

FACT SHEET
Post Conflict Reforms
Officers database

March 2006



Database assistant with laptop and digital camera



ID cards being printed by data base assistants



MoD officers learning to use database

Officers Registration Database

USAID provided funding in January 05 to establish an AMF officers' database to assist the MoD and progress of the UN's Disarmament, Demobilization and Reintegration Program. The \$158,000 budgeted initiative was projected managed through IoM and received in kind support from ANBP's IT department.

The USAID funding paid for laptops, digital camera's, software, id card printing machines and the salaries of three IOM members of staff who created and maintained the database and trained 16 MoD personnel how to enter data .

The database was deemed necessary to assist the MoD to process the anticipated 4,500+ unarmed AMF officers waiting to join the DDR program that were either already working in the MoD or were on gardening leave. The number of AMF officers eligible for DDR subsequently grew from 4,500 to 7,500 when those in the regional AMF units were included - the majority of whom delayed their Reintegration whilst waiting to sit the MoD's examinations for the ANA. In the end, the database appears to have only registered 450 DDR officers – primarily due to the lack of management, coordination and ownership by the parties involved. The database facility could have been used to assist the MoD register those that met the selection criteria for the ANA and speed up the vetting process .

In addition to the AMF officers eligible for DDR, there were several other groups of military officers wishing to apply for one of the 7,500 places that were available in the ANA. The officers comprised those that had left the Country during the Taliban period and were now returning home seeking back pay and employment, those that were made redundant by the MoD prior to the DDR program, as part of the 2002 reforms, those in the MoD that had to reapply for their jobs and those joining the DDR program.

Further detailed information is available on www.ddrafg.com

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Assistance to Afghanistan (continued)

In total, over 19,000 Officers sat the MoD's ANA selection exams. Significant delays occurred before the exam was held and the results were announced by the MoD. This was because CFC-A and the MoD could not confirm the ANA's predicted scheme of complement and the number and ranks of personnel required. This delay significantly delayed those AMF officers, eligible for DDR, that subsequently failed the ANA selection exam, from entering the DDR program. Only, 1,000 AMF Officers entered the DDR program – the remaining 6,500 have received no Reintegration under DDR. This was initially under the mistaken belief that they would be disqualified from receiving more valuable MoD pensions and other benefits – an issue that could have been corrected by targeted public information and a word with the demonstrating officers made redundant in 2002.

The legacy - The equipment and a new SQL Access database, written by the USAID funded personnel, is being used by the MoD to register and issue ANA personnel with secure ID cards.

MoD ANA personnel register upon showing a personal letter of authority issued by the MoD. Security is paramount. Each database operator has their own password. The database assistants' register the personal details by completing the computerized proforma. Failure to complete the appropriate boxes prevents the operator from proceeding.

The database is set up to record numerous fields.

- Personal details
- Employment history / attendance
- Education both civilian and military – literacy, languages, courses, etc
- Health
- Awards / promotions

The ANA database is easily accessible and can be searched and interrogated by numerous means. To date, 2,000 ANA personnel have been registered but this will increase shortly when staff from the central team are dispatched as mobile teams by the MoD to the regions to visit the ANA Units. The timescale to register the whole of the MoD is uncertain due to a combination of the existing back log and the fact that the ANA is growing day by day and programmed to reach 70,000 by Dec 09.

Lessons learnt - The tasks was given in January 05, 7 months before disarmament concluded. No clear instructions appear to have been provided to the self motivated contracted employees involved in registering the AMF personnel. Only 450 or 10% of the AMF officers were registered. USPI, mentors to the MoD, apparently intervened and took over the registration of the remaining personnel using mobile teams in the regions. This could not be verified.

Those that were involved in the registration did not know why it was necessary and if the information was ever used. Further confusion arose because USPI apparently prepared a parallel database – the purpose of which could not be clarified.



Assistance to Afghanistan (continued)

The database could have been better utilized to include registering those Officers that were made redundant, returning from overseas, and others to assist in future monitoring at no additional cost.

The project has not provided the MoD with the capacity to maintain the database that it is using for the registration of the ANA personnel. The USAID funded staff are concerned that their work will be in vain as soon as they leave in April 06 and the database system goes down. Attempts are being made to raise the issue with the MoD's mentors to ensure that they have time to put provisions in place.

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