#### No.21023/15/2022-PP **GOVERNMENT OF INDIA Ministry of Home Affairs** [Police Division-II] Pers.Policy Desk

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North Block, New Delhi, 110001 Dated /7 November ,2022

To

- The Chief Secretaries and DsG (P)s of all States / UTs 1.
- The Directors IB/CBI/SVPNPA/SPG/NEPA/NICFS/CFSL/DCPW 2.
- 3. The DsG - BSF/CRPF/ITBP/CISF/NSG/RPF/BPR&D/SSB /NCB/NIA/Assam Rifles (Through LOAR)
- The Commissioner of Police Delhi. 4.

Subject: - Inviting nomination of Individual Police Officers in active service for appointment on Secondment against the post of Senior Police Adviser, P-5 to the United Nations to Support the Hodeidah Agreement (UNMHA), for a period of one year.

Sir/Madam,

Permanent Mission of India to United Nations (PMI to UN) has informed that Police Division (UNHQ) has sought nomination of Individual Police Officers in active service for appointment on secondment against the post of Senior Police Adviser, P-5 to the United Nations to Support the Hodeidah Agreement (UNMHA),, for a period of one year. preview of the post as follows:-

Post Title

: Senior Police Adviser, P-5

Organizational Unit : United Nations Mission to Support the Hodeidah Agreement(UNMHA)

**Duty Station** 

: Hudaydah, Yemen

Duration

: Initially 01 years

Job Opening No

: DPO-UNMHA-31029727-2022

- 2. The job description along with the requisite eligibility criteria/qualifications for the above said post is enclosed/attached with this letter for reference. It is strongly recommended to nominate only those police officers who meet the criteria outlined in attached job opening from the UN. The requirements given in the Annexure-I must be ensured.
- officers 3. Nominations of eligible and willing in the rank of DIG/IG(P-5 level) active in police service for the above said post may be forwarded through proper channel to this Ministry by 25<sup>th</sup> December, 2022 along with the requisite documents duly signed and completed in all respects as mentioned in Annexure-I & II.

4. The duly completed and signed Personal History Profile (P-11), Employment of Academic Certification (EAC), and Human Rights (HR) certificate along with forwarding letter including APAR/ACR gradings of last five years of each nominated candidates are required to be submitted in separate files (PDF format only) through E-mail at <a href="mailto:police2-un@mha.gov.in">police2-un@mha.gov.in</a> before the last date i.e 25.12.2022

Encl: As above

Yours faithfully

(K.Prakasham)

Under Secretary (Pers.Policy & welfare)

: 23092527

#### Copy to

1. Commissioner of Police Mumbai, Kolkata, Chennai and Bangalore:- kindly note that the nomination are to be forwarded through respective State Government only

2.JS(UNP), MEA, JNB (A-wing), New Delhi-110011

3.SO (IT), MHA - With the request to upload the above communication on MHA website (Police Division-II(Secondment vacancies) and also under "what's new"

#### Other requisite requirements

- A.United Nations Personal History Profile (PHP) form (P.11) duly completed and signed by the nominated candidate.
- B. United Nations Employment and Academic Certification [attachment to personal history profile (P-11)] Form duly completed and signed by the nominated candidate as well as the relevant local / nominated authority. The EAC submitted without the signature of Designated Authority of concerned Force results in rejection of nomination. Hence, the forwarding authority should ensure that the EAC is duly signed by the applicant as well the Designated Authority of Force. All requisite details i.e position for which applying, job opening number, date of commission, degrees and academic distinctions and all other requisite details should be filled properly. If candidate wishes to apply for several posts, the separate EAC and PHP forms should be submitted for each post.
- C. Personal details as per Annexure-II along with APAR/ACR gradings of Last Five Years (Mandatory)
- D. Human Rights certificate must be included (proforma enclosed).
- E. No format other than the specimen enclosed (duly typed) will be entertained/accepted. Formats other than the prescribed one invites lot of observations from UNHQ(UNDPKO) while finalizing the nominations.. Hand written PHP will not be entertained/accepted. It may be ensured that the photographs of the officer applying for the post should be placed on the front side of P-11 form and signature in the last page at relevant place.
- F. The nominations without Vigilance clearance and Cadre Clearance (for all Officers) from respective Ministries/Departments/State or UT/Organizations' shall be summarily rejected.
- G.Applications through proper channel only i.e. through Home Department (State) and approval of Head of Organization will be entertained. Applications received after the deadline specified will not be considered.
- H.Concerned authorities may please ensure and advice their officers not to make any direct queries with this ministry or UNHQ regarding selection. This ministry will not entertain personal queries from individual applicants.

#### **BIO- DATA Proforma**

#### ANNEXURE-II

- 1. Name of Post Applied
- 2. Job Opening Number
- 3. Name of the Officer(as per official documents)
- 4. Designation/Rank, Organization, Pay scale/level
- 5. Present Place of Posting
- 6. In the case of officers on Deputation with other organization:-

Name of Parent Organization
Name of organization presently employed
Date of Deputation
Expected Date of repatriation to parent cadre/organization

- 7. NoC from Parent Cadre (if on deputation) mandatory :Yes/No/NA
- 8. Date of Birth
- 9. (a) Education qualification
  - (b) Required qualification as per applied job/posts(Yes/NO)
- 10. Date of Joining Police Service
- 11.Date of Superannuation
- 12. Service/Cadre/Batch:-
- 13. Previous UN Experience
- 14. Other Foreign/international Experiences
- 15 Contact Details: Telephone No

Office

Residence

Mobile

E-mail

- 16. APAR/ACR Gradings of Last 05 years (mandatory):-
- 17. Outstanding Achievements, if any
- 18. Last Five(years) work profile/experiences

I hereby certify that, i fulfill the eligibility requirement notified for the post applied for

Signature of applicant

Recent Passport
Size Photograph

#### IR CERTIFICATE

It is certified that	was neither convicted
nor currently under investigation or being prosecuted	
including violation of International Human Rights	
Humanitarian Law. It is also to certify that	Government/Org. of
(concerned state/Org,) is aware that there is	is no allegation against
him/her as such and he/she has not committed or e-	ven involved, by act or
omission, the commission of any act that may amount of v	violations of International
Human Rights Law and International Humanitarian Law.	

To be signed by an officer Not below the rank of DIG/Director





Job Opening for Position requiring official secondment from national governments of Member States of the United Nations Organization Appointments are limited to service on posts financed by the support account of peacekeeping operations

Post Title and Level:

Senior Police Adviser, P-5

**Organizational Unit:** 

United Nations Mission to Support the Hodeidah Agreement

(UNMHA)

**Duty Station:** 

Hudaydah, Yemen

Reporting:

Through the Deputy Head of Mission/ Deputy RCC Chair,

to the Head of Mission/RCC Chair.

Duration

12 Months (extendable)

Deadline for applications

10 January 2023

Job Opening number

DPO-UNMHA-31029727-2022

United Nations Core Values: Integrity, Professionalism and Respect for Diversity

#### **RESPONSIBILITIES:**

Within the limits of delegated authority, the Senior UN Police Adviser will be responsible for performing the following duties:

- Provide strategic and operational advice to UN mission leadership, on police related issues, as well as all matters related to local law enforcement institutions, as necessary.
- Set up effective reporting mechanisms regarding local law enforcement institutions to ensure appropriate and timely sensitization of UN HQ on all in-mission developments, as well as establishing reporting routines to DPO-Police Division, as necessary.
- Provide advisory support to the host state police and other law enforcement in the maintenance of law and order; organize their capacity building and training when/if required;
- Conduct outreach and liaison with host state Police Service and other local law enforcement agencies to enhance the Mission's engagement with police and rule of law actors;
- Establish and maintain efficient operational reporting system within the UN Police Component, with other Mission stakeholders and Department of Peace Operations(DPO), Police Division;
- Devise a programme to assist the host state Police Service and other local law enforcement agencies to
  develop and implement training programs, plans and curricula for the host state Police Service in
  training schools and other police training facilities in compliance with internationally accepted
  standards and oversee and monitor the overall delivery of quality and timely training of the host state
  Police staff and personnel of other local law Enforcement Agencies;

- Devise a programme to continuously assess the conditions and availability of training facilities, materials and logistics and facilitate the provision of basic requirements by the host state Government and/or through bilateral or multilateral donors assistance to enable the effective and efficient delivery of training and engaging international and regional partners in the development and expansion of areas of training support for the sustainability of the capacity development of the local police;
- Devise a programme to advise the host state Police Service in the management and administration of
  the police training institutions and in the development of basic, advance and specialized training
  programs for the host state Police Service based on priorities and the training needs analysis, and
  assure that all training policies and programs are consistent with national priorities, and strategic
  plans, policies on human resources policies; and internationally accepted standards for law
  enforcement;
- Devise a programme to work in close coordination and collaboration with the UNPOL Reform Unit
  and the host state Police Service senior leadership to ensure coordinated approach in implementing
  Human Resource and Training initiatives;
   Develop a system for and implement procedures and practices for collecting and maintaining a
  training data base for (i.e. including pre-recruitment, vetting and selection data by the host state Police
  Service);
- Work collaboratively with the mission's Liaison Coordination and Mechanism section, , and the Joint
  Operations Centre (JOC) including but not limited to, taking part in monitoring activities (patrols),
  contributing to the daily SitRep and other situational and analytical reports as required. Augment the
  military observer focus and skills with specific police focus and skills (e.g. Entrances and exit
  procedures, Camera Surveillance systems "CCTVs", Smuggling of weapons, drugs and human
  trafficking prevention, and other irregular activities)
- Contribute to early warning mechanisms and contingency planning by devising a programme for information gathering and analysis, in close collaboration with other mission components;
- Supervise and assess the performance of, and provide direction and oversight to, assigned
  administrative staff and UNPOL personnel under his/her command, making sure the subordinate staff
  conforms to the highest standards of professional conduct, personal behavior and dedication in the
  implementation of mandated tasks;
- Ensure that mission Police assets and personnel under his/her supervision are utilized efficiently, effectively and economically • Performs other functions consistent with the mission's mandate provided by the Security Council Resolution and as may be required by the HOPC.

#### **COMPETENCIES:**

Professionalism: Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with difficult problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all areas of work. Knowledge and understanding of theories, concepts and approaches relevant to democratic policing, law enforcement; Experience in operational planning, development and implementation of policing programs and management; Ability to apply technical expertise to resolve police related issues and challenges. Strong organizational skills and a demonstrated ability to establish priorities and to plan, coordinate, and monitor the work of others.

Communication: Speaks and writes clearly and effectively; Listens to others, correctly interprets messages

from others and responds appropriately; Asks questions to clarify, and exhibits interest in having two-way communication; Tailors language, tone, style and format to match the audience; Demonstrates openness in sharing information and keeping people informed.

**Teamwork:** Works collaboratively with colleagues to achieve organizational goals; Solicits input by genuinely valuing others' ideas and expertise; Is willing to learn from others; Places team agenda before personal agenda; Supports and acts in accordance with final group decision, even when such decisions may not entirely reflect own position; Shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

Planning and Organizing: Develops clear goals that are consistent with agreed strategies; Identifies priority activities and assignments and adjusts priorities as required; Allocates appropriate amount of time and resources for completing work; Foresees risks and allows for contingencies when planning; Monitors and adjusts plans and actions as necessary; Uses time efficiently.

Creativity: Actively seeks to improve programs or services; Offers new and different options to solve problems or meet client needs; Promotes and persuades others to consider new ideas; Takes calculated risks on new and unusual ideas; thinks "outside the box"; Takes an interest in new ideas and new ways of doing things; Is not bound by current thinking or traditional approaches.

#### **Managerial Competencies:**

**Leadership:** Serves as a role model that other people want to follow; Empowers others to translate vision into results; Is proactive in developing strategies to accomplish objectives; Establishes and maintains relationships with a broad range of people to understand needs and gain support; Anticipates and resolves conflicts by pursuing mutually agreeable solutions; Drives for change and improvement; Does not accept the status quo; Shows the courage to take unpopular stands.

**Judgement/ Decision-making:** Identifies the key issues in a complex situation, and comes to the heart of the problem quickly; Gathers relevant information before making a decision; Considers positive and negative impacts of decisions prior to making them; Takes decisions with an eye to the impact on others and on the Organization; Proposes a course of action or makes a recommendation based on all available information; Checks assumptions against facts; Determines that the actions proposed will satisfy the expressed and underlying needs for the decision; Makes tough decisions when necessary.

#### **QUALIFICATIONS:**

Education: An advanced university degree (Masters or equivalent) in law, police management, law enforcement, security studies, criminal justice, business or public administration, human resources management, change management, or related area is required. A first-level university degree in combination with qualifying experience may be accepted in lieu of the advanced university degree. Advance training for command/senior staff is highly desirable. Specialized training in the area of incumbent's responsibility (operations, reform, administration, training) is highly desirable. Graduation from a certified Police Academy or other national or international Law Enforcement Training Institution is required.

Work Experience: A minimum of ten (10) years (12 years in absence of advanced degree) of progressive relevant and active policing service/experience in a national or international law enforcement agency both at the field and national police headquarters level - required; 7 years of active police experience at senior policy making level with extensive strategic planning and management experience in one or few of the following areas: police operations, human and financial resources management, crime management, police administration, police training and development, change management (particularly in law enforcement), reform and restructuring or related field - required; practical direct experience in commanding a regional or a

state level police units, or heading a department at national police HQ level - required. Previous UN or international experience at the field level, is an advantage.

Rank: Colonel/ Chief or Senior Superintendent - equivalent or above.

**Languages:** English and French are the working languages of the United Nations Secretariat. For the position advertised, fluency in English is required and fluency in Arabic is desirable.

**Assessment:** Evaluation of qualified candidates may include an assessment exercise which may be followed by a competency-based interview.

Preference will be given to equally qualified women candidates.

Date of Issuance: 03 November 2022

In accordance with the new Policy on Human Rights Screening of UN Personnel, all individuals who seek to serve with the United Nations are requested to make "self-attestation" that s/he has not committed any serious criminal offences and has not been involved in violations of international human rights or international humanitarian law. The exact wording of the self-attestation is outlined in para. 5.2 of the above-mentioned Policy. The final decision on the selection of an individual to serve with the United Nations will also be subject to human rights screening.

http://www.un.org/en/peacekeeping/sites/police

# UNITED NATIONS

Please answer each question clearly and

INSTRUCTIONS

completely. TYPE OR Pl Read carefully and follow	RINT LEGIBLY. v all directions.		PERSONAL HISTORY				
Family name	First name		Middle name	10	Maiden	n name, if any	
2. Date of (day/month/yr)	3. Place of birth	4. Natio	onality(ies) at birth	5. Present Nation	ality(ies)	6. Sex	
Birth 7. Height 8. Weight	9. Marital Stat						
10. Entry into United Nations	Single Service might require	Married	Separated of the world in which	Widow	(er)	Divorce	ed 🗌
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15. Do you have any dependen	nt children? YES	□ NO □ If the an	swer is "yes", give the	e following informatio	n:		
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		\.					
15. (a) Name of Spouse							
16. Have you taken up legal permanent residence status in any country other than that of your nationality? YES NO If answer is "yes", which country?							
17. Have you taken any legal steps towards changing your present nationality? YES NO If answer is "yes", explain fully:							
18. Are any of your relatives employed by a public international organization? YES NO							
If answer is "yes", give the following information:  NAME			Relationship	Name	of Internation	nal Organization	
45							
19. What is your preferred field	d of work?		L				÷ .
20. Would you accept employr YES NO	ment for less than six		you previously subn	NO If so, v		t and/or undergo	ne any tests
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Indicate speed in words per min	ute	Other	languages	computer progra			
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Typing							
Shorthand							

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the same size. Give l	ooth gross and net sal	aries per annur	n for your last or	present post.			0
A. PRESENT PO	ST (LAST POST, IF	NOT PRESEN	TLY IN EMPLO	YMFNT)			
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B. PREVIOUS POSTS (IN REVERSE ORDER)

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		YOUR DUTIES					
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FROM	то	SALARIES F	PER ANNUM	EXACT TITLE OF YOUR POST:			
MONTH/YEAR	MONTH/YEAR	STARTING	FINAL	-			
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ADDRESS OF EM	IPLOYER:		-	NAME OF SUPERVISOR:			
				NO. AND KIND OF EMPLOYEES SUPERVISED BY YOU:	REASON FOR LEAVING:		
DESCRIPTION OF YOUR DUTIES							
				ž.			
1							

28. HAVE YOU ANY OBJECTIONS TO OUR MAKING INQUIRIES OF YOUR PRESENT EMPLOYER? YES NO						
29. ARE YOU NOW OR HAVE YOU EVER BEEN A CIVIL SERVANT IN YOUR GOVERNMENT'S EMPLOY? YES NO If answer is "yes", WHEN?						
30. REFERENCES: List three persons, not related to you, and are not current United Nations staff members, who are familiar with your character and qualifications.  Do not repeat names of supervisors listed under Item 27.						
FULL NAME	FULL ADDRESS	BUSINESS OR OCCUPATION				
31. STATE ANY OTHER RELEVANT FACTS. INC YOUR NATIONALITY.	CLUDE INFORMATION REGARDING ANY RESIDE	NCE OUTSIDE THE COUNTRY OF				
	TED, OR SUMMONED INTO COURT AS A DEFEND TOLATION OF ANY LAW (excluding minor traffic vio					
33. OTHER AGENCIES OF THE UNITED NATIONS SYSTEM MAY BE INTERESTED IN OUR APPLICANTS. DO YOU HAVE ANY OBJECTION TO YOUR PERSONAL HISTORY FORM BEING MADE AVAILABLE TO THEM? YES NO						
knowledge and belief. I understand that any	e in answer to the foregoing questions are true misrepresentation or material omission made ders a staff member of the United Nations lial	on a Personal History form or other				
DATE (day, month, year)	SIGNATURE:					
N.B. You will be requested to supply docur send any documentary evidence until you ha	mentary evidence which supports the statement ve been asked to do so by the Organization are y have been obtained for the sole use of the O	nts you have made above. Do not, however, nd, in any event, do not submit the original				

### **UNITED NATIONS**

## Employment and Academic Certification Attachment to Personal History Profile (P11)

#### TO BE COMPLETED BY CANDIDATE:

Personal Data:

Family Name:		Given name:	: Middle n		names:	Gender: M/F
e-mail address	:					1
Position for w	hich you are a	applying:				
(Note: if you a	re applying fo	or more than one position,	please submit so	eparate P11 and	P11 attachment for each J	ob Opening)
Job Opening N	Number:					
		story/Police Service Histor				
Date of Comr	nission (for r	military officers) or date of	of enlistment/en	atry to service (	for police officers):	
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similar law						
enforcement institution)						
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Degree/s						
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Experience in peacekeeping operations: Specify UN or other International Experience, starting with your most recent experience and list in reverse order Position/title Dates mm/yy-mm/yy Mission/ Description of duties Operation/Location (Milob, HQ Staff, Contgt, Adviser) Command Experience, starting with your most recent experience and list in reverse order Dates mm/yy-mm/yy Unit/Position/Org Significant Unit Activities Significant Planning Experience, starting with your most recent experience and list in reverse order Dates mm/yy-mm/yy | Position/Org Operation/Activity (Other) International Exposure other than peace keeping operations, starting with your most recent experience and list in reverse order Date: mm/yy-mm/yy | Position/Org Function/Activity

Military and/or Police Training Cour	rses/Seminars: (last two year	rs)
Name of Course	Date: mm/yy -mm/yy	Institution
		×
Additional Comments:		
a staff member for the United Nations liable	e on a Personal History form	tions are complete and correct. I understand that any or other document requested by the Organization renders eration.
prosecuted for any criminal, human riginal violations (driving while intoxicated or continuous).	hts, civil action or discipli langerous or careless dr been involved, by act or	m not currently under investigation or being inary offence, with the exception of minor traffic iving are not considered minor traffic violations for omission, in the commission of any violation of
I am not able to attest to the proceeding	g paragraphs for the follo	owing reasons:
Date		
however, send any documentary evidence	until you have been asked t	apports the statements you have made above. Do not, o do so by the Organization and, in any event, do not be been obtained for the sole use of the Organization.

TO BE COMPLETED BY THE RELEVANT LOCAL AUTHORITY:
On behalf of
I further certify that the nominated candidate has never been convicted of, or is not currently under investigation or being prosecuted for, any criminal or disciplinary offence, or any violations of international human rights law, civil action or disciplinary offence.  The Government of
Date Official Stamp