



TRAINING REQUIREMENTS ACCORDING TO THE FEDERAL ACT ON PRIVATE SECURITY SERVICES PROVIDED ABROAD

INTRODUCTION

The Federal Act on Private Security Services provided Abroad (PSSA) and its accompanying Ordinance state that companies which fall under its provisions need to provide evidence that their staff have received sufficient training in international human rights law and international humanitarian law (IHL). Hence, the competent authority for the implementation of the PSSA, the Private Security Service Section (PSSS), sought to define which elements should be included in such training. According to the PSSA, the definition of private security services includes a broad spectrum of services, including:

1. the protection of persons;
2. the guarding or surveillance of goods and properties;
3. security services at events;
4. the checking, detention, or searching of persons, searching of premises or containers, and seizure of objects;
5. guarding, caring for, and transporting prisoners; operating prison facilities; and assisting in the operation of camps for prisoners of war or civilian detainees;
6. operational or logistical support for armed or security forces;
7. operating and maintaining weapons systems;
8. advising or training members of armed or security forces;
9. intelligence activities.

It also applies to companies which provide services in connection with private security services, notably recruiting or training personnel for private security services abroad.

Since the companies covered by the act are active in different sectors and as such, provide different kinds of services, the PSSS developed a training system with a modular approach. According to this system, the different companies can choose the modules that are relevant to the types of services they provide. The goal of this training standard is for companies to understand what the PSSA's requirement to have received sufficient training international human rights law and international humanitarian law may entail in their individual circumstances.

Part A of the document provides an overview of the courses available. Thanks to the modular approach, other combinations of modules are possible, depending on the company's needs. Each course's description indicates the aim of the course, for whom the course is intended and the learning objectives of the course.

In part B, the individual modules are listed with more detailed information, including the key learning points. This is particularly helpful for companies' staff members who have already completed certain parts of the required training, enabling them to assess which additional modules they should attend.

The specific training courses will be developed and provided by qualified private entities, NGOs and individuals recognised by the PSSS. The PSSS itself will not provide any training, but will facilitate contact with recognised training providers and other interested companies.

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A) TRAINING COURSES

All Audiences

Basic PSSA Course for All Audiences ¹ (1)	
<i>The aim of this course is to enable personnel to understand and apply key human rights and IHL standards and best practices at work and to know the aims of and their responsibilities under the PSSA.</i>	
Participants	All field personnel, including: Security guards Team leaders Technicians/engineers Management involved in authorising activities Senior management Compliance officers
Duration	Approx. 1 hour (Classroom-based or e-learning)
Learning objectives	<ul style="list-style-type: none">› Understand the key human rights and IHL standards of relevance to security personnel› Understand the link between security management and human rights› Be aware of the responsibility to implement human rights in security management› Be aware of the PSSA's impact on the provision of security services, especially prohibited services
Module	1. Overview of the PSSA, Human Rights, and International Humanitarian Law

¹ This course may be provided in the form of classroom-based training or e-learning.

Private Security Providers

Basic Private Security Provider Course (1,2,3,4,5)

The aim of this course is to enable security personnel to understand and apply key human rights and IHL standards and best practices at work and to know the aims of and their responsibilities under the PSSA.

Participants	<p>All field personnel, including: Security guards Team leaders</p> <p>Management involved in authorising activities Senior management</p>
Duration	Approx. 9 hours (Classroom-based and practical training)
Learning objectives	<ul style="list-style-type: none"> › Understand the key human rights and IHL standards of relevance to security personnel › Be aware of the responsibility to implement human rights in security management › Apply international standards and best practices for security work in daily tasks
Modules	<ol style="list-style-type: none"> 1. Basic PSSA Course for All Audiences 2. Graduated Response and the Use of Force 3. Responding to and Reporting Security Incidents 4. De-Escalation and Communication Skills 5. Interface with Communities, Law Enforcement, and the Military

Basic Plus Private Security Provider Course (1,2,3,4,5,6,7)

The aim of this course is to enable security personnel to understand and apply key human rights and IHL standards and best practices at work and to know the aims of and their responsibilities under the PSSA.

Participants	<p>All field personnel, including: Security guards Team leaders</p> <p>Management involved in authorising activities Senior management</p>
Duration	Approx. 12 hours (Classroom-based and practical training)
Learning objectives	<ul style="list-style-type: none"> › Understand the key human rights and IHL standards of relevance to security personnel › Be aware of the responsibility to implement human rights in security management › Apply international standards and best practices for security work in daily tasks
Modules included	<ol style="list-style-type: none"> 1. Basic PSSA Course for All Audiences 2. Graduated Response and the Use of Force 3. Responding to and Reporting Security Incidents 4. De-Escalation and Communication Skills 5. Interface with Communities, Law Enforcement, and the Military 6. Legal Standards for Searches and Seizures 7. Legal Standards for Arrest and Detention

Advanced Private Security Provider Command Course² (1,8)

The aim of this course is to enable senior security personnel to understand and apply key human rights and IHL standards and best practices while performing upper-level tasks, including supervising subordinates, making decisions, and issuing orders.

Participants	All high-level personnel involved in making decisions about security-related duties, including: Senior team leaders Management involved in controlling and/or authorising activities
Duration	Approx. 4 hours (Classroom-based and practical training)
Learning objectives	<ul style="list-style-type: none"> › Understand the key human rights and IHL standards of relevance to security personnel › Understand the requirements for command and control of responses to a variety of incidents › Know how to issue lawful and clear orders aligned with human rights standards and national law › Be aware of the responsibilities to correct and punish illegal or improper behaviours by subordinates
Modules included	1. Basic PSSA Course for All Audiences 8. Command Responsibility

² All participants attending the Advanced Private Security Provider Command Course must first successfully attend either the Basic or Basic Plus Private Security Provider Course.

Train the Trainer for Private Security Provider Courses³

The aim of this course is for all participants to have the basic knowledge and skills to become future trainers and deliver a course on the integration of human rights and IHL standards and best practices into security work. Participants must have previously attended the courses they would like to teach.

Participants	Motivated persons with training and field security experience
Duration (depending on the courses the trainer would like to teach)	Basic course: Approx. 24 hours Basic plus course: Approx. 30 hours Advanced course: Approx. 16 hours
Learning objectives	<ul style="list-style-type: none"> › Know and apply the key qualities to be a good trainer › Understand how adults learn and how to conduct adult trainings › Know and apply the key elements to create a productive learning environment › Understand the key human rights and IHL standards of relevance to security personnel
Modules included	<ul style="list-style-type: none"> › All the modules in the course they will be delivering (Basic, Basic Plus, or Advanced) › Advanced Human Rights and IHL Principles › How Adults Learn › Qualities of a Good Instructor › Presentation Techniques and Exercises › Types of Instructional Methods › Creating a Good Learning Environment › Questioning and Answering Techniques › Use of Instructional Aids › How to Construct a Lesson Plan

³ Prior to attendance, potential trainers must complete the ICRC's e-learning Basic Rules and Principles of IHL course.

Maritime Security Providers

Basic Private Maritime Security Provider Course (1,9)

The aim of this course is to enable maritime security personnel to understand and apply key human rights and IHL standards and best practices at sea and to know the aims of and their responsibilities under the PSSA.

Participants	All field personnel, including: Security guards Team leaders
Duration	Approx. 3 hours
Learning objectives	<ul style="list-style-type: none"> › Understand and apply the principles and standards that govern armed maritime security personnel behaviour › Recognise the authority of the shipmaster at all times › Be aware of the responsibility to implement human rights in security management
Modules included	1. Basic PSSA Course for All Audiences 9. Basic International Standards and Best Practices for the Provision of Maritime Security Services

Advanced Private Maritime Security Provider Command Course (1,10)

The aim of this course is to enable maritime security senior personnel to understand and apply key human rights and IHL standards and best practices at work and to know the aims of and their responsibilities under the PSSA.

This course covers similar topics to those included in the Basic Private Maritime Security Provider Course but from a senior management/supervisory point of view. While the Basic Course focuses on on-the-job responsibilities of personnel in their daily tasks, the Advanced Course focuses on enabling senior management and supervisors to identify and react to situations or activities that may negatively impact their company's alignment with the PSSA.

Participants	Team leaders Management involved in authorising activities Senior management
Duration	Approx. 4 hours (Classroom-based and practical training)
Learning objectives	<ul style="list-style-type: none"> › Understand and apply the principles and standards that govern armed maritime security personnel behaviour › Be aware of the commitment to implement human rights in security management and legal responsibilities for improper behaviours or responses › Recognise the importance of recording/reporting incidents correctly and ensuring adherence to the laws of flag, transit, and home states › Be aware of the responsibility to implement human rights in security management
Modules included	1. Basic PSSA Course for All Audiences 10. Advanced International Standards and Best Practices for the Provision of Maritime Security Services

Train the Trainer for Private Maritime Security Provider Courses⁴

The aim of this course is to ensure all participants have the basic knowledge and skills to become future trainers and deliver a course on the integration of human rights/IHL standards and best practices into maritime security work. The persons must have previously attended the courses they would like to teach.

Participants	Motivated persons with training and maritime security experience
Duration (depending on the courses the trainer would like to teach)	Basic course: Approx. 14 hours (Classroom-based and practical training) Advanced Course: Approx. 16 hours (Classroom-based and practical training)
Learning objectives	<ul style="list-style-type: none"> › Know and apply the key qualities to be a good trainer › Understand how adults learn and how to conduct training for adults › Know and apply the key elements to create a productive learning environment › Understand the key human rights and IHL standards of relevance to maritime security personnel
Modules included	<ul style="list-style-type: none"> › Advanced Human Rights and IHL › How Adults Learn › Qualities of a Good Instructor › Presentation Techniques and Exercises › Types of Instructional Methods › Creating a Good Learning Environment › Questioning and Answering Techniques › Use of Instructional Aids › How to Construct a Lesson Plan

⁴ Prior to attendance, potential trainers should also complete the ICRC's e-learning Basic Rules and Principles of IHL course.

Providers of Training to Public Security Forces

Providers of Training to Public Security Forces (1,14)	
<i>The aim of this course is to enable persons involved with training public security forces to understand and integrate key human rights and IHL standards and best practices relevant to public security functions and tasks into their training programmes.</i>	
Participants	All persons involved with developing, delivering and/or approving training modules for public security forces
Duration	Approx. 4 hours (Classroom-based)
Learning objectives	<ul style="list-style-type: none"> › Understand the key human rights and IHL standards and best practices of relevance to public security providers › Recognise the need to ensure all training given to public security forces is aligned with international and national laws as well as relevant best practices and IHL/human rights standards
Modules included	1. Basic PSSA Course for All Audiences 14. Relevant Human Rights and IHL Standards and Best Practices for Training Public Security Forces

Companies Operating and Maintaining Weapons Systems and/or Providing Operational or Logistical Support to Armed Forces

Basic Weapons Systems and Operational Support Course⁵ (1,11)	
<i>The aim of this course is to enable operational personnel to understand and apply key human rights and IHL standards and best practices and ensure company activities do not violate the PSSA.</i>	
Participants	Operational staff Technicians/Engineers
Duration	Approx. 1 hour (Classroom-based or e-learning)
Learning objectives	<ul style="list-style-type: none"> › Understand the key human rights and IHL standards of relevance to security personnel › Understand that direct participation in hostilities abroad and participating in or supporting human rights violations constitutes a violation of the PSSA › Recognise and avoid the provision of services which may be seen as direct participation in hostilities or participating in or supporting human rights violations
Modules included	1. Basic PSSA Course for All Audiences 11. Basic Training on Avoidance of Direct Participation in Hostilities and Complicity in Human Rights/IHL Violations

⁵ *This course may be provided in the form of classroom-based training or e-learning.

Advanced Weapons Systems and Operational Support Course (1,12)	
<i>The aim of this course is to enable senior management to understand and apply key human rights and IHL standards and best practices and ensure company activities do not violate the PSSA.</i>	
<i>This course covers similar topics to those included in the Basic Weapons Systems and Operational Support Course, but from a different point of view. While the Basic Course focuses on on-the-job responsibilities of personnel in their daily tasks, the Advanced Course focuses on enabling senior management and supervisors to identify and react to activities that may potentially constitute direct participation in hostilities or contributing to human rights and IHL violations, so as to ensure their company's alignment with the PSSA.</i>	
Participants	Senior management (especially those involved in authorising/supervising projects) Compliance officers Risk managers
Duration	Approx. 4 hours (Classroom-based and practical training)
Learning objectives	<ul style="list-style-type: none"> › Understand the key human rights and IHL standards of relevance to security personnel › Understand the link between security management and human rights › Understand that direct participation in hostilities abroad and participating in or supporting human rights violations constitutes a violation of the PSSA › Recognise and avoid the provision of services which may be seen as direct participation in hostilities or participating in or supporting human rights violations
Modules included	<ul style="list-style-type: none"> › 1. Basic PSSA Course for All Audiences › 12. Advanced Training on Avoidance of Direct Participation in Hostilities and Complicity in Human Rights and IHL Violations

Companies Involved in Intelligence Gathering Activities

Intelligence Gathering-Focused Course⁶ (1,13)	
<i>The aim of this course is to enable senior management to review the provision of intelligence gathering services and ensure such services and the activities of their subordinates are in line with the PSSA, human rights and IHL standards and best practices.</i>	
Participants	Senior management (especially those involved in authorising activities) Compliance officers Risk managers
Duration	Approx. 1 hour (Classroom-based or e-learning)
Learning objectives	<ul style="list-style-type: none"> › Understand the key human rights and IHL standards of relevance to security personnel › Understand the importance of the right to privacy › Understand the legal, privacy-related, and ethical limitations placed on the collection of information › Be aware of the PSSA's impact on the provision of security services, especially prohibited services
Modules included	<ul style="list-style-type: none"> › 1. Basic PSSA Course for All Audiences › 13. Intelligence Activities and Human Rights

⁶ This course may be provided in the form of classroom-based training or e-learning.

B) TRAINING MODULES

1. Overview of the PSSA, Human Rights, and International Humanitarian Law	
<i>This module is aimed at enabling security personnel to understand and apply key human rights and IHL standards and best practices at work and to know the aims of and their responsibilities under the PSSA.</i>	
Course Objectives	<ul style="list-style-type: none"> › Understand the key human rights and IHL standards of relevance to security personnel › Understand the link between security management and human rights/IHL › Be aware of the responsibility to implement human rights in security management › Be aware of the PSSA's impact on the provision of security services, especially prohibited services
Duration	1 hour (Classroom-based training or e-learning)
Key Learning Points	<p>PSSA:</p> <ul style="list-style-type: none"> › Scope of Application › Aims › Company reporting obligations › Prohibited activities › Company responsibility for subcontractor activities <p>Human Rights:</p> <ul style="list-style-type: none"> › Concept of human rights › Prohibition of human rights violations or international crimes › Prohibition of human trafficking, sexual exploitation/abuse and gender-based violence › Avoidance of violations of major labour laws › Importance of individual identification to promote accountability › Avoidance of the use of force and precaution against harmful effects on bystanders › Decision-making for the use of force guided by the principles of legality, necessity, proportionality and accountability › Usage of apprehension/detention only to defend oneself or others against an imminent threat of violence or following an attack or crime › Respect for the dignity and humane treatment of detainees and vulnerable groups › Requirement to report incidents or known or suspected violations of national law, human rights and IHL to superiors, authorities, and/or confidential reporting services <p>IHL:</p> <ul style="list-style-type: none"> › Scope and purpose of IHL › Protection of civilians and civilian objects against direct attack › Prohibition of violations of IHL › Definition of civilian in armed conflict › Concept of direct participation in hostilities › Potential for increased risk of incidental death due to attack during the provision of certain services in armed conflict › Loss of civilian protection, and likelihood of direct participation in hostilities during the provision of certain services in armed conflict › Respect for the principle of humanity and humane treatment <p>IHL & Human Rights:</p> <ul style="list-style-type: none"> › Complementarity of IHL and human rights law › Non-derogable human rights › Non-derogability of IHL

2. Graduated Response and the Use of Force⁷

This module teaches security personnel to adhere to the minimum use of force concept, rely on professional communication skills, and respond to incidents in a manner based on best practices.

Course Objectives	<ul style="list-style-type: none">› Understand and apply the Graduated Response Model during incidents› Be aware of relevant de-escalation strategies and communication skills for each threat level and their limitations› Understand and apply human rights principles guiding the use of force, including accountability and the commitment to the minimum use of force
Duration	Approx. 2 hours (Classroom-based and practical training)
Key Learning Points	<p>General Behaviours:</p> <ul style="list-style-type: none">› Importance of restraint and caution on duty› Respect for rights to life, security of the person, and freedom from torture and cruel, inhuman or degrading treatment and punishment› Need for professional and respectful attitudes and behaviours on duty› Best practices for polite, humane, and respectful civilian treatment› Vulnerable groups and special needs› Importance of individual identification to promote accountability <p>Use of Force:</p> <ul style="list-style-type: none">› Importance of carrying and respecting pocket-sized versions of Rules for the Use of Force (procedures before, during and after)› Definition of self defence› Graduated response model and minimum use of force concept› Potential for correct usage of physical barriers and personal protective equipment to help prevent incidents› Avoidance of the use of force and precaution against harmful effects on bystanders› Focus on non-violent methods and de-escalation skills› Limitations of de-escalation strategies› Decision-making for the use of force guided by the principles of legality, necessity, proportionality and accountability› Concept of personal accountability for all uses of force› Knowledge of local and international laws for use of force <p>Post-Incident Responses:</p> <ul style="list-style-type: none">› Best practices regarding the reporting and investigation of all uses of force› Concept of equitable provision of first aid after threat is under control

⁷ All personnel providing services involving the use of force or weapons should be regularly trained in first aid, weapons safety, weapons storage procedures, and the proper use of personal protective equipment in addition to use of force training.

3. Responding to and Reporting Security Incidents

This module seeks to enable security personnel to understand human rights and IHL principles/standards guiding responses to security incidents and the necessity of reporting all security and human rights incidents.

Course Objectives	<ul style="list-style-type: none">› Understand and apply the human rights and IHL principles and standards that govern security personnel behaviour› Understand the procedures to be followed before, during, and after the use of force› Recognise the importance of reporting incidents promptly and correctly
Duration	Approx. 3 hours (Classroom-based and practical training)
Key Learning Points	<p>General Behaviours:</p> <ul style="list-style-type: none">› Best practices for clear and effective distribution of roles and communication/coordination› De-escalation strategies adapted to perceived threat levels› Adherence to written Rules of the Use of Force› Graduated response model and minimum use of force concept› Importance of restraint, caution, and respect for humanity while using force› Concept of equitable provision of first aid after threat is controlled› Humane treatment of detainees› Lack of protection under “superior orders” defence <p>Incident Reporting:</p> <ul style="list-style-type: none">› Requirement to report incidents and known or suspected violations of national law, human rights and IHL to supervisors, the client, a competent authority, and/or a country with jurisdiction› Best practices and current procedures for incident logs and written reports› Positive effects of reporting incidents› Types of incidents requiring immediate alerts to supervisors and relevant authorities

4. De-Escalation and Communication Skills

The aim of this module is to enable security personnel to use communication skills to defuse critical situations.

Participants	All field personnel involved in security-related duties, including: Security guards Team leaders
Course Objectives	<ul style="list-style-type: none">› Understand and carry out duties with professional attitudes and behaviours› Master and apply de-escalation strategies and skills to defuse critical situations› Recognise the limitations of de-escalation strategies and how to respond to different threat levels
Duration	Approx. 2 hours (Classroom-based and practical training)
Key Learning Points	<p>General Behaviours:</p> <ul style="list-style-type: none">› Need for professional and respectful attitudes and behaviours on duty to help prevent incidents› Best practices for polite, humane, and respectful civilian treatment› Vulnerable groups and special needs› Graduated response model and minimum use of force concept› Potential for correct usage of physical barriers and personal protective equipment to help prevent incidents› Understanding of how behaviours affect outcomes in critical situations› Recognition of behavioural danger signs› De-escalation strategies and communication skills› Positive effects of proper usage of de-escalation strategies and communication skills adapted to perceived threat levels <p>Training and Reporting:</p> <ul style="list-style-type: none">› Need for regular rehearsals of incident responses to internalise communication and de-escalation strategies› Importance of reacting and reporting when other guards are unprofessional or non-compliant with internal regulations

5. Interface with Communities, Law Enforcement, and the Military

This module enables security personnel to coordinate and cooperate respectfully and professionally with local communities, law enforcement, and the military.

Participants	<p>All field personnel, including:</p> <ul style="list-style-type: none"> Security guards Team leaders <p>Management involved in authorising activities</p>
Course Objectives	<ul style="list-style-type: none"> › Recognise the importance of maintaining respect for the community by upholding their human rights, including the freedoms of speech and assembly › Understand that a positive relationship with the surrounding community makes the provision of most services easier and safer › Understand various areas of responsibility for all security actors and differences in authority
Duration	Approx. 1 ½ hours (Classroom-based and practical training)
Key Learning Points	<p>General Behaviours:</p> <ul style="list-style-type: none"> › Best practices for polite, positive and proactive attitudes › Importance of humane and dignified treatment to reduce potential for incident escalation › Avoidance of the use of force and precaution against harmful effects on bystanders › Principles governing the use of force (Proportionality, Legality, Necessity and Accountability) › Prohibition on torture and inflicting cruel, inhuman or degrading treatment › Prohibition on unlawful discrimination › Importance of individual identification to promote accountability <p>Interactions with Communities:</p> <ul style="list-style-type: none"> › Positive effects of respecting local communities › Vulnerable groups and special needs › Prohibition on acts of corruption and acceptance of bribes › Importance of maintaining exemplary conduct and lawful behaviour outside of work <p>Interface with Public Security:</p> <ul style="list-style-type: none"> › Best practices for effective coordination and cooperation with law enforcement or military representatives › Public versus private security personnel powers and responsibilities › Usage of apprehension and detention only to defend oneself or others against an imminent threat of violence or following an attack or crime › Respect for dignity and humane treatment of detainees › Laws and procedures governing chain of custody and judicial guarantees › Need for specially trained and designated police members to supervise guards involved in interrogations, criminal investigation and detention facility management › Prohibition on arbitrary arrests, ill-treatment, torture and extra-judicial killings <p>Incident Reporting:</p> <ul style="list-style-type: none"> › Requirement to report incidents and known or suspected violations of national law, human rights and IHL to supervisors, the client, a competent authority, and/or a country with jurisdiction › Best practices for clear and accurate written reports

6. Legal Standards for Searches and Seizures

This module is aimed at enabling security personnel to understand how to conduct searches in a professional manner and in line with key human rights standards and best practices.

Suggested Participants	<p>All field personnel involved in security-related duties, including:</p> <ul style="list-style-type: none"> Security guards Team leaders <p>Management involved in authorising activities</p>
Course Objectives	<ul style="list-style-type: none"> › Understand applicable national and international legislation and best practices for searches and seizures › Know operating procedures to ensure searches and seizures are performed professionally and in accordance with the law › Recognise the special needs of certain groups (including women and children) and the resulting special treatment required
Duration	Approx. 1 hour (Classroom-based and practical training)
Key Learning Points	<ul style="list-style-type: none"> › General Behaviours: <ul style="list-style-type: none"> › Best practices for polite, positive and proactive attitudes › Importance of humane and dignified treatment to reduce potential for incident escalation › Importance of individual identification to promote accountability › Procedures for immediate reporting of security and human rights incidents to superiors and keeping of incident logs › Searches: <ul style="list-style-type: none"> › Procedures, legal requirements, and best practices for searches, including focus on efficiency and requirement that all searches be conducted for a reason › Procedures for searches of hospital ships, relief consignments, and persons deprived of their liberty during armed conflict › Importance of thorough, patient, and systematic search procedures › Requirement of two or more guards for each search › Necessity of consent and ability to deny access after refusal › Special procedures for searching women and children › Seizures of Goods: <ul style="list-style-type: none"> › Prohibition of pillaging, stealing and corruption (including petty crime) › Procedural rules regarding confiscated goods › Laws and procedures governing seizures of goods

7. Legal Standards for Arrest and Detention

This module is designed to enable security personnel to carry out arrests professionally and in line with national legal procedures and international best standards for arrest and detention.

Participants	<p>All field personnel involved in security-related duties, including:</p> <ul style="list-style-type: none"> Security guards Team leaders Management involved in authorising activities
Course Objectives	<ul style="list-style-type: none"> › Understand applicable national and international legislation and standards for arrest and detention › Know procedures to ensure that arrest and detention are performed professionally and in accordance with the law › Recognise the special needs of certain groups (including women and children) and the resulting special treatment required
Duration	Approx. 1 ½ hours (Classroom-based and practical training)
Key Learning Points	<p>General Behaviours:</p> <ul style="list-style-type: none"> › Importance of respect for dignity to reduce potential for incident escalation › Best practices for effective communication with public security officials › Prohibition on abuse and discrimination of detainees › Importance of individual identification to promote accountability <p>Arrest and Detention:</p> <ul style="list-style-type: none"> › National and international laws for arrest and detention procedures › Prohibition of and need to report observed or ordered arbitrary arrests, ill-treatment, torture and extra-judicial killings › Usage of apprehension to defend oneself or others against an imminent threat of violence or following an attack or crime in accordance with national and international law › Guarding and transportation of detainees only if mandated by a state and trained in applicable law › Legal requirement of informing detainees of rights and reasons for arrest › Respect for dignity and humane treatment of detainees › Prohibition on acts endangering detainee health › Special treatment rules for detention of juveniles, women, POWs, civilian internees and refugees and asylum seekers › Procedures for immediate reporting of arrest and detention to supervisors and relevant authorities › Laws and procedures governing chain of custody and judicial guarantees <p>Law Enforcement Authorities:</p> <ul style="list-style-type: none"> › National and international rules and regulations governing law enforcement officers' power to arrest and detain and scope of powers › Requirement for law enforcement officers to immediately inform judicial authorities of arrest and present the defendant in person in front of a judge as soon as possible › Need for specially trained and designated police members to supervise guards involved in interrogations, criminal investigation and detention facility management <p>Special Rules for Refugees and Asylum Seekers:</p> <ul style="list-style-type: none"> › Best practices regarding the special circumstances and vulnerable position of refugees and asylum seekers

8. Command Responsibility

The aim of this module is to enable team leaders and senior managers to conduct their tasks in compliance with human rights standards and relevant laws, especially during incident responses.

Participants	All high-level field and office personnel involved in making decisions about security-related duties, including: Senior team leaders Senior management involved in controlling and/or authorising activities
Course Objectives	<ul style="list-style-type: none"> › Understand the key human rights and IHL standards of relevance to security personnel › Understand the requirements for command and control of responses to a variety of incidents › Know how to issue lawful and clear orders aligned with human rights standards and national law › Be aware of the responsibilities to correct and punish illegal or improper behaviours by subordinates
Duration	Approx. 4 hours (Classroom-based and practical training)
Key Learning Points	<p>PSSA:</p> <ul style="list-style-type: none"> › Scope of Application › Aims › Company reporting obligations › Prohibited activities › Company responsibility for subcontractor activities <p>General Human Rights and IHL-Based Behaviours:</p> <ul style="list-style-type: none"> › Prohibition on human rights violations, violations of IHL or international crimes › Avoidance of the use of force and precaution against harmful effects on bystanders › Decision-making for the use of force guided by the principles of legality, necessity, proportionality and accountability › Concept of complicity in human rights violations › Potential for individual criminal charges in international and national courts <p>Security Team Responsibilities:</p> <ul style="list-style-type: none"> › Obligation to align activities with national law, the ICoC, and human rights and IHL standards › Best practices for treatment of subordinates › Overall team leader responsibility to issue clear and lawful orders and ensure subordinates understand laws › Team leader and/or company management responsibility for subordinate actions, even without issuing direct orders to commit crimes › Illegality of issuing orders to commit criminal acts › Prevention of illegal or unlawful orders by: <ul style="list-style-type: none"> › Aligning orders with human rights principles and the ICoC › Considering the potential for violations before, during, and after incidents › Best practices for investigation of alleged human rights and IHL violations › Requirement to report all known or suspected violations of national law, human rights and IHL to relevant authorities

9. Basic International Standards and Best Practices for the Provision of Maritime Security Services

The aim of this module is to enable security personnel to understand the international standards and best practices guiding the provision of maritime security services.

Participants	All ship personnel involved in security-related duties, including: Security guards Team leaders
Course Objectives	<ul style="list-style-type: none"> › Understand and apply the principles and standards that govern armed maritime security personnel behaviour › Recognise the authority of the shipmaster at all times › Understand the procedures to be followed before, during, and after the use of force › Recognise the importance of reporting incidents promptly and correctly to ensure adherence to the laws of flag, transit, and home states
Duration	Approx. 3 hours (Classroom-based and practical training)
Key Learning Points	<p>General Behaviours:</p> <ul style="list-style-type: none"> › Obligation to align activities with national and international laws and human rights and IHL standards even while at sea › Best practices to ensure that company personnel know, understand and respect Private Maritime Security Company responsibilities under relevant international and national laws › Security team knowledge of the ship type, planned route, and key threats in the area › Overall authority of the shipmaster › Knowledge of Standard Operating Procedures on communication, leadership, chain of authority, change in command, and responsibilities in life-saving › Importance of individual identification to promote accountability › Best practices for anti-piracy measures › Potential for penalties and criminal charges stemming from severe human rights violations › Lack of protection under “superior orders” defence <p>Use of Force:</p> <ul style="list-style-type: none"> › Best practices for responsible management of firearms and ammunition with respect to the laws of port, coastal, and flag states › Concept of the right to private use of force at sea › Avoidance of the use of force and precaution against harmful effects on bystanders › Decision-making for the use of force guided by the principles of legality, necessity, proportionality and accountability › Graduated response model and minimum use of force concept › Importance of adherence to written Rules for the Use of Force › Concept of equitable provision of first aid after threat is controlled <p>Best practices for keeping detailed records regarding ammunition and firearms</p> <p>Incident Reporting:</p> <ul style="list-style-type: none"> › Best practices for recording incidents in incident logs and written reports › Requirement of reporting suspected or observed violations of human rights to supervisors, the client, a competent authority and/or a country with jurisdiction

10. Advanced International Standards and Best Practices for the Provision of Maritime Security Services

This module's aim is to enable senior security personnel to understand the international standards and best practices guiding the provision of maritime security services and their responsibilities to ensure those standards are met.

Participants in this course should have already successfully completed training covering the material in "Basic International Standards and Best Practices for the Provision of Maritime Security Services".

Participants	<p>Senior management Management involved in authorising activities Team leaders Senior guards</p>
Course Objectives	<ul style="list-style-type: none"> › Understand and apply the principles and standards that govern armed maritime security personnel behaviour › Be aware of the commitment to implement human rights in security management and legal responsibilities for improper behaviours or responses › Recognise the authority of the shipmaster at all times › Recognise the importance of recording and reporting incidents correctly and ensuring adherence to the laws of flag, transit and home states
Duration	Approx. 4 hours (Classroom-based and practical training)
Key Learning Points	<p>General:</p> <ul style="list-style-type: none"> › Repetition of all Key Learning Points from the "Basic International Standards and Best Practices for the Provision of Maritime Security Services" course from the perspective of management. <p>PSSA:</p> <ul style="list-style-type: none"> › Prohibited activities <p>Company Management Responsibilities:</p> <ul style="list-style-type: none"> › Requirements and best practices for maintaining up-to-date written documents regarding staff, procedures, policies, company information, insurance, licences, training and financial information › Company responsibility for subcontractor activities › Best practices for determining team composition and size › Best practices for developing and distributing written Rules for the Use of Force › Responsibilities under the UN Firearms Protocol › Best practices for anti-piracy measures › Understanding that armed teams supplement but do not replace Ship Protection Measures to reduce the risk of piracy attacks <p>Command Responsibility:</p> <ul style="list-style-type: none"> › Team leader responsibility to know the ship type, planned route, and key threats › Team leader responsibility for subordinates' actions, even without issuing direct orders to commit crimes › Importance of access to 24/7 legal counsel › Best practices to ensure team leaders and subordinates know, understand, and respect laws of: <ul style="list-style-type: none"> › Flag states › States of company residence › Transit states or states of operation (including coastal and port states) › Overall authority of shipmaster and understanding under which circumstances team leaders can refuse shipmaster orders › Understanding of command and control structure on board, expected duties, behaviours and conduct › Requirement to report known or suspected violations of human rights › Best practices for team leaders to keep formal reports documenting all uses of force, weapon discharges and incidents where weapons are deployed, in order to help reconcile all changes in inventory upon disembarkation

11. Basic Training on Avoidance of Direct Participation in Hostilities and Complicity in Human Rights and IHL Violations

The aim of this module is to help deployed personnel to ensure that their activities do not violate the PSSA, by understanding the concepts of directly participating in hostilities and complicity in human rights and IHL violations.

Participants	Operational Staff Technicians/Engineers
Course Objectives	<ul style="list-style-type: none"> › Understand that direct participation in hostilities abroad and participating in or supporting human rights/IHL violations constitutes a violation of the PSSA › Recognise and avoid the provision of services which may be seen as direct participation in hostilities or participating in/supporting human rights/IHL violations › Inform and receive approval from senior management prior to carrying out activities outside the defined cahier de charge
Duration	Approx. 1 hour (Classroom-based or e-learning)
Key Learning Points	<p>PSSA:</p> <ul style="list-style-type: none"> › Prohibited activities for: › Companies Persons domiciled in Switzerland <p>Direct Participation in Hostilities and IHL:</p> <ul style="list-style-type: none"> › Scope and purpose of IHL › Distinction between international armed conflict and non-international armed conflict › Combatant status, corresponding rights and obligations › Criteria for direct participation in hostilities, including continuous combat function in non-international armed conflict › Protection of civilians against direct attack › Definition of civilian › Potential prosecution of civilians under domestic law due to direct participation in hostilities › Assessment of the provision of certain services during armed conflict against the background of direct participation in hostilities › Understand the difference between direct participation in hostilities and general assistance to parties to armed conflict › Company personnel avoidance of activities considered direct participation in hostilities › Responsibility to immediately inform superiors and/or management of on-the-ground situational changes that could turn previously permissible activities into direct participation in hostilities <p>Human Rights/IHL Violations and General Behaviours:</p> <ul style="list-style-type: none"> › Respect for the principle of humanity and humane treatment › Prohibition of human rights violations, violations of IHL or international crimes › Importance of individual identification to promote accountability › Importance of adherence to written Rules on the Use of Force › Graduated response model and minimum use of force concept › Concept of self-defence › Avoidance of the use of force and precaution against harmful effects on bystanders › Decision-making for the use of force guided by the principles of legality, necessity, proportionality and accountability › Requirement to report any orders beyond the mission or set tasks immediately to HQ and superiors › Requirement to report known or suspected violations of national laws, human rights or IHL (including those committed by colleagues and public security officials) to superiors

12. Advanced Training on Avoidance of Direct Participation in Hostilities and Complicity in Human Rights and IHL Violations

The goal of this module is to enable senior management to ensure company activities do not violate the PSSA by thoroughly understanding the concepts of directly participating in hostilities and complicity in human rights violations.

Participants for the Advanced Course should have already successfully completed training covering the material in “Basic Training on Direct Participation in Hostilities and Complicity in Human Rights and IHL Violations”.

Participants	Senior management (especially those involved in authorising or supervising projects) Compliance officers Risk managers
Course Objectives	<ul style="list-style-type: none"> › Understand that direct participation in hostilities abroad and participating in or supporting human rights violations constitutes a violation of the PSSA › Recognise and avoid the provision of services which may be seen as direct participation in hostilities or participating in human rights and IHL violations
Duration	Approx. 3 hours (Classroom-based and practical training)
Key Learning Points	<p>General:</p> <ul style="list-style-type: none"> › Repetition of all Key Learning Points from the “Basic Training on Direct Participation in Hostilities and Complicity in Human Rights and IHL Violations” course from the perspective of management. <p>Direct Participation in Hostilities and IHL:</p> <ul style="list-style-type: none"> › Difference between international armed conflict and non-international armed conflict in IHL › Criteria regarding the status of private security service providers or their employees in armed conflict › Compliance risks associated with the provision of services supporting one party of a conflict under the PSSA › Potential for increased risk of incidental death during the provision of certain services in armed conflict › Thin line between direct and indirect participation in hostilities › Assessment of services for protection, guarding of places or persons that are legitimate targets under IHL against the background of the principles on conduct of hostilities. <p>Company Responsibilities:</p> <ul style="list-style-type: none"> › Obligation to align activities with national and international control systems and regulations for the transfer of arms (e.g. Arms Trade Treaty) › Best practices for appropriate and stringent Human Rights/IHL-based risk management and due-diligence procedures prior to and during the provision of services › Requirement for deployed personnel to be aware of: <ul style="list-style-type: none"> › Basic human rights and IHL standards › The concept of direct participation in hostilities › Instructions not to go beyond missions cahiers de charge › Obligations to report incidents or known or suspected violations of national law, human rights and IHL › Obligations to report orders beyond set tasks or cahier de charge › Potential consequences of human rights and IHL violations, direct participation in hostilities, or going beyond missions › Best practices for developing and distributing written Rules for the Use of Force › Importance of reporting known or suspected violations of national, human rights or IHL (including those committed by colleagues and public security officials) to the client, a competent authority and/or a country with jurisdiction

13. Intelligence Activities and Human Rights

The aim of this module is to enable senior management to review the provision of intelligence gathering services and ensure that such services and the activities of their subordinates are in line with the PSSA, international standards and best practices.

Participants	Senior management (especially those involved in authorising activities) Compliance officers Risk managers
Course Objectives	<ul style="list-style-type: none"> › Understand the importance of the right to privacy › Recognise the potential for intelligence gathering activities to infringe the rights of others › Understand the legal, privacy-related, and ethical limitations placed on the collection of information
Duration	Approx. 1 hour (Classroom-based or e-learning)
Key Learning Points	<p>PSSA:</p> <ul style="list-style-type: none"> › Scope of regulation on “intelligence activities” › Exceptions (e.g. Regarding the gathering of generally accessible information) › Prohibited intelligence activities <p>General Behaviours:</p> <ul style="list-style-type: none"> › Obligation to ensure activities are aligned with national and international laws › Importance of punishing and correcting improper behaviours › Best practices for proper training of staff involved with intelligence activities, including in ethical and legal restrictions <p>Human Rights:</p> <ul style="list-style-type: none"> › Respect for right to privacy › Infringement on right to privacy through: <ul style="list-style-type: none"> › Intelligence gathering › Storing, using or sharing of acquired information › Guarantees under international law regarding freedom from arbitrary or unlawful interference with privacy, family, home or correspondence › Concept of non-absoluteness of right to privacy › Law enforcement decision-making processes to justify privacy infringement on the basis of necessity and proportionality › Quickly-changing nature of national and regional laws on privacy, data collection and information gathering › Potential for civil and criminal charges for illegal information gathering › Avoidance of unnecessary or illegal harm or damage to the lives, safety or reputations of others › Potential for civil and criminal charges for cyberattacks, especially those causing injury, death, damage or destruction <p>IHL:</p> <ul style="list-style-type: none"> › Intelligence activities constituting direct participation in hostilities in a situation of armed conflict

14. Relevant Human Rights and IHL Standards and Best Practices for Training Public Security Forces

This module is aimed at enabling persons involved with training public security forces to understand and integrate key human rights/IHL standards and best practices relevant to public security functions and tasks into their training programmes.⁸

Participants	Trainers All persons involved with developing and/or approving training modules for public security forces
Course Objectives	Understand the key human rights and IHL standards and best practices of relevance to public security providers Recognise the need to ensure all training given to public security forces is aligned with international and national laws as well as relevant best practices and IHL/human rights standards
Duration	Approx. 3 hours (Classroom-based training)
Key Learning Points	<p>General Law Enforcement and Human Rights:</p> <ul style="list-style-type: none"> › Best practices for public security agency transparency and discipline to uphold human rights standards › Implementation of standards, procedures and regulations for humane conduct through training, monitoring and the penalising of improper behaviours › Prohibition of human trafficking, sexual exploitation/abuse and gender-based violence › Prohibition of committing, ordering of or covering up human rights violations › Avoidance of violations of major labour laws › Prohibition on pillaging, stealing, bribery and corruption (including petty crime) › Overall commanding officer responsibility to issue clear/lawful orders, ensure subordinates understand laws, and prevent/punish inappropriate and unlawful behaviours › Potential for penalties for violating national and international laws regarding public security activities/privileges: › Loss of job or liberty based on violation of agency rules › Government agent liability for human rights violations › Individual liability for human rights violations in both civil and criminal courts under domestic and international law › Lack of protection under “superior orders” defence › Requirement to report incidents or violations of human rights to superiors and/or internal confidential reporting services <p>Public Manifestations:</p> <ul style="list-style-type: none"> › Respect for the rights of assembly, demonstration, expression and association › Infringements on rights justified only if lawful and necessary to protect the rights of others, national security or public safety › Best practices for crowd control (i.e. early intervention tactics) › Permissible levels of force for violent and non-violent assemblies <p>Use of Force:</p> <ul style="list-style-type: none"> › Use of force as a last resort › Precaution against harmful effects on bystanders › Decision-making for the use of force guided by the principles of legality, necessity, proportionality and accountability › Graduated response model and minimum use of force concept › Concept of equitable provision of first aid after threat is under control › Requirement to report and investigate all uses of force <p>Searches and Seizures:</p> <ul style="list-style-type: none"> › Procedures, legal requirements and best practices for searches, including focus on efficiency and requirement that all searches be conducted for a reason › Importance of thorough, patient and systematic search procedures › Two or more officials available for each search › Special procedures for searching women and children › Laws and procedures governing chain of custody and judicial guarantees › Handover procedures for confiscated goods

⁸ The module is in particular aimed at persons who offer technical training in specific areas. Persons who are responsible for the overall training of security forces will need a more extensive training.

Key Learning Points ff.	<p>Arrest and Detention:</p> <ul style="list-style-type: none"> › National and international law for arrest and detention procedures › Types of situations when arrests may take place › Best practices for arrest record-keeping › Requirement of informing detainees of rights and the reason for arrest › Requirement of keeping detainees only in recognised places of detention › Respect for dignity and humane treatment of detainees › Prohibition on acts endangering detainee health › Requirement of ensuring prompt access for detainees to legal representation, family members and medical assistance › Requirement to immediately inform judicial authorities of arrest and present the defendant in person in front of a judge as soon as possible › Respect for right to a fair trial and presumption of innocence › National law and international standards for permissible and non-permissible testimony › National law and international standards for compulsion, including that witnesses may be compelled to testify but suspects cannot be forced to testify against themselves › Prohibition of arbitrary arrests, ill-treatment, torture and extra-judicial killings › Special treatment rules for detention of juveniles, women, POWs, civilian internees and refugees/asylum seekers <p>Intelligence Gathering:</p> <ul style="list-style-type: none"> › Respect of the right to privacy by › Ensuring matters of a confidential nature remain confidential › Protecting sources/victims › Importance of only disclosing information that may be potentially harmful to others' interests in the performance of duty or to serve the needs of justice <p>IHL:</p> <ul style="list-style-type: none"> › Scope and purpose of IHL › "Combatant's Privilege" and combatant rights › Protection of civilians against direct attack › Respect for the principle of humanity and humane treatment › Principles for permissible attacks under IHL › Prohibited attacks under IHL <p>IHL & Human Rights:</p> <ul style="list-style-type: none"> › Complementarity of IHL and human rights law › Non-derogable human rights › Non-derogability of IHL
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APPENDIX: RELEVANT LAWS, TREATIES, DOCUMENTS AND INITIATIVES

National:

[Federal Act on Private Security Services Provided Abroad](#)

International and Regional Conventions and Treaties:

[International Covenant on Economic, Social and Cultural Rights](#)

[International Covenant on Civil and Political Rights](#)

[International Convention on the Elimination of Racial Discrimination](#)

[Convention on the Elimination of All Forms of Discrimination Against Women](#)

[Convention on the Rights of the Child](#)

[Convention Against Torture](#)

[Convention on the Law of the Sea](#)

[The 1949 Geneva Conventions and their Additional Protocols](#)

[European Convention on Human Rights](#)

Other regional human rights treaties

Major International Labour Organization conventions

Regional anti-corruption conventions

[Arms Trade Treaty \(ATT\)](#)

[Protocol against the Illicit Manufacturing of and Trafficking in Firearms, their Parts and Components and Ammunition \(Firearms Protocol\)](#)

[Convention for the Suppression Unlawful Acts Against the Safety of Maritime Navigation](#)

[International Convention for the Safety of Life at Sea](#) (especially its Amendments regarding International Ship and Port Facility Security Code and International Safety Management Code)

UN Documents:

[Universal Declaration on Human Rights](#)

[UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials](#)

[UN Principles on the Effective Prevention and Investigation of Extra-Legal, Arbitrary and Summary Executions](#)

[UN Code of Conduct for Law Enforcement Officials \(A/RES/34/169\)](#)

[UN Standard Minimum Rules for the Treatment of Prisoners](#)

[UN Body of Principles for the Protection of All Persons under Any Form of Detention or Imprisonment \(A/RES/43/173\)](#)

[UN Rules for the Protection of Juveniles Deprived of their Liberty \(A/RES/43/113\)](#)

[UN Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power \(A/RES/40/34\)](#)

[UN Standard Minimum Rules for Non-Custodial Measures \(A/RES/45/110\)](#)

IMO Documents

[Revised Interim Guidance to Ship-owners, Ship Operators and Shipmasters on the use of Privately Contracted Armed Security Personnel on board ships in the High Risk Area](#) (MSC.1/Circ.1405/Rev.2)

[Revised Interim Recommendations for Flag States regarding the use of Privately Contracted Armed Security Personnel on board ships in the High Risk Area](#) (MSC.1/Circ.1406/Rev.3)

[Interim Recommendations for Port and Coastal States Regarding the use of Privately Contracted Armed Security Personnel on Board Ships in the High Risk Area](#) (MSC.1/Circ.1408)

[Interim Guidance for Private Maritime Security Companies Providing Privately Contracted Armed Security Personnel on Board Ships in the High Risk Area](#) (MSC.1/Circ.1443)

Other guiding documents:

[The Montreux Document on Pertinent International Legal Obligations and Good Practices for States Related to Operations of Private Military and Security Companies During Armed Conflict](#)

[Code of Conduct for Private Security Service Providers \(ICoC\)](#)

[The Voluntary Principles on Security and Human Rights](#)

ICRC: [To Serve and Protect: Human Rights and Humanitarian Law for Police and Security Forces Manual](#)

ICRC/DCAF: [Addressing Security and Human Rights Challenges in Complex Environments: Toolkit](#)

[Best Management Practices to Deter Piracy off the Coast of Somalia and in the Arabian Sea Area Version 4](#)

Tallinn Manual 2.0 on the International Law Applicable to Cyber Operations

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