



Dear Sir/Madam,

Your member of staff is interested in applying to undertake international policing on behalf of Her Majesty's Government (HMG), via the UK Stabilisation Unit (SU). This letter is to give more information about our unit and the deployments that we deal with, in order to assist you in making the decision on whether your staff member is suitable to apply. The SU is based within the Foreign, Commonwealth and Development Office (FCDO) and it coordinates the recruitment and deployment of members of the Civilian Stabilisation Group (CSG) to overseas fragile and conflict affected states (FCAS) as identified by HMG. The SU also uses CSG members for training and exercise opportunities within the UK and abroad.

Serving police officers can be invaluable in HMG's international work, to help stabilisation abroad. HMG recognises that in an ever-increasing globalised world, events overseas can have direct and indirect effects on UK communities i.e. migration from conflict, terrorism and organised crime.

Police deployments to FCAS via the SU are typically for 12 months. During this time the officer remains a member of his or her domestic UK force but they are seconded via the SU to the deployment, with the force being compensated for the salary and expenses of the officer. The duty of care for the officer during deployment is shared between the SU, the officer's force and other relevant HMG departments. Deploying officers often join established missions and platforms coordinated by the United Nations or European Union.

International deployments are often to very austere and challenging environments, which by their very nature can be unstable and can include heightened risks that can be very different to the risks faced by UK policing. The SU provide appropriate training prior to deployment, such as Hostile Environment Training (HET)

The experience and expertise of a UK officer is important to the SU, as well as the personal qualities that are necessary to succeed in a deployment. The reputation of UK policing and HMG is vital as deploying officers will be seen as envoys for UK standards and professionalism. The highest standards are therefore required.

As the supervisor of an officer applying to join the CSG, the SU respectfully asks you to consider the following when discussing this application with your officer and when determining if you feel that you and your force should support their application.

Adaptability – *does the officer possess proven experience or capability in adapting to **very different** working environments and diverse groups? Can you envision them successfully working as part of an international team in country racked by conflict or other calamity with all the challenges that might bring?*

Resilience – *has the officer proven resilience that goes beyond the norm? Has their experience and performance shown that they could adapt and professionally deliver in tough environments for 12 months or longer?*

The officer's domestic circumstances are an important factor and should be discussed and considered carefully as the support of partners, families and friends is vital. Has the officer really thought about this and discussed it with their family?

Initiative – *all officers should possess initiative but deploying officers will be entering working environments that may have little or no resemblance to what they're used to*

with different cultural and organisational expectations. The SU needs officers that are genuine 'self-starters' and who can truly work with the minimum of supervision, as when deployed they will not have the levels of support that the infrastructures of UK policing provide.

Diplomacy – *deploying officers and their actions will represent UK policing and HMG. We need applicants with absolute integrity and who also have the wider appreciation and understanding of how to negotiate and make progress in very diverse cultural, political and professional environments. Our officers are recruited to deliver UK policing expertise but to do so in a constructive and diplomatic manner and to always think before they act.*

Motivation – *Why does the officer really want to do this? We need officers who, above all else, get satisfaction out of delivering a quality policing service challenging themselves and who want to develop further. The officer should have this firmly in mind and should also consider how this experience will benefit their force.*

The SU recognises that UK Policing is particularly challenging – more demands with fewer resources - so releasing officers for full deployments and related training is not easy. However in terms of professional development, international policing opportunities can enhance and develop the officer in ways few other opportunities can. International networking, confidence and leadership development and deeper cultural and multi-national organisation experience are but a few of the benefits. It is important to recognise that the terms of engagement for officers joining the CSG include all of the above but they also specify that the officer will engage with the SU on not just the typical 12 months international deployments but also in vital shorter training and exercise opportunities with our international colleagues – often ranging from a few days to a couple of weeks. There is no set requirement of how many deployments and exercises etc that CSG members should undertake (as they are competitive processes and deployment is not guaranteed) but in endorsing any application to the SU – the force must consider whether they can release the officer from their role for these commitments.

Different authorising supervisors will have different levels of knowledge and perceptions of international policing. SU suggest that identification and liaison with other officers who've deployed via the SU in your force can help. Our website link is detailed below and we welcome supervisors to make contact with us in order to ask any questions about the recruitment or deployment process.

It is important that authorising officers and forces recognise that in endorsing a candidate, to join the CSG, they are confirming that the individual's performance and character meets the essential qualities listed above and that they have confidence that their candidate would act as positive representative of UK policing.

For general enquiries please visit our website at www.stabilisationunit.gov.uk

For any specific questions please contact UKCSG@stabilisationunit.gov.uk and we will get back to you as soon as possible.

Many thanks for your time and consideration.

The UK Stabilisation Unit

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