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#### COVER NOTE

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From:	European External Action Service (EEAS)
To:	Political and Security Committee (PSC)
Subject:	Increase to EUMAM RCA Mission SOR to reflect training demands on approved Non-Operational Training and Education programme

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Delegations will find attached document EEAS(2016) 38 REV 3.

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Encl.: EEAS(2016) 38 REV 3

# EUROPEAN EXTERNAL ACTION SERVICE



## EUROPEAN UNION MILITARY STAFF

**Brussels, 14 January 2016**

**EEAS(2016) 38 REV 3**

**COPS  
CSDP/PSDC**

### **NOTE**

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From: European External Action Service  
To: Political and Military Committee  
European Union Military Committee

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No. Prev. doc.: –

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Subject: Increase to EUMAM RCA Mission SOR to reflect training demands on approved  
Non-Operational Training and Education programme

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PSC Delegates will find attached information note which justifies and endorses COM EUMAM's request for an uplift in the Mission's SOR.

PSC Delegates are requested to approve the proposed SOR, to be found at Annex.

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## References

- A. EEAS (2015) 120 REV 1: EUMAM RCA MISSION PLAN, DATED 11 FEB 15.
- B. CHAIR PSC LETTER TO COMEUMAM RCA "PSC DECISION ON EUMAM RCA SOR UPLIFT", DATED 11 NOV 15.
- C. EUMAM RCA PROPOSALS FOR THE EDUCATION AND NON-OPERATIONAL TRAINING OF THE FACA (DOC. 11043/15).
- D. PSC DECISION ON EUMAM RCA TRAINING PROPOSALS, DATED 27 OCT 15.
- E. EUMAM RCA REQUEST FOR SOR UPLIFT, EUMAM/RCA/COM/579/2015, DATED 22 DEC 15.

## Background

1. EUMAM RCA has a statement of requirement (SOR) for its personnel which reflects the needs of the mission and its tasking. This SOR is part of the Mission Plan (MPlan). The initial SOR was determined during the planning process and constitutes Annex B to the MPlan, as detailed in Reference A.
2. The SOR may be amended at any time, upon PSC decision, to reflect changes and circumstance that may occur during the life of the Mission. This was the case in November 2015, when the PSC authorised an increase in Force Protection personnel to respond to the increased volatility and instability experienced in Bangui, as per Reference B.
3. The MPlan directed PSC approval to progress between phases, notably for progression to Phase 3, where proposals for a programme of non-operational training and education (Trg Plan) were required. These proposals were submitted to and approved by PSC in the latter half of 2015, as per References C and D.
4. Since gaining approval to proceed, the mission has been further developing the detail of the Trg Plan and seeking finance. The financial aspects are now predominantly in place and a sufficiently detailed plan has been developed such as to permit CDR EUMAM to propose a Force Generation Conference (FGC) in Brussels on 20 Jan. Invitations are being sent to MilReps in the normal manner (and contain additional detailed information not pertinent to PMG/PSC). COM EUMAM has identified an increase in SOR of eight positions, per Reference E, as a requirement to fully implement the Trg Plan.
5. In overview, eight positions require authorisation in order to permit specialist trainers for periods not exceeding a month in theatre, to conduct the bespoke, specialist training courses that core EUMAM Mission personnel are unable to provide themselves. The exact dates/timings of these courses are not yet promulgated, as they will depend on a number of variable factors – not least being the availability of the specialist staff. All training activities will be conducted and concluded within the current lifespan of the mission and will complete prior to mission end-date of mid-July 2016, as per PSC direction.

6. It is highly desirable, for a number of reasons, that these temporary personnel are included within the EUMAM SOR for the duration of their attachment; not least to ensure their correct legal status when in theatre, contributing to the CSDP mission objectives and the overall EU effort.

### **Aim**

7. The aim of this note is to propose an effective and legitimate process to permit early PSC approval of the requested SOR uplift, as per the Annex, in confidence that consequences have been identified and addressed.

### **Considerations**

8. The deployment of military personnel requires a legal basis, which legitimises their presence and provides a degree of protection to them in the course of their duties – the Status of Mission Agreement (SOMA). The EU routinely develops such a SOMA, primarily in order to satisfy the legal arrangements but also to facilitate the efficient deployment of personnel with a reduced administrative burden and potential for delay (visa applications, customs import taxes on equipment, import of weapons, income tax etc...). Such a SOMA is in force for EUMAM RCA.
9. Inclusion in the EUMAM RCA SOR automatically entails coverage under the agreed SOMA.
10. There is a secondary aspect to inclusion within the SOR that requires consideration; that of eligibility for CF. The circumstance under which the PSC is invited to approve this uplift should be restricted to that of permitting (legal and administrative) designation under the SOMA. It specifically excludes any assumption of automatic eligibility for CF. Such considerations shall be required to be presented, in the normal way, via the ATHENA mechanism and subject to assessment and scrutiny in the appropriate manner by the relevant authorities.
11. Examination of the supporting documentation (for the FGC, as per para 4) indicates that there will be a total of eleven bespoke courses, each requiring two instructors. Given the request for an uplift of eight positions, it is evident that there will be a sequencing of courses to deconflict from one another and that COM EUMAM intends to "recycle" the additional SOR positions on an "as required" basis. This has the effect of containing and minimising SOR growth to a minimum and should be supported. As a consequence, consideration should be given to naming these positions as "Generic Trainer 01-08" and not constraining the rank allocated to the position.

## Recommendations

12. It is recommended that the PSC approves this proposal (that of inclusion of the eight positions in the EUMAM RCA SOR as per Annex) such authority being given as to cover the administrative and legal status (per the SOMA), but excluding automatic CF assumption that should be subsequently presented to the appropriate authorities, should CF financing be required.
13. It is furthermore recommended that the PSC authorises the uplift to be in force from the date of authorisation until the termination of the mission (currently planned to be 17 July 2016), in order to provide the maximum flexibility to the scheduling of the Trg Plan, noting that COM EUMAM has requested eight places to cover a possible maximum total of twenty-two persons for temporary periods not exceeding one month. In any event, it is highly probable that external factors (manpower availability, local factors and deployment/airline constraints) are likely to cause delay and rescheduling of activity. Despite this "blanket uplift" in the size of SOR, it should be incumbent on CDR EUMAM to ensure adherence to the proposals of his Trg Plan and restrict allocation of the additional SOR capacity to those personnel required to conduct the training and for the minimum period necessary.
14. The Draft updated SOR at Annex be forwarded to PSC for authorisation.

Annex: Draft Updated EUMAM RCA SOR, dated 12 Jan 16

**EUMAM RCA PROPOSAL****For PSOR REV 2**

No	Division	Post	Rank	Country
1	Command Group	MCdr	OF-6	FR
2	Command Group	Military Assistant	OF-4/3	FR
3	Command Group	Front office of MCdr	OR-9	FR
4	Command Group	Close Protection Team	OR-9	FR
5	Command Group	Close Protection Team	OR-5	FR
6	Command Group	Close Protection Team	OR-5	FR
7	Command Group	Close Protection Team	OR-5	FR
8	Command Group	Close Protection Team	OR-4	FR
9	Command Group	Deputy MCdr/COS	OF-5	ES
10	Command Group	Front Office Deputy MCdr/COS	OR-9/8	ES
11	Command Group	Driver COS	OR-5 to OR-1	ES
12	Command Group	Liaison to EU Delegation	OF-4/3	FR
13	Command Group	Liaison to MINUSCA	OF-4/3	MD
14	Command Group	Advisor	OF-5/4	FR
15	Command Group	Advisor	OF-5/4	ES
16	Command Group	POLAD	OF-4/3	FR
17	Command Group	LEGAD	OF-4/3	FR
18	Command Group	PIO/INFO OPS	OF-4/3	AT
19	Command Group	Registry/Info Management	OR-9	PT
20	Command Group	Registry/Info Management	OR-5	PT
21	Command Group	RLS Assistant	OR-9/8	AT
22	Command Group	Driver SQG	OR-6/5	NL
23	Command Group	Driver SQG	OR-6/5	AT
24	J1	Chief J1	OF-5/4	FR
25	J1	Dep J1	OF-3/2	RO
26	J1	J1 Assistant	OF-3/2	NL
27	J1	J1 Assistant	OR-9 to OR-5	FR
28	J2	Chief J2	OF-5/4	PT
29	J2	Dep J2/CI and Security	OF-3/2	FR
30	J2	J2 Assistant/INT analyst	OF-3/2	PL
31	J3	Chief J3	OF-5/4	AT
32	J3	Dep J3	OF-3/2	SE
33	Situation Centre	Watchkeeper	OF-2/1	PL
34	Situation Centre	Watchkeeper	OR-9	FR
35	IRT	IRT	OR-9	GE

36	IRT	IRT	OR-9 to OR-6	GE
37	IRT	IRT	OR-5/4	GE
38	IRT	IRT	OR-5/4	GE
39	IRT	IRT	OR-5/4	GE
40	IRT	IRT	OR-6	ES
41	IRT	IRT	OR-4	ES
42	IRT	IRT	OR-4	ES
43	IRT	IRT	OR-3	ES
44	IRT	IRT	OR-3	ES
45	IRT	IRT	OR-3	ES
46	IRT	IRT	OR-3	ES
47	IRT	IRT	OR-1	ES
48	IRT	IRT	OR-3	ES
49	IRT	IRT	OR-3	ES
50	IRT	IRT	OR-3	ES
51	IRT	IRT	OR-3	ES
52	J4	Dep J4	OF-3/2	FR
53	J4	J4 Assistant - Supply Spec	OF-3 to OF-1	PT
54	J4	J4 Assistant - Mov Spec /COMSITE	OF-3 to OR-9	FR
55	J4	J4 ENG/INFRA Spec	OF-3 to OF-1	PT
56	J5/J7	Chief J5/J7	OF-5/4	FR
57	J5/J7	Dep J5/J7	OF-4/3	PT
58	J5/J7	Dep J5/J7	OF-4/3	ES
59	J5/J7	J5/J7 Assistant	OF-3 to OR-9	SE
60	J6	Dep J6	OF-3/2	FR
61	J6	J6 Assistant - IT Helpdesk	OR-9 to OR-4	PT
62	J8	Chief J8	OF-4/3	FR
63	J8	Dep J8	OF-3/2	PT
64	J8	J8 Assistant	OF-2 to OR-7	FR
65	J8	J8 Assistant - Contracting	OF-2 to OR-7	FR
66	ROLE 1	Doctor	OF-3/2	RS
67	ROLE 1	Nurse	OR-9 to OR-6	RS
68	ROLE 1	Paramedic Driver	OR-5/4	RS
69	ROLE 1	Paramedic Driver	OR-5/4	RS
70	MST	MST Chief Assistant	OF-4/3	RO

71	Training Group	Temporary trainer	OF-5 TO OR-2	
72	Training Group	Temporary trainer	OF-5 TO OR-2	
73	Training Group	Temporary trainer	OF-5 TO OR-2	
74	Training Group	Temporary trainer	OF-5 TO OR-2	
75	Training Group	Temporary trainer	OF-5 TO OR-2	
76	Training Group	Temporary trainer	OF-5 TO OR-2	
77	Training Group	Temporary trainer	OF-5 TO OR-2	
78	Training Group	Temporary trainer	OF-5 TO OR-2	