

Afghan National Security Forces (ANSF)

Training and Development

Ultimately, Afghans must be able to secure and stabilize their country themselves. NATO training efforts in Afghanistan focus on increasing the capacity of Afghan security forces in order gradually to hand over lead responsibility for security to the Afghans.

At the April 2009 Strasbourg-Kehl Summit, NATO Heads of State and Government decided to expand the ISAF mission to oversee higher-level training for the Afghan National Army (ANA), and training and mentoring for the Afghan National Police (ANP). To meet this goal, NATO established the NATO Training Mission-Afghanistan (NTM-A) on 21 November 2009.

NTM-A draws together enhanced NATO and national efforts to train ANA and ANP, to increase coherence and effectiveness. Since NTM-A's inception, and in collaboration with the European Police Mission in Afghanistan and the European Gendarmerie Force, the ANSF has made significant progress.

ANSF meets targets

In January 2010, The Joint Coordination and Monitoring Board, the formal decision-making body for Afghan and international coordination, endorsed increasing the growth target for the ANA to 134,000 by October 2010 and 171,600 by October 2011. It also endorsed the growth target for the ANP to 109,000 by October 2010 and to 134,000 by October 2011.

Both the ANA and ANP have met their growth objectives for 2010: the ANA increased from 97,000 in November 2009 to 138,200 in September 2010. The ANP increased from 95,000 in November 2009 to 120,500 in September 2010. Both the ANA and the ANP reached these targets earlier than anticipated.

In Regional Command-Capital, since 28 August 2008, the Afghan National Security Forces have gradually taken over the lead responsibility for security in Kabul province. This process is led by the Afghan Ministry of Interior and supported by the Ministry of Defence and ISAF.

Ministry of Interior

The primary branches of the Afghan National Police include:

- The Afghan National Civil Order Police (ANCOP) is a specialised police force, split into rural and urban units, trained and equipped to counter civil unrest. Urban units maintain civil order in cities and towns, while rural units provide a police presence in high threat remote areas and establish a fair level of security.
- The Afghan Border Police (ABP) provides the Ministry of Interior with a general law enforcement capability at international borders, entry points, and in the Border Security Zone, which extends 50 km into Afghan territory. The ABP deters and detects illegal entry and other criminal activity. In addition, the ABP controls pedestrian and vehicular traffic at border crossing points and is responsible for airport security.
- The Counter Narcotics Police of Afghanistan (CNPA) is the lead law enforcement agency charged with reducing narcotics production and distribution in Afghanistan. It fulfils this task through a multifaceted approach to counter-narcotics operations, incorporating intelligence, interdiction, eradication efforts, and public information.
- The Afghan Uniformed Police (AUP) is assigned to Police Districts and Provincial and Regional Commands. The AUP does not include police assigned to any of the above branches, medical police, the Ministry of Interior or training institutions. The AUP includes Traffic Police and a United Nations Protective Force.
- The Afghan Local Police (ALP) was established in August 2010 by President Karzai. This interim program is



Afghan National Police



Afghan National Police being trained by Czech Military Police

foreseen to last two-five years to compensate for shortfalls in the ANP. It provides for small, community-based self-defence units under the Ministry of Interior's chain of command, as represented by the District Chief of Police. This program creates village watch teams representative of, and accountable to, the community. By establishing ALP in areas insufficiently served by existing Afghan forces, this program augments conventional ANSF. This program is responsive to local communities that seek to defend themselves against the insurgents.

One year ago, one of the most pressing issues facing the ANP was that the majority of AUP were recruited and assigned to duty without formal training. This was primarily due to operational needs, but had the unintended consequence of negatively impacting the Afghan population's perception of the AUP as corrupt and inept. Consequently, the Ministry of Interior and NTM-A implemented a new model which makes training mandatory for all police recruits.

Ministry of Defence

The Afghan National Army is a rapidly expanding organisation operating in a fast-changing environment. Over the past year, the ANA has made significant strides. Its improved readiness and ability to carry out independent operations are particularly noteworthy, especially in light of its rapid growth.



Afghan National Army soldiers wait for a graduation ceremony to begin at the Joint Security Academy Shorabak on Camp Leatherneck in Helmand Province.

The ANA is comprised of six Corps Headquarters and a Capital Division. All but one of these are assessed as capable of executing operations and providing regional security with varied partnered unit assistance. Thirteen of the twenty brigades throughout the country are also assessed at this level.

To date, the ANA has been, by necessity, an infantry-centric force. NTM-A has begun to focus on other capabilities that will enable the ANA to become less dependent upon coalition support. In the coming year, additional units will be added to the ANA, to include: military police, intelligence, route clearance, combat support and logistics. These units will be able to provide the necessary underpinning support needed by the fighting element of the force.

This growth must result in an inclusive army. This requires future effort in building a cadre of female soldiers, as well as ensuring an ethnically-balanced army. Currently there are 301 women in the ANA, of which 166 are officers. The composition of the ANA reflects the overall ethnic makeup of the country, but to address a lack of southern Pashtuns the Ministry of Defence has instituted a special

recruitment drive, with the aim of southern Pashtun's comprising 4% of the ANA. Recruiting efforts are closely coordinated with successful security operations in the South. One additional provision in support of recruiting southern Pashtuns is to allow soldiers to serve in the two southern ANA corps. This allows the soldier to maintain closer ties to home, rather than be available to serve anywhere in the country, as previously had been the case.

The Afghan Air Force (AAF) made significant progress towards becoming a professional, fully-independent, operationally capable and sustainable force by 2016. The past year has seen an increase in manning (2,800 airmen in November 2009 to a projected 4,200 airmen in November 2010) and a growth in the size of the fleet (from 42 aircraft to a projection of 60). The AAF also established an airborne medical evacuation capability, providing specialized emergency medical care for remote areas. The current target for the AAF is 8,000 airmen by 2016.

The AAF provided vital support to the Afghan Parliamentary Elections by airlifting election materials and personnel to remote locations. The AAF also developed capabilities for humanitarian assistance and disaster relief, demonstrated when Mi-17s deployed to support flood relief in both Afghanistan and Pakistan. Furthermore, the AAF rescued survivors of the Salang Pass avalanche, supported search and recovery following an airliner crash, and delivered generators and supplies to schools.

“Quantity is important, but quality is imperative.”

Over the course of the past year, NTM-A programs have placed a greater emphasis on quality. Three areas of qualitative improvement have been: an increase in trained ANA Non Commissioned Officers (NCO), improved ANSF marksmanship, and increased overall literacy training.

NCOs form the backbone of a professional military. Despite a 71.6% increase in trained NCOs, there is still a critical shortfall, as it takes time to develop leaders. However, through leadership development courses NTM-A has been able to generate better trained and more educated NCOs.

Strong and capable leaders are essential for the long-term success of the ANSF. NTM-A aims to instil an ethos of service and loyalty to the people of Afghanistan, moving beyond person and local affiliations.

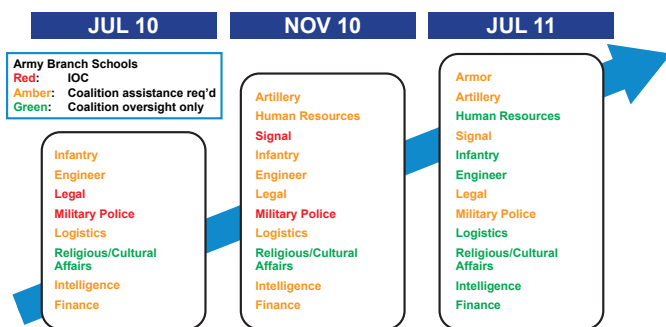


An Afghan National Army soldier greets a local man during Operation Moshtarak in Nad-e Ali District, Helmand Province.

In November 2009, only 35% of ANA were rifle-qualified; 97% of the ANSF are projected to attain this level of marksmanship by November 2010.

The NTM-A mission also supports the development of self-sustaining institutions. The Ministry of Interior has opened the Afghan Border Police School and is working to open a National Police Staff College, for which EUPOL provided vital oversight and trainers. Additionally a National Police Training Centre will open in Wardak and the ANP Academy will open in Mazar-e-Sharif by November 2011.

The Afghan Defence University, Branch Schools, and training facilities are cornerstones of ANA development. Until now, the ANA has been an infantry-centric army; ANA branch schools contribute to building an army that has a broad-spectrum of capabilities.



Recruitment, Retention, and Attrition

There is a complex interaction between recruiting, retention and attrition. This interaction affects ANSF efforts to meet quantitative goals while maintaining adequate quality.

Vetting procedures have been put into place for new recruits. Upon signing the enlistment contract agreement, the recruit must get two individuals (village elder, Mullah, or other local government representative) to sign and vouch for the recruit. These individuals are held responsible if any discrepancy in the contract is found. The recruit's paperwork and government ID is reviewed and basic biometric information (retinal scan, fingerprints, height, age, and weight) is collected, added to the recruit's personnel file and accompanies the recruit to training. The biometric data is then checked to see if the individual has any known criminal or insurgent links. Approximately 6-8% of applicants are screened out for a number of reasons, including medical, drug, security or poor eyesight.

Losses from attrition are declining in most components of the ANSF. Current monthly attrition for ANP is approximately 1.2% and for ANA approximately 1.6% monthly. Reducing attrition is essential for the long-term viability of the ANSF, especially with respect to retaining quality personnel. If total strength objectives are increased in the future, attrition must be reduced even further. High attrition is not compatible with growth or sustainment. Currently, for every ten ANA soldiers, NTM-A must train twenty-three recruits in order to maintain total overall strength.

The Ministry of Interior implemented significant pay reforms in December 2009, which resulted in improved retention of ANP. Annual ANP attrition was at an annual rate 52.9% in November 2009; based on current trajectories, the annual rate is projected to be almost cut in half, to 24% in November 2010. High operational tempo is a

significant reason for attrition in ANP and ANA units in heavily-contested areas in the South, Southwest and East.

Training Continues in the Field



An Afghan National Army soldier along side US marines engage the enemy.

While the NTM-A Commander focuses on training the initial recruit and building ANSF institutional training capability, development of the Afghan soldier and policeman continues in the field. The IJC Commander is responsible for developing fielded ANSF through Operational Mentoring and Liaison Teams (OMLTs) and Police OMLTs (POMLTs). Maintaining the same chain of command for manoeuvre and mentoring forces reduces overall risk as ISAF forces can more effectively respond to emergency situations involving mentoring teams and ANSF.

NATO's Mentoring Teams

OMLTs and POMLTs are an important part of NATO-ISAF's contribution towards the development of the ANSF. Each POMLT and OMLT is normally deployed with an Afghan unit for a minimum of six months.

POMLTs coach, teach, mentor, and when necessary, support the operational planning and employment of the ANP unit to which they are partnered. POMLTs are composed of 15-20 personnel from one or several countries. Nations contributing POMLTs, as of 15 October 2010, are:

- Canada: 4
- Croatia: 3
- Denmark: 1
- France: 5
- Germany (PMTs): 10¹
- Italy: 2
- Norway: 1
- Poland: 5
- Spain: 1
- United Kingdom: 6
- United States (PMTs): 279

OMLTs provide a bridge from the collective training received at the Kabul Military Training Centre to field training. OMLTs consist of

¹ Germany currently provides Police Mentoring Teams (PMTs), which cooperate with ISAF, but for legal reasons are not under ISAF's command.

11-28 personnel (depending on the type and function of the ANA unit with which it is partnered) from one or several countries. Nations contributing OMLTs, as of 15 October 2010, are:

- Australia: 6
- Belgium: 1
- Bulgaria: 1
- Canada: 6
- Croatia: 3
- Czech Republic: 1
- Denmark: 1
- France: 6
- Germany: 6
- Greece: 1
- Hungary: 1
- Italy: 7
- Latvia: 1
- Norway: 1
- Poland: 4
- Portugal: 2
- Romania: 5
- Spain: 3
- Sweden: 1
- Turkey: 5
- United Kingdom: 7
- United States: (ETTs²): 76
- Multinational: 5

Embedded Partnering

Embedded partnering aims to meld two military forces into a single cohesive team. Each element brings a different set of skills and experience levels. ISAF forces provide doctrinal and technical experience. Afghan forces provide cultural and local situational awareness. As a result, the population perceives the Coalition as

supporting Afghan National Security Forces, rather than leading them. Combining ANSF and coalition force capabilities creates a synergy that develops ANSF capability and combats the insurgency.

Embedded Partnering takes our commitment to developing ANSF beyond simply mentoring. It occurs at every echelon from the ministry to unit. The relationships that emerge between similar and like-sized ISAF/ANSF units are based upon a shared experience: living, training, planning, and fighting together.

At the Regional Command level this means all operations are jointly planned and commanded by combined staff including Regional Police, Border Zone and ANCOP brigade headquarters.

For manoeuvre elements, coalition and ANSF brigades and battalions integrate staffs. In addition to conducting joint missions, mentor teams co-locate with their assigned battalions. Police mentor teams embed with their assigned ANP units 24/7.

This continuous planning, deciding, executing, and assessing operations cycle enables a unified and combined force with Afghans in the lead. Coalition soldiers and Afghan security forces share risks and responsibilities. Embedded Partnering capitalizes on the Combined Team's strengths.



Afghan National Army soldiers, assisted by ISAF, plan an operation to clear insurgents out of the village of Shewan in Herat Province

² US Embedded Training Teams perform the same functions as OMLTs: providing ANA units with comprehensive mentoring.

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