

# TERMS OF REFERENCE FOR CONSULTANCY

**Country** SRI LANKA

**Consultant** [REDACTED]

**Project Title** CONSULTANT ON POLICE TRAINING

---

## 1. BASIC INFORMATION

1.1 The purpose of the assignment is to provide the FCO with an evaluation of the police training programme carried out by [REDACTED] in 2001 and develop programming suggestions for further police training projects as part of HMG's Peace Support Strategy for Sri Lanka.

1.2 The consultant, [REDACTED], is to supply the services below to the British High Commission Sri Lanka.

## 2. BACKGROUND

2.1 HMG's Peace Support Strategy for Sri Lanka provides a framework for DFID, MOD and FCO interventions on conflict reduction and peacebuilding in Sri Lanka. To implement a programme under Output 2, *Communal tensions reduced through greater adherence to International human rights standards*, HMG requires more information and analyses on the police force in Sri Lanka.

2.2 The services of a consultant with thorough experience of police training and reform issues is required to undertake the assignment.

## 3. OVERALL OBJECTIVES

3.1 To evaluate the training conducted by [REDACTED] in the course of 2001 and to assess the impact this training has had. To identify the best opportunities for future work with the Police in Sri Lanka.

## 4. SCOPE OF WORK

4.1 Identify the problems and issues within the Police in Sri Lanka.

4.2 Assess the value, effectiveness and impact of the training delivered by [REDACTED] in the course of 2001.

4.3 Assess the opportunities for funding further training, capacity building and institutional reform and development with the Sri Lankan Police.

4.4 Suggest projects, partners, and activities for the UK government which could be operated in the context of HMG's Peace Support Strategy for Sri Lanka.

4.5 Write a report (not exceeding 25 pages) detailing the above.

## **5. EXPECTED OUTCOME AND DELIVERABLES**

The consultant will contribute to the following outputs:

- 5.1 Development of an HMG supported human rights programme in Sri Lanka.
- 5.2 Increased knowledge within HMG of human rights and security sector issues and priorities.

## **6. COMPETENCY AND EXPERTISE REQUIREMENTS**

- 6.1 Demonstrated understanding and experience working in or on police training and reform.
- 6.2 Knowledge and experience working on police management and reform, human rights and security sector issues.
- 6.3 Knowledge of HMG priorities in Sri Lanka, in particular the Conflict Reduction Strategy.

## **7. CONDUCT OF THE WORK**

7.1 The consultant will provide services to FCO, though the information will be of use to all three HMG departments (FCO, DFID, MOD).

7.2 The consultant is expected to undertake the following activities:

- Discussion with FCO, MOD and DFID representatives in Colombo
- Discussion with the Sri Lankan police including: a range of senior police managers; individuals trained by ██████████; individuals subsequently trained by ██████████ - trained trainers. This will include visits out of Colombo.
- Discussion with non government human rights organisations
- Discussion with the Ministry of the Interior and the Attorney General's Department
- Discussion with donors implementing police sector reform

7.3 A maximum of 17 days, plus travel time, will be allocated for services from February 25 until March 15 2002. 12 days will be spent in Sri Lanka, 5 days will be spent in the UK.

7.4 Services will be charged to FCO at the rate of ██████ per day. The consultant will invoice FCO upon completion of the assignment.

7.5 The consultant will maintain confidentiality related to the assignment as and when advised by the Second Secretary (Chancery/PPA).

## **8. REPORTING REQUIREMENTS**

8.1 The consultant will report to the Second Secretary (Chancery/PPA) based in Colombo.

8.2 The consultant will submit a written report, detailing the findings and recommendations from the assignment, to Second Secretary (Chancery/PPA) no later than 22 March 2002.

8.3 Upon approval of the report, payment will be authorised through GCPP.