

- **provide two company formations of civilian police at the company level (2X 125), with representation in the headquarters, as an adjunct to the brigade structure.**

This could be expected to have similar benefits in terms of efficiency and cohesion. Further, it provides an organic peacebuilding component, improving community relations at a tactical level during deployments. As initial tasks would focus on restoring law and order and the investigation of war crimes, the presence of CIVPOL personnel might help sustain public confidence, thereby reducing the burden on military units.

- **identify five appropriately-dispersed regional facilities to serve as UN bases for the preparation and deployment of other SHIRBRIG groups.**

Aside from reducing response times, the gradual consolidation of UN bases in Africa, Southern Asia, East Asia, the Middle East and Latin America could encourage wider participation and foster additional partnerships. Among the benefits would be improved access and familiarity, as well as a UN centre for regional training, equipment stockpiling and staging. This would represent a universal commitment and help to expand the pool of qualified personnel.

Stage Four: Initiate A Composite Standing Emergency Capability

- **recruit and co-locate professional UN volunteers into distinct capability component groups of both the headquarters and field-deployable elements at the initial UN base.**

In effect, these would be personnel recruited from volunteers of all countries and directly employed by the United Nations. Each would be expected to meet high qualifying standards. They would remain exclusively under the command and control of the UN Security Council, the Secretary-General and his designated Special Representative. The integration of UN volunteers into this composite group should be viewed as a complementary and mutually reinforcing stage in the development of an increasingly effective UN rapid deployment capability.

- **integrate volunteers into a dedicated UN Standing Emergency Capability of 6,000 personnel under one of the two field-deployable mission headquarters.**

The size and structure of this new formation should approximate that of the multinational, multidimensional standing capability noted above. By co-locating UN volunteers alongside national contingents, one might advance the prospects of appropriate selection, individual and joint training, as well as a higher degree of standardisation and interoperability. At this stage, the UN would assume sole control and responsibility for one of the two mission headquarters and its deployable elements. Volunteers would be developed into cohesive units under this headquarters.

- **provide personnel with advance training and two complete, modern equipment kits (one for training and one pre-packed for immediate staging).**

Prior comprehensive training for diverse UN operations will be a pre-requisite for rapid deployment as there will be far less time for an extended period of mission-specific training. Two standard and interoperable equipment kits would ensure access, reliability and familiarity, as well as an added measure of safety. Re-supply could be promptly arranged out of reserve or training stocks at the UN base.