentation of the Mission by the HoM/PC or his designated representative,
- b) Specific briefing by a designate of the HoM/PC depending on the subject matter,
- c) Short briefing by the National Point of Contact (if necessary and according to time),
- d) Visit to a co-location team in the field (if possible and necessary),
- e) A EUPM fact sheet and/or movie/slide presentation may be delivered to the visitors.

## **Reporting Procedures**

### **1. General**

Successful Information exchange is crucial to the success of all the international organizations in BiH involved in Rule of law. Within the parameters of security classification and confidentiality, information will be transparent and available on as wide a basis as possible.

### **2. Principles**

EUPM specific reports will be precise and concise in relation to the subject matter and will contain the recommendations, comments and/or impression of the signing authority. All the reports produced by EUPM will also include sufficient analysis to providing adequate information on the subject, to facilitate the decision taking mechanism. Reports will be forwarded by appropriate technical means to ensure secure and timely transmission and appropriate confidentiality.

### **3. Reporting chain of command**

The report chain will follow the chain of command consisting of EU SG/HR, EUSR and HoM/PC. The EUPM HoM/PC shall report to SG/HR through EUSR.

### **4. Reporting**

As required, the EUSR and HoM/PC will report directly to the PSC.

An adequate level of reporting to PSC shall be ensured in order to allow it to provide political control and strategic direction. Some reports will be forwarded by the SG/HR to the member states and Commission through the PSC or the CIVCOM making due use of the ESDP Net for classified documents

In accordance with the EUPM CONOPS and as required by the EU SG and EUSR, the Mission will produce the following reports.

<b>REPORT</b>	<b>FREQUENCY</b>
▪ MAR (EUPM HoM/PC Monthly Assessment Report)	Monthly
▪ Weekly Mission Report (Situation Report)	Weekly
▪ OREP (Operational Report)	as required
▪ SPEREP (Special Report)	as required

- PERSREP (Weekly Personnel Report) Weekly
- LOGREP (Logistics report) Monthly

MAR, Weekly Report, PERSREP, LOGREP, SPEREP and OREP will be provided by EUPM to EU SG/HR through the EUSR.

In addition to the reports listed above, the HoM/PC may decide to produce and submit additional reports.

**NOT DECLASSIFIED**

## **8. Communication centre**

a.) The Communications Centre will be staffed 24 hours a day, 365 days a year, by core number of international police officers, augmented with national staff, working a shift rotation system, that fulfils the following role:

- Ensure timely and coordinated collection of information from the field,
- Serve as a unique point of contact for EUPM staff, especially in emergency situations,
- Perform the technical aspects of the communication and data transmission process, especially with regard to the handling of classified information.

- b.) National members of EUPM staff in this section will not have access to classified data (EU restricted and above).
- c.) Specific structural changes will be implemented to safeguard the integrity of secure communication systems.
- d.) International police officers will form a core of the shift rotation system but staffing will be predominantly local staff.

## Logistics Support

### 1. Principles

- a.) EUPM staff will be provided with sufficient logistical support that is necessary to perform their tasks.
- b.) Maximum use will be made of local agreements, hiring, leasing and purchasing of services, material and equipment.
- c.) For all logistics, a limited centralised stock will be maintained for operationally essential items.
- d.) The EUPM may make available means and resources that can be reutilised for other Missions after satisfying the needs of the Mission.

### 2. Levels of logistic support

The Mission logistic levels are three fold as follows:

#### 2.1. First level

Established in Mission HQ, which is required to:

- a.) Establish and prioritise the Mission logistics requirements.
- b.) Throughout the Mission AoR, establish theatre wide logistic resources to meet all the operational needs of the Mission.
- c.) Resolve shortfalls in the provision of logistic support, if necessary, by executing redistribution within the Mission.
- d.) Establish the storage of office equipment and stationary necessary to facilitate for delays in delivery time lines of supply.
- e.) Control the usage of all materials required for the Mission, in the most effective manner.
- f.) Establish the control of vehicle maintenance (servicing, spare parts, breakdown service, body repairs) done by the local private workshop companies.
- g.) Establish software management (e,g, vehicle consumption) centralized in the MHQ

#### 2.2. Second level

Established at HQs of Regional, SIPA and SBS level, under the responsibility of the Chief Advisers, who is responsible for staff support and permanent control and requesting of all material, and submit reports through the Mission chain of command.

### **2.3. Third level**

Established at local police co-locations, SBS and SIPA field Offices level, under the responsibility of the Team Leader; who is responsible for staff support and permanent control and requesting of all material, and submit reports through the Mission chain of command.

### **3. EUPM Offices**

EUPM will use either the offices allocated for the use of EUPM within the premises of local police or containers installed near the local police premises. In exceptional cases, if there is no other way to locate EUPM officers within the premises of the BiH police, in that case, additional offices will be rented.

### **4. Equipment and material**

Regarding the set up of the office equipment; as the Mission will be using offices previously occupied by EUPM, the existing office equipment will be utilised.

All EUPM personnel, through controlled issuance, will be responsible for the efficient use of all equipment. Any defects in the equipment or loss of equipment must be reported immediately. The regulations for the use of all equipment and the procedure for reporting defect or loss will be done in accordance with the SOPs

## **Personnel Administration**

### **1. Principles**

The Contributing States will assume full responsibility for the nomination of suitably qualified candidates for EUPM in support of the Mission mandate.

The EUPM HoM/PC will assume complete responsibility for the personnel under his authority, and will appoint and deploy EUPM personnel in accordance with the requirements of the Mission. EUPM personnel should be nominated in a way that ensures the best qualified candidate for each position.

All positions in the EUPM are open to every Contributing State. The selection will be based upon possession of the necessary skills and abilities required for the post. EUPM personnel must demonstrate excellent professional skill, acting with impartiality, integrity and with respect for diversity.

### **2. Rules for nomination for secondment officers**

- a) There will be essential requirements and categorized job descriptions for each police post within the EUPM, along with a job application form to be completed by every prospective candidate for the EU Police Unit. Contributing States will be responsible for the accuracy of the information included in the job description forms.
- b) The job descriptions will specify post, category, a description of main tasks and the skills required.
- c) Contributing States will nominate suitably qualified individuals for the EUPM on the basis of the categorised job descriptions.
- d) The nominations shall be submitted to the EU Police Unit, where a standardised selection process will be conducted. Additional information about nominated personnel might be requested from the Contributing nations if necessary
- e) EUPM will be responsible for the final selection in corporation with the Police Unit in accordance with the established procedures and the EUPM HoM/PC will appoint the selected personnel to given positions. The EU Police Unit will notify Contributing States on the results of selections.

- f) Police Officers shall be seconded by Contributing States for a minimum period of one year. The EUPM HoM/PC may propose extensions to tours of duty; subject to approval of the Contributing States.
- g) The EU Police Unit will coordinate the necessary information and arrangements between the Contributing States and the EUPM.
- i) EUPM will communicate with the EU Police Unit in a timely manner concerning future human resources requirements, in order that necessary calls for contributions are efficiently administered.

### **3. Transition phase**

In order to ensure a smooth continuation, some of the police officers previously deployed in EUPM have been selected for the follow on mission, in accordance with the procedures determined by HoM/PC in consultation with the EU Police Unit.

### **4. General issues**

- a) Essential requirements will provide guidelines for all Contributing States on selection and participation of EUPM members. The contents include such issues as medical requirements, required language and driving skills and the need for every Mission member to demonstrate excellent professional performance.
- b) General guidance for all assignments to EUPM will establish the specific instructions regarding the deployment of personnel into the Mission area, including transportation, environmental conditions, health protection, clothing and equipment, documentation and financial issues, etc.
- c) All Mission members shall be obliged to reside within BiH during their Mission deployment to satisfy the requirements of security and procedures.
- d) Standard Operating Procedures will provide a precise reference of all administrative and operational issues relating to Mission personnel.

### **5. Training and induction of personnel**

- a) It is essential for the success and credibility of EUPM, that Mission members are well prepared and trained prior to their deployment. Contributing States will be responsible for the preparation and training of personnel selected for deployment to EUPM.

b) Information will be provided to Contributing states in order to ensure that a common standard of training is delivered to all Mission members. Mission members will also receive induction training upon arrival in the Mission area, concentrating on their specific role within the Mission. The induction training will include, *inter alia*, topics on the Criminal and Criminal Procedure Codes in BiH.

## Motor Transportation

### 1. Principles

- a.) EUPM staff will be provided with sufficient transportation support that is necessary to perform their tasks.
- b.) Allocation of vehicles will be decided based upon and according to HoM/PC policy, in order to fulfil all operational needs of the Mission.
- c.) For general use, a limited centralised stock (so called MTO pool and Mission Reserve) will be maintained for operationally essential items.
- d.) The EUPM will make available means and resources that can be reutilised for other Missions after satisfying the needs of EUPM follow on.

### 2. Transportation fleet

Until the further decision that will be taken in consultation with European Commission the fleet will consist of:

<u>Vehicles</u>	<u>Quantity</u>
· 4x4 VW Golf	131
· Nissan Terrano	27
· Armoured vehicles	2
· Sedan vehicles (VIP)	2
· Minibus (7 seats)	31
· Buses 25 seats	2
· Trailer, light cargo	2
 <u>Mission Reserve:</u>	
· 4x4 VW Golf	23
· Nissan Terrano	1
· Minibus (7 seats)	1

### 3. Maintenance

The maintenance for the vehicles (servicing maintenance, spare parts, repairs, break down service) will be facilitated by licensed workshops throughout BiH, under contracts or agreements established based on the procurement rules of EU.

#### **4. Refuelling**

The refuelling system will be provided by local companies, which will assure coverage throughout BiH. In the event of refuelling system problems appropriate arrangement will be negotiated with EUFOR (Strategic Fuel). Further more EUPM has in its assets containerised fuel tanks for the emergency storage of fuel reserves if necessary.

#### **5. Responsibility**

All EUPM personnel, through controlled issuance, will be responsible for the efficient use of all vehicles. Any defects in vehicles and equipment, or loss of equipment must be reported immediately. The regulations for the use of all equipment and the procedure for vehicle maintenance will be done in accordance with the SOPs.

## **Medical Support**

### **1. Public health in BiH**

Public health is assessed as adequate with the caveat that Mission members arrive in theatre having previously received all the appropriate vaccinations relevant to BiH. All Mission members should, under national guidance, be vaccinated and immunised in accordance with internationally accepted guidelines.

### **2. Medical infrastructure**

The medical infrastructure in theatre is assessed as adequate for most medical eventualities, including emergency admissions.

Resuscitation and stabilisation facilities in theatre are assessed as adequate. Additionally, it should be noted that all Mission members have access to EUFOR emergency medical facilities.

Life Saving surgery is available through local authorities with the back up of EUFOR facilities as necessary.

Surgery to save limbs and systems to prevent potential disability is available through local authorities and, in addition, EUFOR facilities will be at the disposal of the Mission, as required.

In the first instance all medical conditions will be treated incorporating internationally accepted best practice. Time constraints on treatment will be governed under international standard best medical practice, and where necessary and appropriate, casualties will under Mission MEDEVAC procedures, be repatriated to the nearest and most appropriate medical facility available to the casualty.

### **3. Medical centre**

Medical Centre care for all Mission members will be ensured by locally agreed arrangements with local medical practitioners and dentists, and/or locally agreed arrangements with EUFOR medical facilities. These arrangements will in the first instance cover emergency and assessment visitations. Co-ordination and liaison on medical matters will be the responsibility of DHoM.

### **4. MEDEVAC**

MEDEVAC – Special arrangements will be maintained for emergency evacuation.

**NOT DECLASSIFIED FROM THIS POINT UNTIL THE END OF THE DOCUMENT**  
**(page 76)**

---