



MINUSTAH

TO: Ms. Eleanor Burns, Chief  
A: Peacekeeping Audit Service  
Internal Audit Division, OIOS

DATE: 09 May 2012

REFERENCE: OPC/087/2012

FROM: Mariano Fernández Amunátegui  
DE: Special Representative of the Secretary-General  
United Nations Stabilization Mission in Haiti

A handwritten signature in blue ink, appearing to read 'Mariano Fernández Amunátegui', with a large flourish extending to the right.

SUBJECT: Assignment No. AP2011/683/10 – Audit of Haitian National Police  
OBJET: development programme in MINUSTAH

1. Attached please find the draft report on the above-mentioned audit relating to the effective implementation of the Haitian National Police reform plan, capacity building, and rule of law institutions.
2. Submitted for your information.
3. Best regards.

cc: Marc Tardif, Police Commissioner, MINUSTAH  
Mr. Fredrik Bjerkeborn, Deputy Police Commissioner of HNP Development, MINUSTAH  
Mr. Tabasky Diouf, Deputy Police Commissioner of Operations, MINUSTAH  
Ms. Iuliana Boanca, UNPOL Chief of Staff, MINUSTAH  
Mr. Guy Siri, Director of Mission Support, MINUSTAH  
Mr. Ibrahim Bah, Chief Resident Auditor, OIOS

## AUDIT RECOMMENDATIONS

## Audit of Haitian National Police development programme in MINUSTAH

Rec. no.	Recommendation	Critical <sup>1</sup> / important <sup>2</sup>	Accepted? (Yes/No)	Title of responsible individual	Implementation date	Client comments
1.	MINUSTAH should ensure that a memorandum of understanding or terms of reference that clearly define the roles and responsibilities of MINUSTAH UNPOL and the Haitian National Police are finalized and implemented.	Important	Yes	The SRSG	Dec 2012	The SRSG and a representative from the Haitian government should sign the memorandum of understanding. Implementation date is depending on the approval of the new Development Plan.
2.	MINUSTAH should improve the recruitment process for the Haitian National Police (HNP) by: (1) conducting background checks of HNP applicants prior to entry into the Police Academy; (2) administering medical exams at the time of admissions into the Police Academy; and (3) ensuring that the number of police recruits are within the capacity of the Police Academy in order to provide adequate police training to the cadets.	Important	Yes	The Head of AGS, development pillar	April 2012	Activities aiming to improve the recruitment process have already started. For the recruitment of the 24 promotion, the Haitian National Police (HNP) will use TV, radio and MINUSTAH radio to attract and to announce important dates in the process. The back-ground check of the 23 promotion has already started, but it will not be possible to finalize the back-ground check before the cadets enter in to the basic training depending of the short time available. The medical exams take place as the last step, before entering into the basic training. Actions to increase the capacity at the Police School have already been taken, such as increasing the number of HNP instructors, and

<sup>1</sup> Critical recommendations address significant and/or pervasive deficiency or weakness in governance, risk management or internal control processes, such that reasonable assurance cannot be provided regarding the achievement of control and/or business objectives under review.

<sup>2</sup> Important recommendations address important deficiencies or weaknesses in governance, risk management or internal control processes, such that reasonable assurance may be at risk regarding the achievement of control and/or business objectives under review.

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3.	MINUSTAH should liaise with the management of the Haitian National Police (HNP) to establish the joint HNP-MINUSTAH Board to review and approve all training programmes and materials to ensure that they met professional standards.	Important	Yes	The head of training section development Pillar	July 2012	constructing additional class rooms. There is also awareness from the HNP not to accept too many cadets in to the basic training as that will impact the quality of the training. All training programs are today approved by the HNP Director of Training, in meetings with instructors, both from the HNP and from MINUSTAH. The formal creation of the joint HNP-MINUSTAH Board is part of the new Development Plan and will be formalized as soon as the new Plan is signed by the CSPN.
4	MINUSTAH should liaise with the management of the Haitian National Police to ensure that an accurate and up-to-date list of police officers is maintained at all times. Also, necessary steps should be taken to validate the number of staff in the Haitian National Police payroll to avoid payment of salaries to non-existing employees.	Important	yes	The Head of AGS	Oct. 2013	We have today a list of all HNP. We are continuing working with the HNP to confirm the names. Together with the HNP, we are improving their payment system so from the next fiscal year; October 2012, we will have an even better list of HNP in place to avoid payment of salaries to non-existing employees.
5	MINUSTAH should ensure that the vetting and certification of all the Haitian National Police officers are completed as required in the reform plan.	Important	Yes	The head of AGS, development Pillar	Dec. 2014	The vetting process has restarted in the end of 2011. The finalization of the vetting process is depending on decisions from the CSPN.
6	MINUSTAH should liaise with the Government of Haiti and international partners to enhance the training capacity of the Police Academy and address the need for additional resources to provide the required training to the cadets.	Important	Yes	The head of training section, development Pillar	Mars 2012	Different actions have already been taken. The HNP is increasing the numbers of trainers; additional class rooms have been constructed. The Police Component meets regularly the different donor countries to discuss and propose improvements and financial contributions to different

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7	MINUSTAH should liaise with the Government of Haiti and international partners including the United Nations Development Programme and the United Nations Office of Projects Services to enhance the capacity of the Haitian National Police (HNP) in finance, budgeting, payroll and procurement as required in the HNP reform plan.	Important	Yes	The head of AGS	Mars 2012	<p>trainings or construction work in the Police School. We are also supporting the construction of a temporary Police Academy with the engineering section from the Police Component. A new Police Academy will be constructed which will enhance and increase the HNP training capacity. See also the comments for recommendation no 7.</p> <p>The Police Component meets the different donors and international organizations regularly. In addition a "Donor round table" meeting is put in place, where all stakeholders meet, discuss and inform each other about ongoing projects and how to best improve the HNP capacity. Implementation date indicates that activities are taken already. We are waiting for approval of the Development Plan and the finalizing and approval of the financial plan, related to the Development Plan. Fully implementation date should be in the end of December 2016.</p>