



NATO Training Mission – Afghanistan Combined Security Transition Command – Afghanistan



Fed Forum Brief

December 11, 2009



Who We Are & What We Do

- A multinational organization with military and police professionals from 46 nations
- A partner with the Ministry of Defense (MoD) and Ministry of Interior (MoI)
- Develop capabilities of Afghan National Security Forces (ANSF) to generate, employ & sustain the force
- A “Comprehensive Approach” to build security forces including civilian, non-governmental and international organization capabilities
- Agile & adaptive, culturally respectful, & innovative professionals

Ministry of Interior

Afghan National Army

Afghan National Army Air Corps

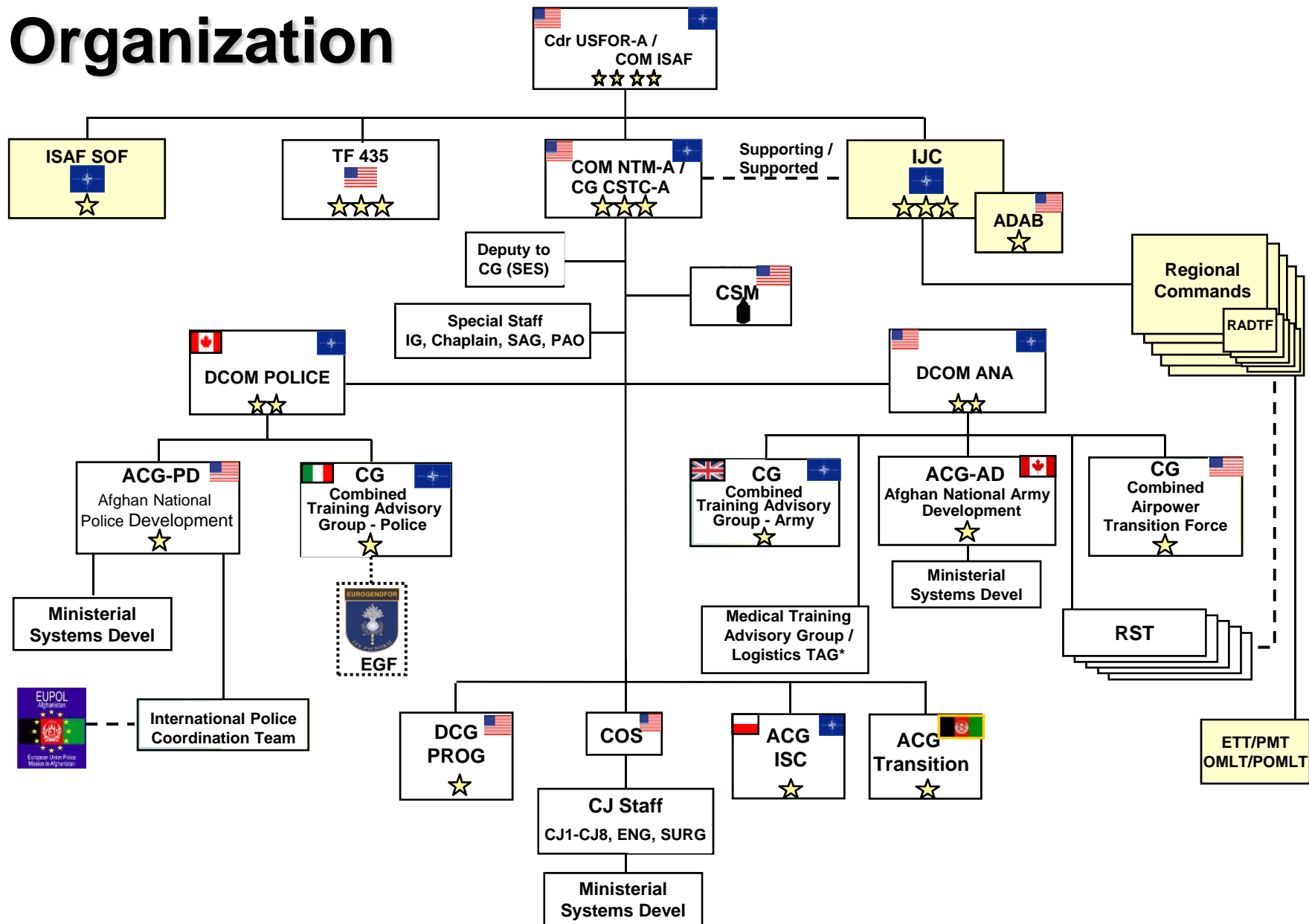
The 3Ts: Team-Transparency-Transition



NTM-A / CSTC-A



Organization





Priorities

- Develop & grow leaders for today & tomorrow
- Generate professional, competent, capable ANSF
- Accelerate ANA growth & training to 134k by Oct '10
- Reform & grow the ANP to 96.8k; continue to 109k pending JCMB approval
- Partner with & grow the ANA Air Corps
- Develop MoD & Mol ministerial systems
- Develop the institutional base (training and education) for force generation
- Resource the fielded force



The 3Ts: Team-Transparency-Transition

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Afghan National Security Forces (ANSF) Afghan National Army (ANA) & Afghan National Police (ANP)

	<i>Now</i>	<i>Objective</i>	<i>Goal</i>	<i>Goal</i>
ANA	Dec 10, 2009	Oct 31, 2010	Jul, 2011	2013
	97,011	134,000	159,000	240,000

	<i>Now</i>	<i>Objective</i>	<i>Goal</i>	<i>Goal</i>
ANP	Dec 10, 2009	Oct 31, 2010	Jul, 2011	2013
	94,958	96,800 (109,000*)	123,000	160,000

* Pending JCMB approval



ANSF Growth Key Points

- ANA program:
 - Provides an infantry centric, COIN capable force, with minimal enablers initially
 - Provides for a more balanced, self-sustaining, force by end of 2011 (Adds MI, MP, CS, Rte Clearance units)
 - Prolongs growth of highly specialized units (air wing, engineers, specialized branch schools)
- Growth beyond 243K is conditions based and will be revalidated by an annual assessment
- First annual assessment will be in the APR-JUN 2010 window
- Achieving 282K strength goals for ANSF by July 2011 (ANA 159K; ANP 123K) requires:
 - Significant improvement to recruiting, retention and attrition
 - Mitigating risks through partnering at all levels
 - Improving capacity to generate professional, competent, and capable NCO and officer leadership
 - Developing enhanced accountability of personnel, equipment and pay



Back-up



INCREASE

RECRUITMENT

(New Personnel)

- Base pay longevity increase
- Base pay increase
- Enlistment bonus
- Re-contracting bonus
- Literacy training
- Pay-by-Phone
- Bank Expansion
- Death gratuity/casualty pay for family members—Inherent law
- National Logistics Center
- National Police Training Center
- Info share with flyers

IMPROVE

RETENTION

(Re-contracted)

- Base pay longevity increase
- Base pay Increase
- Enlistment bonus
- Re-contracting bonus
- Literacy training
- Pay-by-phone
- Food stipend
- Merit based promotions
- Draft FRAGO: PMT/POMLT pay oversight
- Death gratuity/casualty pay for family members—Inherent law
- Rotational Policy
- Force Protection: UAH
- Infrastructure
- National Logistics Center
- Housing

REDUCE

ATTRITION

(Deaths, Injuries, AWOL, Separation, Retirement, Absences)

- Base pay longevity increase
- Base pay increase
- Enlistment bonus
- Re-contracting bonus
- Literacy training
- Pay-by-phone
- Food stipend
- Merit based promotions
- FRAGO:PMT/POMLT/ETT/OMLT pay oversight
- 279 ANP facilities under construction
- 300+ new ANP facilities scheduled for completion 2013
- National Logistics Center

AFGHAN ENGAGEMENT PLAN — STRATEGIC COMMUNICATION

Notes: Items in red were approved on 24 Nov 09

Items in blue are in development

Items in black are under consideration

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