THE REPUBLIC OF CROATIA
MINISTRY OF DEFENCE

THE CROATIAN ARMED FORCES LONG-TERM DEVELOPMENT PLAN 2006 – 2015

Zagreb, June 2006

(The LTDP was adopted in Croatian Parliament on 7 July 2006 and published in the Official Gazette no. 81 of 19 July 2006).

SUMMARY

The Long Term Development Plan of the Croatian Armed Forces (CAF) for the period 2006 - 2105 is a document that puts into operation the vision of the Croatian Armed Forces shown in the Strategic Defence Review. Four basic missions of the CAF are identified in the Strategic Defence Review: protection of the sovereignty of the Republic of Croatia, defence of the Republic of Croatia and its allies; participation in crisis response operations abroad; participation in confidence and security building measures; and assistance to civilian institutions in the country.

In order for the CAF to be ready to conduct missions defined in this way, it is necessary to develop the following capabilities: timely availability of forces; command and control capabilities; capabilities for the efficient use of information; deployment and mobility capabilities in areas of operation, efficiency in the engagement of forces, sustainability and capability for conducting long-term operations, survivability and force protection.

Considering the fact that the threat assessment for the Republic of Croatia indicates a low probability of a classical military threat and a need to participate in a wide spectrum of military tasks, in this ten year period the Armed Forces will develop their capabilities relying on fully professional personnel, including soldier-trainees and a contract reserve.

The key CAF capabilities will be developed through a series of projects and tasks in the most important areas of development: human resources, material resources, the logistic system, doctrine and training, international military cooperation, research and development.

In the field of human resources the main development goals are achieving a fully professional personnel structure, the contract reserve, soldier-trainees and the new category of personnel – military-specialists. Military education will rely on the civilian education system, complemented with military programmes during the career.

In the field of material resources emphasis will be given to equipping the Armed Forces services and units with modern weaponry and military equipment as well as to the modernisation of existing weaponry and military equipment that meets the needs for the development of key capabilities. The most important equipping and modernisation project of the Land Forces will be a new armoured personnel carrier.

The emphasis of equipping in Air Force and Air Defence will be given to a new combat aircraft which will be put into use when the existing aircraft resources expire and a modern radar system.

The Croatian Navy will be equipped with a new patrol ship which will ensure the capability for control of territorial waters and the protected ecological fishing zone in the Adriatic Sea.

For the needs of the main equipping and modernisation projects in the CAF 8.879 billion kuna has been planned over a ten-year-period.

A prerequisite for attaining the aimed organizational structure, accommodation standards, personnel and unit training as well as rational resource management is regrouping of accommodation and storage capacities as well as modernisation of facilities and infrastructure. For this purpose 1.920 billion kuna has been planned for a ten-year-period.

To ensure capabilities for leadership and command of the Armed Forces in all conditions, it is necessary to provide modern communication-information equipment and resources, and the appropriate capability for maintenance and investment in other operational needs. Modern armed forces are inconceivable without highly motivated professional personnel. This plan foresees adequate resources for their recruitment and professional development

In order to achieve such demanding development goals a stable level of allocations are necessary for defence needs at an annual level of 2% of the GDP. This will create stability in financing and the possibility to start with multi-year development projects, without which the desired level of capabilities of the Croatian Armed Forces is unable to be achieved.

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INTRODUCTION

The Croatian Armed Forces (CAF) protect the sovereignty and independence and defend the territorial integrity of the Republic of Croatia. To meet these requirements it is necessary that the CAF adjust to the security changes. The need for development of society as a whole requires armed forces that are suitable to security challenges and at the same time, able to be financed by the state. The principal document that directs the development of the CAF is the CAF Long-Term Development Plan (CAF LTDP). In accordance with the Defence Law, the Ministry of Defence prepares this document, which is adopted by Croatian Parliament at the Government Cabinet's proposal.

The Programme of the Croatian Government for the 2003-2007 mandate period, declares the need for change and adoption of new strategies (The National Security Strategy, The Defence Strategy, and The Military Strategy). Considering the fact that the development and adoption of the CAF LTDP became *conditio sine qua non* for the continuation of defence reforms in the Republic of Croatia, a need has been imposed to adopt a new starting point for drafting the first CAF LTDP, along with simultaneous adjustment of existing strategies with this starting point. With the development of the first Strategic Defence Review (SDR), the MoD created the necessary starting point, by proposing basic directions for the continuation of defence reforms and the CAF development. The CAF LTDP 2006-2015 relies upon the findings and recommendations of the SDR, which is the result of a consensus at the top level of state leadership, and at the same time, a result of close cooperation with other government-departments, experts in the area of defence, as well as with future NATO allies. In this way, the SDR represents a “bridge” in a period that requires adjustment of strategic and legal documents, while continuing with the already initiated transformation processes within the CAF.

The task of CAF LTDP 2006 - 2015 (hereinafter referred to as the “Plan”) is to determine the course of the CAF development in the following ten-year period as well as to define the obligations of defence system elements in the fulfilment of the Plan. By adopting this document, the Croatian Parliament shows its determination to conduct defence system reform and obliges the Government to provide the necessary resources to achieve the goals defined in this Plan. The Plan is a starting point for all developmental and implementation plans within the framework of the CAF and the MoD, including defence budget proposals and MoD financial plan proposals.

The objective of this Plan is to determine the military capabilities that the CAF will develop and maintain, as well as the financial framework and dynamics for their fulfilment. Following the findings and recommendations of the SDR, future military capabilities will be suitable to meet modern security challenges and available resources.

The SDR proposed the course of CAF development, by defining their future missions and tasks, as well as the capabilities they must possess for a successful conduct of those missions and tasks and participation within the collective defence system. In accordance with this proposal, the vision of the CAF is as follows:

- A CAF numerical size that will not exceed 16 000 active military personnel, 2 000 civilian personnel, 2 000 soldier-trainees (overall annual contingent) and up to 6 000 contract reserve members;
- The CAF will be manned exclusively with a volunteer contingent by 2010;
- Abandonment of the present territorial principle of force organization;
- the CAF service commands will have a primary role in the preparation of forces, while the CAF General Staff will be responsible for the conduct of operations;

- a separately organized joint command will provide support in the segments of logistic, health care and personnel;
- the land forces will be the incumbent of CAF joint operations conduct, by developing and maintaining balanced capabilities to respond to modern security challenges;
- 8% of the active land component will be deployed or ready to be deployed to international military operations, while 40% will possess capabilities to participate in operations outside the territory of the Republic of Croatia;
- Members of the contract reserve will prepare to participate in operations inside and outside Croatian territory;
- Naval forces will develop capabilities for surveillance and protection of the maritime space of the Republic of Croatia, as well as support for the land forces in joint operations;
- the air forces will maintain capabilities for surveillance and protection of Croatian air space, as well as support for the land forces in joint operations;
- CAF capabilities will be achieved and maintained through adequate training of units and CAF members, as well as through the procurement of the necessary weaponry and equipment.

This vision is the result of a realistic assessment of threats and risks, existing and anticipated CAF missions and tasks, obligations assumed within the international framework and the expected resources that the Republic of Croatia will be able to allocate to the defence budget.

The first chapter of this document provides a description of tasks that the CAF will conduct in the future, capabilities necessary for their implementation, targeted structure and size of the CAF and their territorial placement.

The second chapter defines the development goals in the area of personnel, material resources, training and doctrine, international military cooperation and research and development.

The third chapter establishes the budget, i.e. the financial framework that will enable the achievement of development goals.

The fourth chapter elaborates mechanisms for ensuring implementation of the Plan as well as management of risks that may hinder or even impede the realization of goals.

I. MISSIONS AND TASKS, MILITARY CAPABILITIES AND STRUCTURE OF THE CAF

1. CAF Missions and Tasks

The Croatian Armed Forces have four fundamental missions: protection of the sovereignty of the Republic of Croatia, defence of the Republic of Croatia and its allies; participation in crisis response operations abroad; participation in CSBM's; assistance to civilian institutions in the country.

The probability of a conventional attack on the Republic of Croatia is very low and the CAF structuring and dimensioning, besides their basic mission in protection of sovereignty and defence of territory, will be adequately influenced by all other missions and tasks.

For the fulfilment of their basic constitutional mission the CAF will retain the capability for increasing the overall military potential of the country to a necessary level. The capability to increase the military potential will be ensured by preserving the mechanism of general military obligation, by introducing voluntary military service, and by adopting a new reserve concept (contract and non-assigned reserve).

The reserve component will reinforce the CAF potential for the conduct of operations in the country and abroad. The contract reserve will man reserve units with an active core, ready to be assigned to any kind of operation within 120 days from the day the decision is made.

The units manned with non-assigned reservists will be organised, equipped and trained only in the case that the Republic of Croatia were threatened by a potential aggression. The available time for their organization and training will take between 120 to 360 days. The CAF will keep records of non-assigned reservists (about 40.000) and keep prepared part of the infantry and artillery weaponry as well as critical equipment. The members of the non-assigned reserve will not be called for military service or trained until a threat escalate to such a level as to require a substantial increase of defence capabilities in the country.

2. Key CAF Operational Capabilities

During the transformation of the defence system changes will be made that will increase the capabilities to respond to security challenges and threats. This process will be kept open for new, innovative solutions in areas of doctrine, organization and personnel and training.

The transformation of the CAF is focused on reaching the necessary level of military capabilities of the peacetime CAF component to perform all military tasks, as well as on developing capabilities for the adjustment of the defence system to a dynamic security environment. The transformation process will be constantly adjusted to NATO and EU development as well as with processes in our local and global environment. In the event of significant changes, the development of CAF capabilities will be adapted to the new conditions.

In the future, the CAF will, within the scope of international crisis response operations, play a more significant role outside national territory, in areas where the possibility for reliance on the existing infrastructure is very limited. Such actions will always be carried out within the framework of allied forces, whether NATO, UN, EU or other coalition forces, in accordance with the interests and possibilities of the Republic of Croatia. To fulfil such tasks rules of engagement for units and CAF members abroad will be adopted in accordance with the Croatian legislation and the legislation of international organizations under which Croatian forces will be engaged.

Keeping in mind the financial resources available for defence, the CAF will not be able to develop the whole spectrum of military capabilities necessary for independent action outside

Croatian territory. Should such a need arise the CAF will rely to some extent on allies that possess these capabilities.

In order to deter a conventional attack, the CAF will maintain certain capabilities at a level that will enable the increase of the country's defence potential.

The development of force capabilities and functional areas in the CAF will be directed toward the ability to plan and conduct joint operations. To attain those capabilities an important role is assigned to adapting the education and training systems of leading and commanding personnel.

The key factor for successful and equal participation in future joint international operations is interoperability in all areas of activity. In that respect, the realization of Partnership Goals and f obligations assumed within the framework of MAP and PARP is of the highest priority.

The new CAF missions and tasks, such as participation in crisis response operations outside national territory, including the fight against international terrorism, require a completely new profile of military capabilities that will be defined through the development of the following seven, mutually conditioned and interrelated capabilities:

- timely availability of forces;
- command and control (C2) capabilities;
- capabilities for effective use of information;
- capabilities for deployment and mobility of forces in the area of operation;
- effective engagement of forces;
- sustainability and capability for the conduct of long-lasting operations;
- survivability and force protection capabilities.

Timely Availability of Forces

With the aim of developing capabilities for timely engagement of adequate forces, CAF units will have different levels of readiness:

Rapid Response Forces will be ready for intervention within 24 hours in various types of emergency situations in the country. This level of readiness will constantly encompass a reinforced mechanised company and a company for special operations a portion from naval infantry units, combat support units and services (engineer platoon, NBC platoon, signals platoon, military police platoon, transport platoon and medical team), Air Force units within the air space protection system (on-duty pair and Air Monitoring and Navigation), two transport/MEDEVAC helicopters, and two PC-9 aircraft, two Coast Guard vessels and Coastal Monitoring and Alarming units. The CAF units included in an actual rotation of NATO Response Forces (NRF), or EU Battle Groups, will stand ready to be deployed abroad within 5 days. Up to 10% of the total CAF active forces will be included in this level of readiness.

Forces with a High Level of Readiness can reach full combat readiness within 30 days for operations in the country and within 90 days for operations abroad. This level of readiness will encompass a battalion for special operations, a reinforced motorised/mechanised battalion and a naval infantry company with part of the combat support units and services (two engineer companies, a NBC company, signals company, MP company, air defence units and a battalion for general logistic support from the Support Command). Furthermore, all air force and naval units, as well as CIS (communication and information systems) units in the entire CAF will be able to reach the required level of readiness within this period. About 35% of the total active forces will be included in this level of readiness.

Forces with a Low Level of Readiness can reach their full combat readiness within a period of 30 to 120 days. They are intended for support to activities and engagement of

Rapid Response Forces and Forces with a High Level of Readiness. All units manned with professionals, who are not at one of the previously mentioned levels of readiness, as well as units manned with contract reservists will be at this level of readiness. In the units manned with contract reservists, the active core will have the task of training reserve and active personnel within services. About 55% of the total active armed forces and units manned with contract personnel will be included in this level readiness forces.

Forces with a Longer Period of Mobilization (forces intended for the increase of CAF potential) can reach the required combat readiness within a period from 120 to 360 days. They are intended for force development for national defence and they will rely upon members of the unassigned reserve. Conceptual definition of these forces demonstrates the capability of the CAF for increasing to the level required for the defence of the national territory within a certain time period. If necessary, all Croatian citizens – draft eligible persons, may be called up for service in the CAF, in accordance with constitutional and legal regulations.

With an aim to maintain the defined degrees of readiness, the CAF will:

- structure and equip up to 40% of the active land forces and part of the other forces (primarily the units from combat support branches and services), in a manner that enables their deployment to areas of operation outside the Republic of Croatia,
- have up to 8% of the active land forces constantly ready to deploy or already included in operations,
- Plan, along with the forces necessary to carry out tasks, forces for support, possible reinforcement and evacuation of engaged forces.

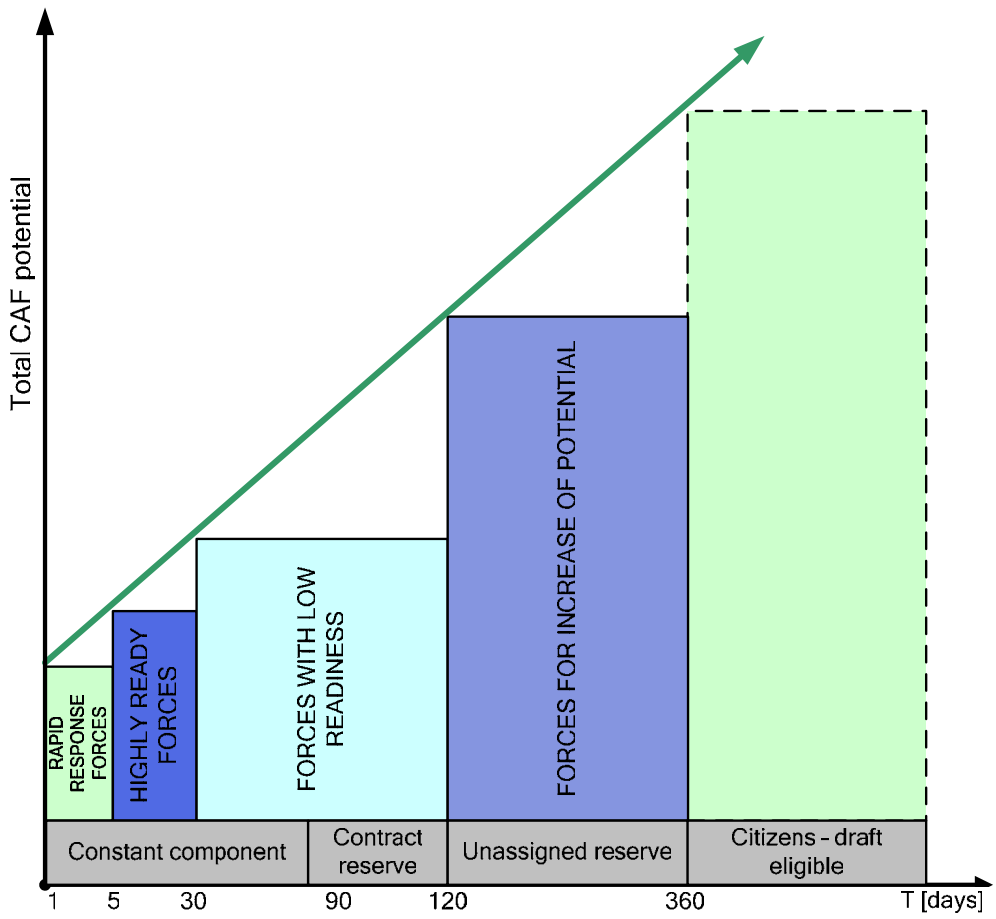


Figure 1. Gradual increase of CAF potential

The type and size of units at a particular level of readiness will depend on the security assessment, planned tasks and assumed obligations.

Command and Control Capability

The Command and control system within the CAF will be developed in a manner which enables shortening the period necessary for decision making as well as for timely preparation and deployment of forces to the area of operations. This system will be able to simultaneously plan and conduct the following military operations:

a. one operation for defence of national territory, with or without calling upon Article V of the North Atlantic Treaty,

b. Two operations within the scope of international crisis response operations outside Croatian territory (with forces equivalent to one reinforced battalion),

c. Support for operations reducing the consequences of emergency situations in the country (with forces equivalent to a task-tailored battalion).

d. Command and lead CAF commands and units in performing regular peacetime tasks.

Furthermore, the command and control system will have the capability to command and control (national chain of command) all the individuals that participate in international operations, activities, missions or within NATO, EU, UN and other commands.

The chain of command in peacetime and in emergency situations (participation in international crisis response operations, accidents caused by human, technical or natural factors and the like) is shown in figure 2 below.

The CAF service commands and Support Command will provide and prepare forces required for the conduct of an operation, as well as for the conduct of everyday activities in their own organizational units.

A particular unit or an individual sent to an operation will be temporarily subordinated to the Deputy Chief of Staff for operations.

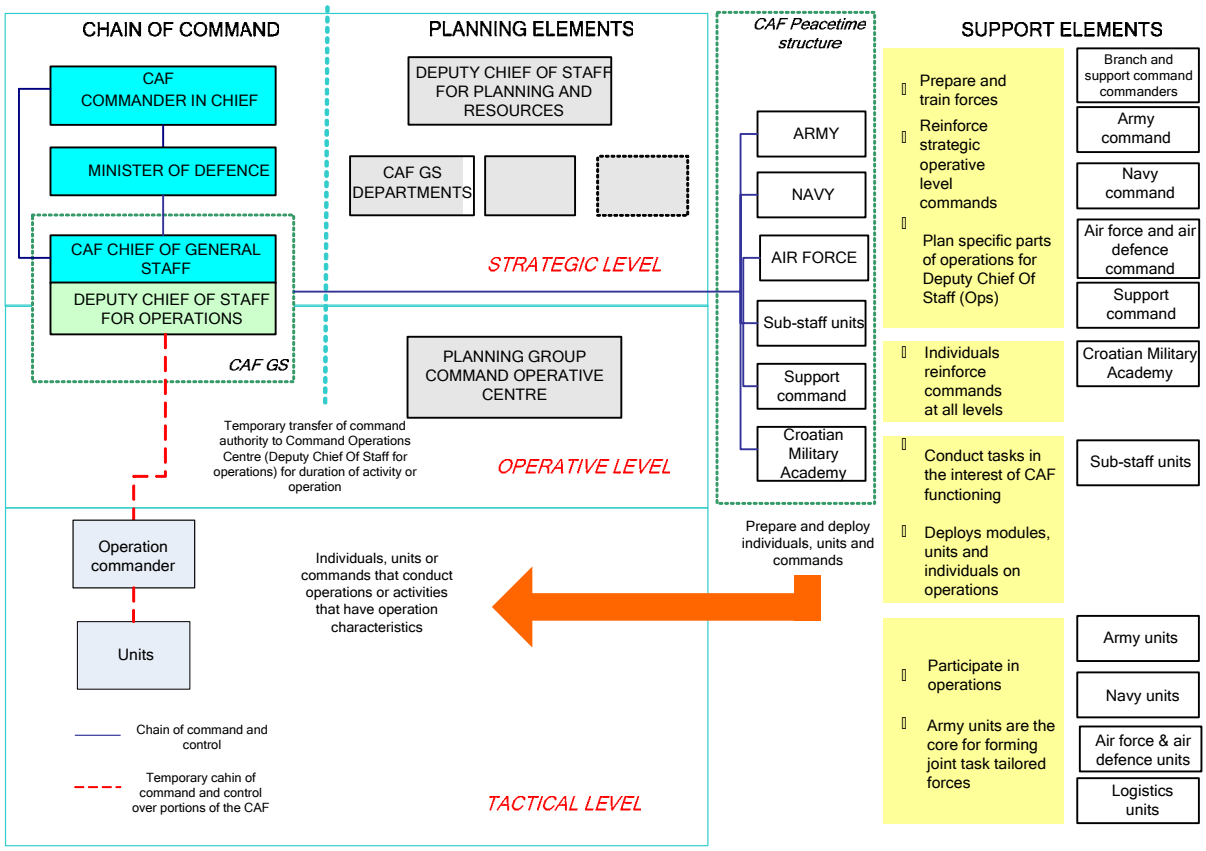


Figure 2. *Chain of command in peacetime and emergency operations (Disasters, accidents, emergencies etc.)*

The command and control system during conduct of operations in defence of the Republic of Croatia during aggression will not differ significantly from the one in peacetime. The commands of the three CAF services will be dimensioned and organised to exercise peacetime tasks and will be able to provide part of their personnel or individual modules for the forming of task tailored operational commands. By increasing and manning with personnel from all branches, units and services of the CAF the task tailored operational commands will have the necessary number and profile of staff personnel to cover the needs of planning and conducting joint operations.

Capability to Effectively Use Information

Rapid development and progress in the area of computer technology today opens the possibility for gathering, transmitting, processing and distributing a considerable amount of information. Based on exact, timely processed and delivered information, it is possible to increase the efficiency of forces to a significant extent, as well as to successfully fulfil tasks

with far smaller forces. Therefore, the CAF will in the future pay much more attention to the capability to use information.

The command-information and communications systems and the military intelligence system will play the most important role in developing and maintaining this capability.

The CAF military intelligence system, in cooperation with other Croatian intelligence and security agencies, will develop the capabilities for gathering information of interest for the CAF, their processing and distribution to users. Within the framework of the CAF intelligence system, an Electronic Surveillance Centre will be organized as a GS Sub-Staff unit, while the military-intelligence battalion will be organized as a unit within the Croatian Army.

The CAF will also posses the capability for institutional exchange of intelligence and other information with allied forces. National intelligence elements will be also sent to the area of international operations, with the task to ensure intelligence support to the national contingent engaged in an operation.

Force Deployability and Mobility Capabilities

The capability for deploying and sending forces to operations outside Croatian territory will be developed only for the portion of units for which this type of activity is anticipated in the future. Obligation of all CAF members to participate, if necessary, in operations outside Croatian territory and the possibility to deploy contract reservists and civilian personnel to such operations will contribute to the overall deployment capability.

With the aim of increasing deployment capability of forces, the CAF will:

- direct equipping and modernization of forces (primarily with combat equipment and communication-information systems at all levels) towards equipment and systems that can be transported by air;
- be structured into modules, which enables separation of a portion of forces necessary for the conduct of operations, as well as their manning and rotation, by applying the same criteria on combat services units and combat support services units;
- plan and conduct strategic transport and force deployment together with allies, while tactical transport will be conducted with our own forces and resources;
- ensure units with an adequate level of tactical mobility in the area of operation.

The mobility of the forces will be significantly increased through the procurement of wheeled armoured personnel carriers, through modernization and expansion of capacities for air transport at the tactical level, as well as through the procurement of other non-combat transport vehicles. All CAF elements taking part in a certain operation or activity will have the required level of mobility.

Effective Engagement

Effective engagement of forces implies success in the fulfilment of the planned effects of a particular operation. These effects can be combat in character, but are also becoming more and more non-combat in nature.

Combat efficiency depends on the successful direct or indirect action against targets on land, on water, under water and in the air, including the capability for the conduct of information and other operations.

Due to limited financial resources, the CAF do not have the possibility of applying all the recent achievements of modern technology; however, gradual modernization of existing and procurement of new combat systems will increase the capability for selecting, locating, assigning and neutralizing targets, as well as the capability for functioning under difficult weather conditions, at night and in low visibility.

The desired effect can be obtained even before the use of forces, through a credible demonstration of forces and capabilities. The time needed for the deployment of forces will be reduced by increasing intelligence system capabilities and capabilities within the command and control system.

Besides possessing capabilities for an efficient use of armed force against an enemy, the CAF will also develop capabilities for a gradual reduction of the intensity of a conflict, as well as capabilities for participation in stabilization and calming the situation in the area activity.

Since the CAF are facing a financially very demanding process of a comprehensive modernization and equipping, the possibility for development of forces that can participate in a high-intensity conflict i.e. that can be deployed in the initial phase of a conflict in a joint international operation is very limited.

Therefore, at the beginning of the process of equipping and modernization the CAF will primarily develop forces and capabilities that can be used in the phase of stabilization and peace keeping. For that purpose, the CAF will declare and place at disposal forces that will be equipped, organized and trained for participation in longer joint international peace support operations, during which low to medium- intensity conflicts can be expected.

The development of forces that can participate in operations of a very high and high risk, i.e. in high-intensity conflicts, can be expected after conclusion of the CAF transformation process and after partial modernization and supplying of a portion of units with modern combat, protective and communications equipment, necessary for this type of operations. In this period, Croatian membership in NATO and EU is expected, along with all of its benefits and obligations.

The Forces that the CAF will prepare for international military operations will be designed for variously led operations (NATO, EU or UN-led operations), in accordance with the Single Set of Forces concept.

Force Sustainability and Capability to conduct Long-Term Operations

The success of forces in performing anticipated tasks will also depend on their sustainability. Sustainability of forces will be secured, no matter how distant the area of operations is, regardless of the climate and infrastructure conditions, length of an operation, intensity and type of activity of deployed units and CAF parts.

Logistic sustainability of the CAF for operations and activities within the country will be provided through our own capacities and civilian capabilities in the territory of the Republic of Croatia.

Sustainability of forces and capability for the conduct of long-term operations outside Croatian territory will be achieved through:

- assuming obligations to participate in joint operations outside Croatian territory only with forces for which the CAF can provide sufficient logistic and other support;

- structuring of task tailored forces, capable for performing anticipated tasks, with a sufficient logistic support and initial self-sustainability over a limited period of time. In principle, CAF units will be organized, equipped, and manned with an aim to develop the capability for initial self-sustainability, in order to operate without manning during a period of 7 to 30 days from the day of deployment to an operation;
- sending NSE (National Support Element) to the area of operations, which will be dimensioned, equipped and trained for providing logistic support to its own forces;
- the CAF capability to use various ways of providing the necessary logistic support is recognised in the CAF logistic concept (relying on our own capacities, territory capacities, allied armed forces capacities, contract suppliers' capacities and the capacities of the host country)
- obligation of all professional personnel and contract reserve to participate in international operations.

Force Survivability and Protection Capabilities

The capability for survival and protection of forces and removal of danger to life and health of CAF members represents one of the important preconditions for a successful fulfilment of assigned tasks.

The CAF will pay special attention to the capability of survival and protection of forces, during the conduct of routine tasks and training, as well as during the fulfilment of the most demanding and most risky combat tasks.

The CAF will provide passive protection to individuals and units through:

- high-quality and realistic training to carry out tasks under all conditions. Before deploying to operations outside Croatian territory a special pre-deployment training will be conducted, adapted to the specific conditions in the area of operation and to potential threats.
- equipping with a high-quality, task-adjusted personal and protective equipment, including equipment necessary for survival and functioning under conditions of a NBC threat. Individuals and units will be provided with complete protective equipment in accordance with conditions in an operation;
- providing units with equipment that meets requirements of ballistic and other protection of personnel;
- timely implementation of health care, psychological and medical measures in accordance with the anticipated deployment of forces
- implementation of intelligence-security measures with the purpose of timely discovering of a potential danger and its removal before consequences arise that are damaging to the forces;
- accommodation for individuals and units in a manner that that provides a sufficient level of passive protection from a possible conventional and non-conventional attack, including camouflage.

Due to the anticipated reduction in the overall numerical size of the CAF, the system of security and protection of military buildings and infrastructure will be significantly modernized and it will rely to a considerable extent on technical protective equipment.

3. CAF Structure, Placement and Main Weapons Systems

Based on the findings and recommendations of the SDR, and with a view to developing and attaining key capabilities, the CAF organizational structure was formed as shown in Figure 3 below:

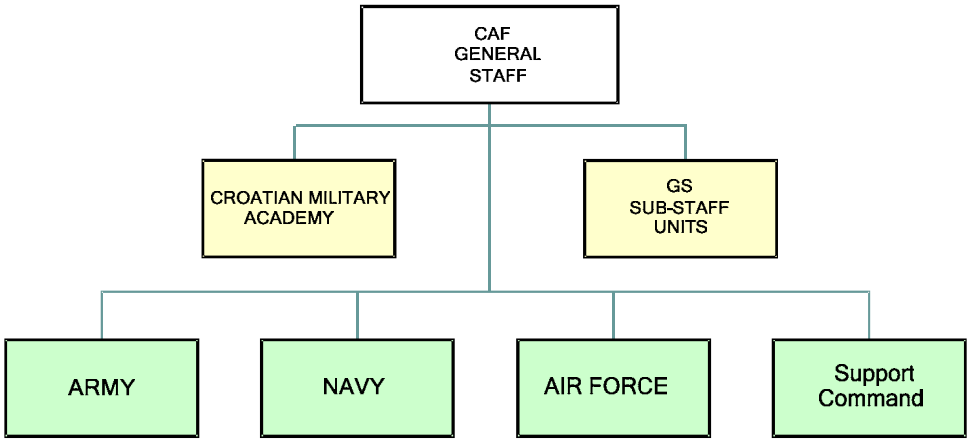


Figure 3. CAF organizational structure

This organizational structure will be achieved in its most part by the end of 2008.

CAF General Staff (CAF GS): is a joint body of the CAF organised within the MoD, responsible for command, preparation and use of the CAF. The General Staff enables commanding of the entire CAF, in accordance with orders by the Commander-in-Chief and acts by the Minister of Defence, and performs other expert work for the needs of the Commander-in-Chief and the Minister of Defence.

Sub-Staff units perform tasks for the needs of the entire CAF.

The Commands of the three CAF services are responsible for the functioning of the services and are responsible for organizing, manning, development, equipping and training of commands and units for conducting tasks. Furthermore, the service commands participate in the professional development of personnel, develop branch and service doctrines, and are responsible for the training of active and reserve personnel.

The Support Command is responsible for the operationalization and coordination of logistic and medical support to the CAF in the overall spectrum of operations and performs a portion of activities related to unified personnel management. In accordance with assigned missions and tasks, the Command provides task-tailored logistic units/field logistic modules, as support to CAF units in operations in the country and abroad. It enables effective and efficient functioning of the CAF at base locations, including development and control of the external services system. In cooperation with other CAF units, the Command improves and conducts training of the CAF members for logistic military specialities, as well as functional training in the field of logistic expertise and skill.

The Croatian Military Academy is responsible for educating individuals for the needs of the entire CAF. Military education will be conducted within the system of military education and in cooperation with civil educational institutions. Apart from that, the Academy will conduct publishing activities for CAF needs.

THE CAF GENERAL STAFF

The new role, structure and responsibility of the CAF GS over the planning and conduct of future operations indicates an orientation of the CAF towards joint action and towards the most probable forms of activity within the framework of international crisis response operations.

The CAF GS, as a component part of the MoD with a portion of responsibility in the area of planning (forces, infrastructure, personnel, finance and equipping) is at the same time a strategic planning body in the area of operational planning.

Introducing two deputy Chiefs of GS, along with a clear defining of responsibilities of CAF GS organizational units within the future structure will increase the efficiency and effectiveness of CAF GS in the area of defence planning, as well as in the area of operational military planning.

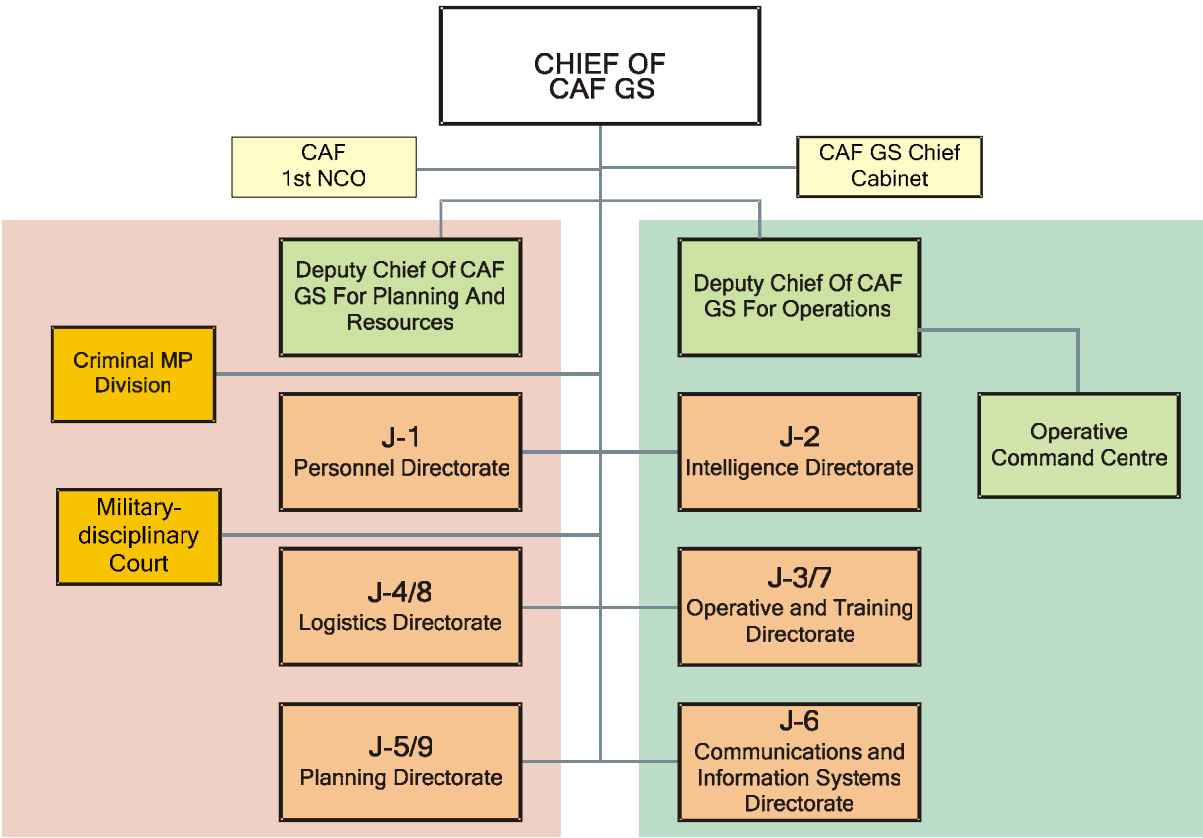


Figure 4. CAF GS Organizational Structure

The Chief of CAF General Staff is the main military advisor to the President of the Republic of Croatia and the Minister of Defence. The Chief of GS carries out the directives of the Minister of Defence and orders of the Commander-in-Chief, in accordance with the Defence Law provisions. The Chief of CAF GS directly commands service commanders, the Support Command Commander, Director of the Croatian Military Academy, Deputy Chiefs of CAF GS, chiefs of CAF GS directorates and the CAF 1st NCO.

In performing his duties and tasks, the Chief of CAF GS will have at his disposal a Cabinet, two deputies, six directorates, a Military-Disciplinary Court, a Criminal Military Police division and an operative command centre.

A NCO chain of support with the CAF 1st NCO at its head has been established and functions within the CAF. The 1st NCO answers directly to the Chief of GS and is responsible for the development and work of the NCO corps. The CAF 1st NCO in cooperation with the 1st NCOs of subordinate commands participates in the guidance of CAF soldiers' and NCOs professional development.

Introducing the post of two Deputy Chiefs of CAF GS will enable the Chief of GS to concentrate on his central role as the highest military authority in the country and the main military advisor to the Commander-in-Chief and the Minister of Defence.

The Deputy Chief of CAF GS for Plans and Resources is at the same time the first Deputy Chief of CAF GS in absence of the Chief of CAF GS.

The following directorates will be organized within the CAF GS:

- Personnel Directorate (J-1), responsible for the functional area of personnel affairs, education, and publications,
- Intelligence Directorate (J-2), responsible for the functional area of intelligence affairs,
- Operational Affairs and Training Directorate (J-3/7), responsible for operation planning and the functional area of operational affairs, joint doctrine, military exercises and training,
- Logistic Directorate (J-4/8), responsible for the functional area of logistics (including medical care) and finance,
- Planning Directorate (J-5/9), responsible for the functional area of long-term planning of force use, resources, international military cooperation, civil-military cooperation as well as programming and budgets
- Command-Information-Communications Directorate (J-6), responsible for the functional area of the CI systems.

Two Deputy Chiefs of GS will have control over work and coordination of activities among the CAF GS directorates. All the CAF GS directorates will continue to have an obligation to participate with their specific capabilities and expertise both in defence and operational planning, depending upon requirements. A functional division of jurisdiction is shown in the table below:

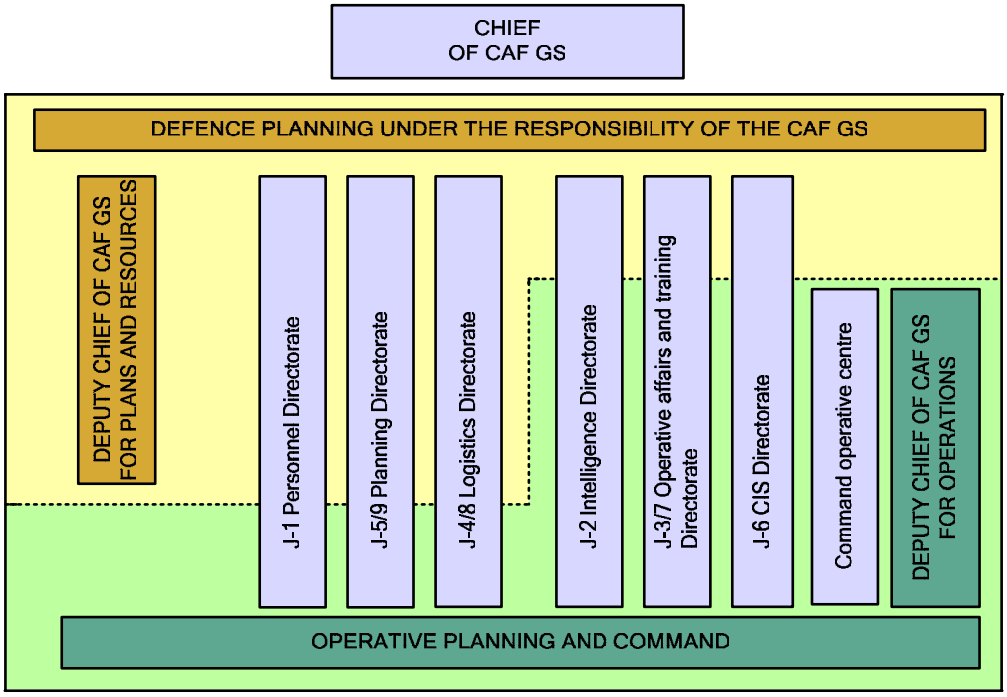


Figure 5. CAF GS functional structure

A Command Operational Centre will be organized as an integral part of the CAF GS, with the task of enabling command and control of operations and activities in the country and abroad. The Command will be dimensioned and technically equipped to provide infrastructure, communications, technical and other support to the planning and command elements of the CAF GS during the planning and conduct of CAF operations and activities.

With the Operative Command Centre a unified operational picture will be achieved. It will be manned and equipped so as to enable it to lead all activities and operations of the CAF units within a period of 96 hours, including engagement of forces in the conduct of air space and sea surveillance tasks in the territory of the Republic of Croatia.

The Military-Disciplinary Court will be organized as an independent, first degree, body for sanctioning drastic breaches of military discipline (disciplinary infractions) by the CAF members and for making decisions on material responsibility of CAF members (reparation of damages).

The Criminal Military Police division will be organised as the incumbent of affairs and tasks in investigation and prevention of all forms of crime in the CAF and directed toward the CAF. The division will be manned with inspectors and criminal technicians trained and equipped for conduct of investigations, and will direct the activity of criminal military police in the CAF services.

GS Staff Units

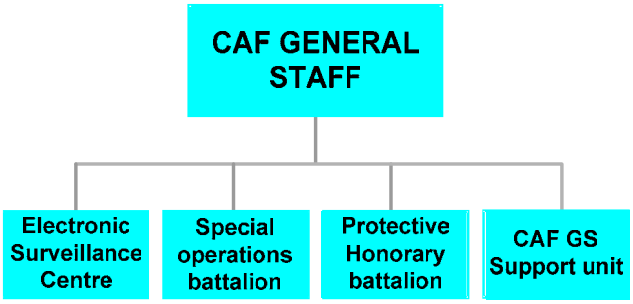


Figure 6. CAF GS Staff Units

Electronic Surveillance Centre

The Electronic Surveillance Centre will be responsible for the conduct of strategic electronic surveillance for the purposes of intelligence security at the highest levels of decision making and command, as well as of electronic activity in support of CAF operations. Information gathered through the electronic surveillance will be processed in a prescribed manner and distributed to users within the framework of a unified intelligence system in the Republic of Croatia.

The Electronic Surveillance Centre will in its constitution integrate elements for electronic surveillance and electronic activities in the CAF, while for activity in operations it will be complementarily supplemented with an Army military-intelligence battalion.

The Electronic Surveillance Centre will number up to 400 professionals.

Special Operations Battalion

The Special Operations Battalion will combine all resources with the capabilities for the conduct of special operations from all CAF organizational units (Croatian Army, Croatian Navy, Military Police units). The Special Operations Battalion will have capabilities for performing special operations by using all three dimensions (land, sea, air). During the conduct of all the operations and combat activities, the special operations battalion will be under direct command of the Chief of CAF GS. For the conduct of operations and combat activities, the Chief of CAF GS will, based on a request by the operation commander for

specific forces for the conduct of special operations, assign the necessary forces under the direct operative control of the operations commander.

The Special Operations Battalion will number up to 300 professionals.

Protective Honorary Battalion

The Protective Honorary Battalion will perform protocol tasks for the needs of top level state and military officials, as well as tasks related to the protection and security of the Commander-in-Chief. The Protective Honorary Battalion will be entirely manned with professionals (up to 300 members).

	Location	Barracks
CAF GS	Zagreb	Compound MoD - CAF GS
Command Operational Centre		
Electronic Surveillance Centre	Zagreb	"Croatia"
Special Operations Battalion	Delnice	„Drgomalj“
Protective Honorary Battalion	Zagreb	"Tuškanac"

Table 1 Placement of CAF GS and Staff Units

Croatian Army

In support of the fulfilment of missions and tasks of the entire CAF, the Army will perform the following main peacetime tasks:

- maintain the optimal levels of readiness with the aim of deterring aggression on the Republic of Croatia,
- develop and maintain capabilities for participation in joint operations and for the conduct of defensive and offensive operations,
- develop and maintain capabilities for the conduct of non-traditional military tasks and response to asymmetrical threats,
- develop and maintain capabilities to participate in international military operations and in humanitarian operations within the framework of international forces,
- participate in international military peace support operations within the spectrum from keeping to enforcing peace
- participate in providing support to the allied forces in the Republic of Croatia (Host Nation Support),
- participate in arms control activities and confidence and security building measures,
- participate in providing assistance to the civilian structures in the Republic of Croatia.

During war, the Army will perform the following tasks:

- The incumbent for conduct of joint defensive and offensive operations in defence and establishment of the territorial integrity of the Republic of Croatia,
- participation in the defence of the Republic of Croatia and her allies according to Article V of the North Atlantic Treaty.

The Croatian Army will be the chief force of the CAF, responsible for the defence of the country against external threats and the incumbent for the conduct of joint operations. Defence operations can include conduct of counter-attack, in order to re-establish territorial integrity of the Republic of Croatia or to prevent destruction of infrastructure in the country.

The defence of the Republic of Croatia still remains the most important task of the Croatian Army; however, the most likely task will be participation in peace-support and humanitarian operations within the framework of the international forces outside the country and tasks regarding prevention and removal of the consequences of crisis situations in the country caused by natural and technical accidents and disasters.

In order to be able to fulfil assigned missions, the Croatian Army must be able to maintain a high level of readiness, manning and training of units, to have capabilities for rapid reaction, high tactical and operational mobility and an appropriately high level of readiness of the peacetime components.

Within the Croatian Army and with the aim of achieving the land forces capabilities described in the SDR, the necessary force elements will be organised in combat service units (light, motorised and mechanised infantry, cavalry) in combat service support units (artillery, air defence, engineering, signals, NBC, MP and military intelligence units) and in support service units (supply, transport, maintenance and health care).

The signals regiment within the Croatian Army will, apart from its intended task of Army support, provide for the complete functioning of stationary, network-information and encrypted-protected communications system and functioning of radio-communications. By maintaining the communications system a secure and continuous command, control and information system and protected data transfer will be secured. Separate modules from the signals regiment component will provide required and constant information and communications support to the CAF GS and the Operative Command Centre as well as the support command and the Croatian Military Academy.

The numerical status of the Croatian Army will be reduced to approximately 10.300 active personnel; corps commands will be abolished, while the operational placement will no longer be governed by the concept of territorial defence of the Republic of Croatia. Basic military training for the needs of the entire CAF will be conducted at the Centre for Basic Training, while specialised training will be conducted in service units. Combat training of units up to battalion level will be conducted at the Combat Training Centre and command training up to brigade level will be conducted at the Simulation Centre.

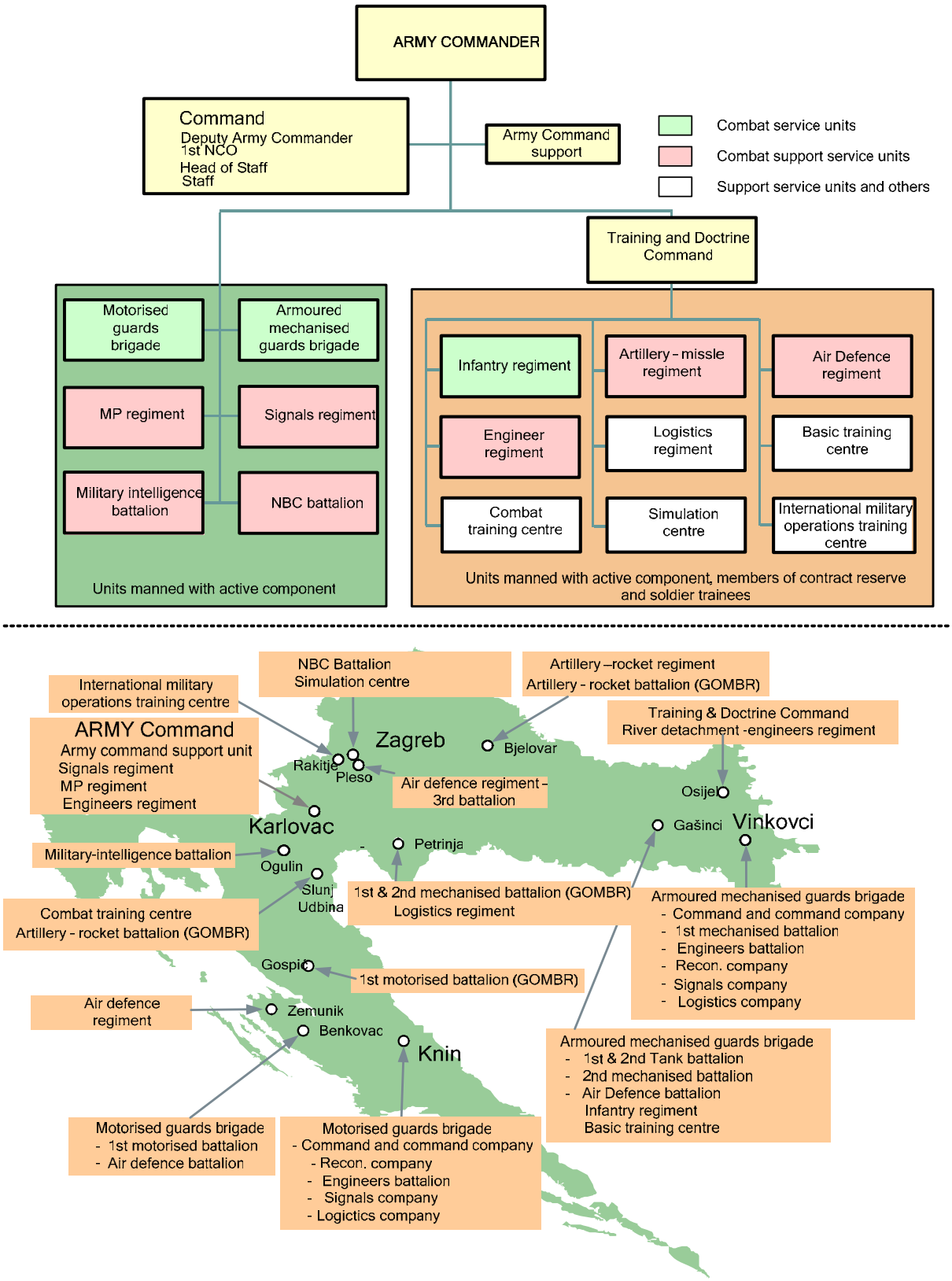


Figure 7. *Future Structure and Placement of the Army*

	status	Required for active component and contract reserve	Unassigned reserve	To be acquired	Surplus
Tank M-84A	72	72			
Tank T-72	3	3			
Tank T-55	192				192
Light armoured vehicle (EW,C)	13				13
APC M-80	104	74			30
POLO 9P133 (conversion of APC M-80)	0	16		16	
POLO APC M83	37	37			
APC on wheels – all types	0	126		126	
S-10 CRO (air defence)	9	12		3	
MANPADS "Igla"	67	67			
MANPADS „S2M“	513	141			372
APC Air defence 20/3	44	42			2
Air defence Gun A4 20/3	73	54			19
Mortar 60 mm	1253	69	270		914
Mortar 82 mm	360	69	270		21
Mortar 120 mm	201	43	140		18
Howitzer 105 mm	142	4	43		95
Howitzer 122 mm 2 S1	8	8			
Howitzer 122 mm D-30	53	28	24		1
Gun 130 mm M46 (M46 H1)	83	36			47
Howitzer 155 mm M1H1 L-33	18	18			
Gun Howitzer 152 M84 NORA	18	16			2
MLRS 128 mm RAK-12	91	8	60		23
MLRS 128 mm RAK-24	2				2
MLRS 122 mm	39	36			3
ATGW 9K11 „Maljutka“	418		360		58
ATGW „METIS“	23	23			
ATGW „FAGOT“	119	119			

Table 2 Main Army Weapons Systems and Equipment

MOTOR VEHICLES *non-combat and without logistic unit elements*	status	Required for active component and contract reserve	Required for equipping 2 motorised battalions by 2012	For replacement in accordance with possibilities 2006-2015)
Terrain automobiles	499	606	56	550
Transport vehicles of 5t & 10t capacities	1057	1270	70	1200
Medical field vehicles	100	40	10	30
Special purpose vehicles	271	180	30	150

Table 3 *Army motor vehicles*

The Croatian Army does not have a sufficient number of non-combat vehicles at its disposal, while transport capacities are insufficient. Therefore, in the coming ten year period their gradual replacement will be conducted, while priority will be given to acquisition of vehicles for equipping two motorised battalions (166 vehicles) in order to fulfil accepted international obligations. Other vehicles will be replaced gradually, depending on their status and the availability of financial means. The possibility to acquire surplus used vehicles that individual armed forces offer for sale under favourable conditions will also be used as a model.

The Croatian Navy

The main peacetime tasks of the Croatian Navy will be:

- maintaining the optimal levels of force readiness with the aim of deterring aggression on the Republic of Croatia,
- participating in surveillance and protection of the sea space and under surface space, as well as of the continental shelf over which Croatia exercises its full sovereignty, rights and authority, in cooperation with other state institutions and organizations,
- developing capabilities for participation in joint operations,
- maintaining capabilities of the Naval infantry to conduct combat tasks along the coast and on the islands,
- developing and maintaining capabilities for the conduct of non-traditional military tasks and response to asymmetrical threats,
- participating in international military peace support operations
- participation in providing host nation support (HNS) to the allied forces in the Republic of Croatia,
- participating in activities of arms control and building confidence and security measures,
- participating in support to civilian organizations and institutions of the Republic of Croatia at sea,
- participating in search and rescue at sea

The main tasks of the Navy in the event of war will be:

- participation in joint defensive and offensive operations in defence and establishment of territorial integrity of the Republic of Croatia,
- participation in the defence of the Republic of Croatia and her allies according to Article V of the North Atlantic Treaty.

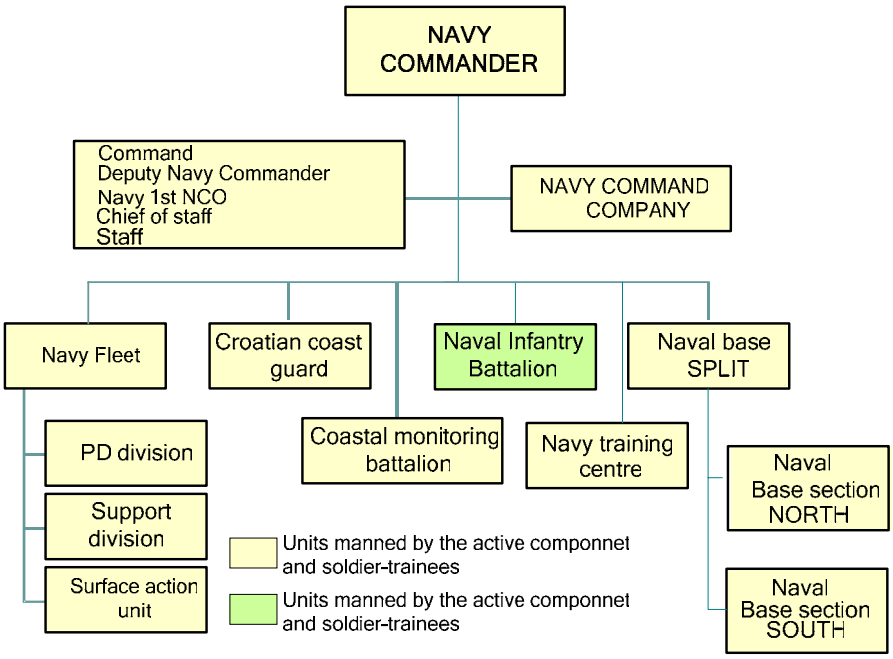
The Croatian Navy Command will participate in the process of professional development of personnel in the maritime service and the maritime technical service within the overall CAF, as well as in other expert jobs that are in the interest of the CAF as a whole.

The Navy will for the most part be manned with active personnel. With an aim to enable manning of the active component, up to 200 sailor-trainees will be in the Navy per year in 2 cycles. Training of sailor-trainees and members of the active component will be conducted by the Navy Training Centre.

A Navy Command logistic support unit will be organised within the Navy Command company as well as a signals unit and military police unit for the needs of the Navy service.

During the process of Navy reform, the following changes are planned:

- abolishment of the Navy fleet and military-naval sectors
- organizing of fleet for fulfilment of traditional naval tasks
- organizing of the Croatian Coast Guard
- organizing a naval infantry battalion consisting of an active/reserve component (to be stationed at the South naval military base when conditions are met)
- professionalisation and downsizing of the Navy size to a maximum of 1 650 personnel.



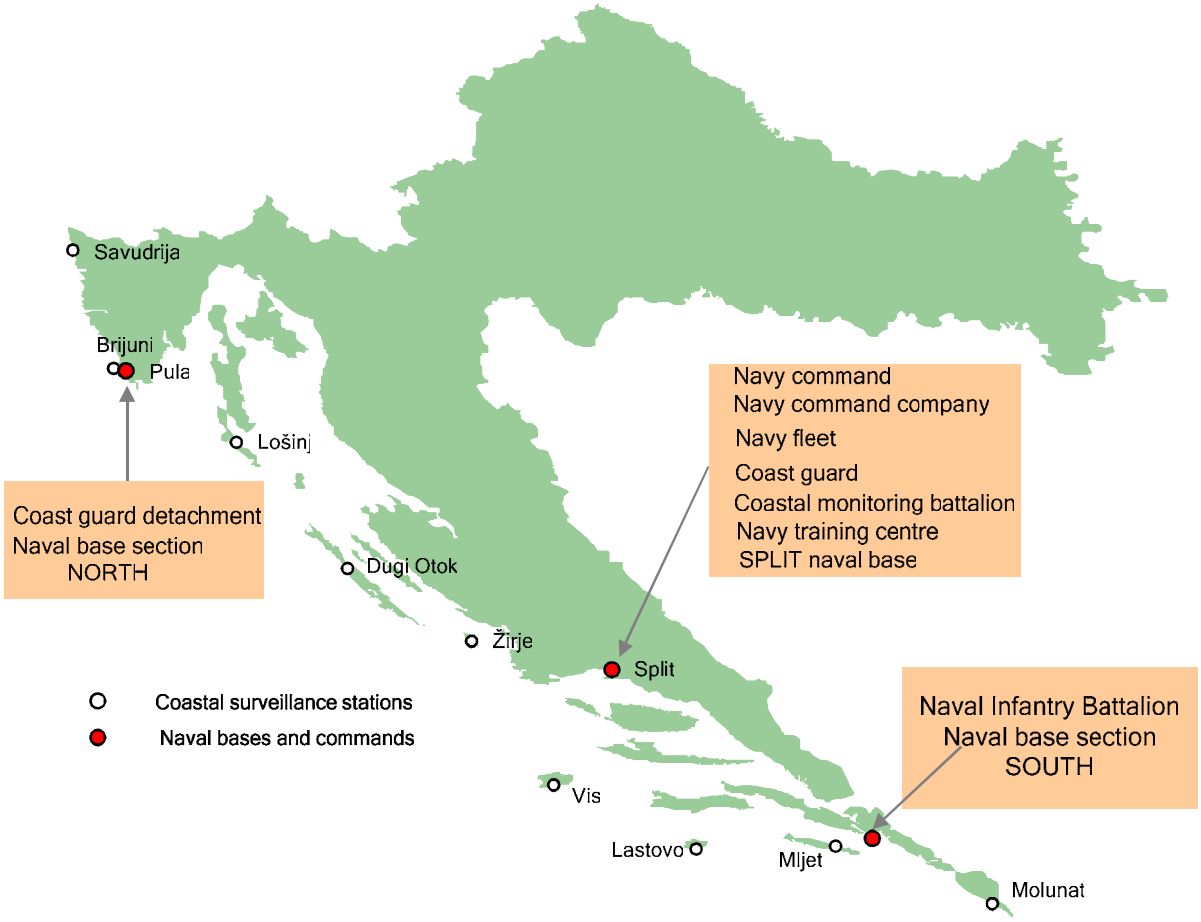


Figure 8. Future Structure and Placement of the Navy

The main weapons systems and equipment with which Navy units will be equipped will be acquired in the following 10-year planning period, while the existing systems that will undergo gradual modernization.

	status	CAF needs	for procurement	surplus	beginning of write-off
Missile ship (RTOP)	3	3			
Mobile coastal launcher (MOL)	3	3			
Patrol ship (OB)	4	4			
Assault ship – mine-layer (DBM)	4	2		2	
Rescue ship (BS-73)	1	1			
Mine and counter-mine ship	1	1			
Training ship (BŠ-72)	1	1			
Open sea patrol ships	0	4	4		
Other ships (residential, training)	0	11	11		
Radars „Enhanced Peregrine“	4	4			
Other coastal radars	3	3			
Rockets RBS-15B	47	26		21	
Coastal guns of various calibres	36	0		36	

Table 4 Main Weapons Systems and Equipment of the Navy

The Croatian Air Force and Air Defence

The main peacetime tasks of the Air Force and Air Defence will be:

- maintaining the optimal levels of force readiness with the aim of deterring aggression on the Republic of Croatia,
- the incumbent of surveillance and protection of Croatian air space,
- developing capabilities for participation in joint operations,
- participating in international military peace support operations within the spectrum of keeping to enforcing peace,
- developing and maintaining capabilities for the conduct of non-traditional military tasks and response to asymmetrical threats,
- participating in providing host nation support (HNS) to allied forces in the Republic of Croatia,
- participating in arms control activities and confidence and security building measures,
- participating in support to civilian organizations and institutions of the Republic of Croatia,
- participating in search and rescue

In wartime the Air Force and Air Defence will perform the following tasks:

- participate in joint operations in defence and establishment of the territorial integrity of the Republic of Croatia,

- participate in the defence of the Republic of Croatia and its allies according to Article V of the North Atlantic Treaty.

Following transformation, the Air Force and Air Defence will number approximately 1 600 active personnel and up to 200 contract reservists. The reserve component will be used to man the organizational units of the air surveillance and navigation battalion, necessary for establishing a reserve radar network as well as a portion of organizational units responsible for the preparation of aircraft for combat activities (examination, preparation and installing of lethal equipment on the aircraft). The reserve radar network will be established with three S-600 radars, the required number of radars for measuring height and communications systems.

The training of soldier-trainees and members of the active and reserve components for the needs of manning air force and air surveillance and navigation services as well as needs for manning the air- technical field will be conducted by the air force and air defence training centre.

The Air Force and Air Defence Command will develop an air service and surveillance and navigation service as well as an air technical service and will participate in the professional development of their personnel within the overall CAF, as well as in development of the air force and air monitoring and guidance doctrine.

The Air Force and Air Defence Command will be responsible for integrating the Air Defence System in the Republic of Croatia.

The Air Force and Air Defence Command Company will have a logistic support unit, a signals unit and an MP unit to meet the needs of the Air Force and Air Defence service.

Divulje air field will be used for the needs of the transport helicopter squadron from the 93rd air base.

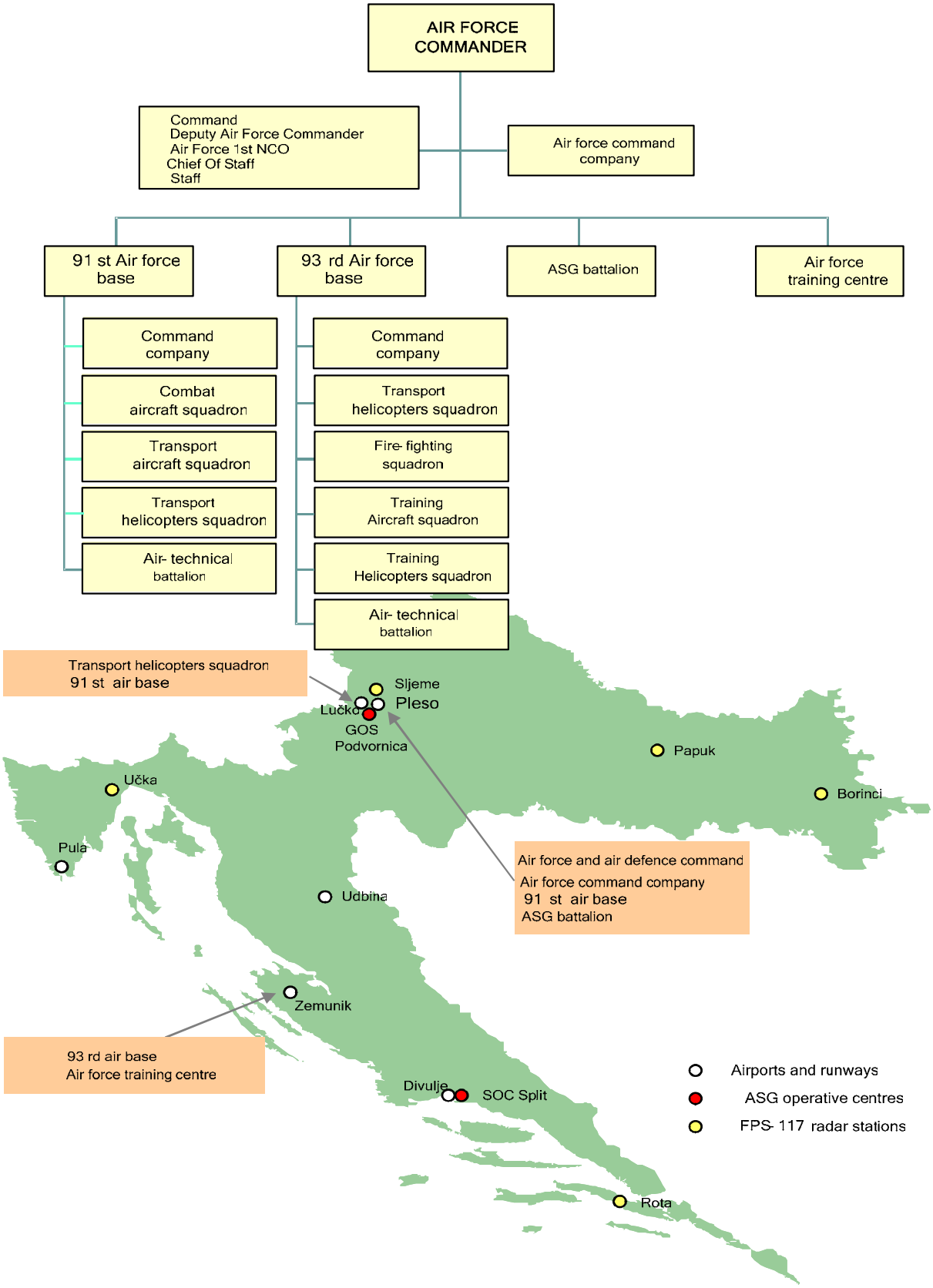


Figure 9. *Future Structure and Placement of the Air force & Air Defence*

	status	CAF needs	for procurement	for write-off	beginning of write-off
MiG-21 BIS D	8			8	2011
MiG-21 UMD	4			4	2011
Multi-purpose combat aircraft	0	12	12		
Mi 24	7			7	2006
Mi-8 / Mi-8 MTV1	15	15			
Mi-171Š (from the clearing debt)	0	Up to 12	Up to 12		
An-32	2	2			
PC-9M	20	20			
Bell-206 B	8	8			
Aircraft for initial and selective training	0	4	4		
CL-415	4	4			
AT-802F	1	1			
Radars FPS-117	5	5			
Radars S-600	3	3			

Table 5 Main Weapons Systems and Equipment of the Air Force and Air Defence

The Support Command

The Support Command is the most important component within the CAF logistic system, responsible for the conduct of logistic, medical and a portion of personnel support for the CAF.8

Along with the Support Command, the CAF logistic system is composed of the other logistic elements and units in services, commands, units and institutions of the CAF.

In order to support the CAF missions and tasks, the main peacetime missions of the Support Command are:

- logistic and medical support to CAF units and commands in conducting their tasks of deterring aggression on the Republic of Croatia,
- developing and maintaining capabilities for logistic and medical support in joint operations,
- developing and maintaining logistic and medical capabilities for conducting peace support operations and humanitarian operations within the framework of international forces,
- organization and conduct of HNS support to allied forces on Croatian territory,
- support to Croatian civilian organizations in operations to reduce the consequences of emergency situations caused by natural or technical catastrophes,
- participation in the development and conduct of logistic and medical support for the CAF,
- storing all types of material resources in the CAF,

- unified personnel management within the entire CAF,
- protocol tasks.

The Support Command main tasks in wartime are:

- provision of logistic, medical and personal support to forces participating in preventive operations and operations in response to threats to the territory and key infrastructure facilities in the Republic of Croatia,
- responsible for supporting mobilisation of the CAF,
- provide logistic, medical and personal support to the forces engaged in the defence of the independence and sovereignty of the Republic of Croatia in case of aggression.

The new organizational unit, the Centre for Personnel Management, will conduct a portion of unified personnel management and will cover all functions of professional development for all categories of civilians and military personnel within the CAF as well as for military personnel temporarily assigned to duties outside the CAF. Military-disciplinary prosecution and first degree military-disciplinary courts will be organised within the centre.
The CAF Orchestra will conduct protocol tasks for the needs of state and military protocol. The concert capability will be maintained relying on the contract reserve.
For CAF requirements, the Support Command will develop mixed storage complexes with focus on the storage of lethal materials (Class V) at locations in Donjani, Slunj, Trbounje and Velika Buna.
For Navy requirements the Support Command will develop storage complexes for naval lethal materials at locations in Žrnovnica, Paninkovac and at the location of the new naval port that will be built to replace the Ploče port. The CAF will maintain storage complexes at the Skakavac, Babin Dub-Gaženica and Brižine locations for the needs of storing strategic fuel reserves. Storage capacities can be offered for rent on the open market, with a mandatory maintenance of certain reserves for CAF needs.
The Support Command will be responsible for managing all executive logistic, medical and personal processes for the entire CAF by developing the following capabilities:

- giving second level logistic support to units in areas of operation,
- reinforcing field logistic in operations,
- providing additional logistic support to Croatian forces during execution of missions abroad,
- storing strategic stock of all types of material resources to ensure a continuous logistic support of the CAF,
- organising the maintenance of complex combat systems for the three CAF services relying on outside services,
- conduct of the highest level of maintenance for the remainder of combat systems of the Croatian Army and the technical-material resources for the three services in the CAF,
- the capability for a unified personnel management in the entire CAF,
- development of interoperable medical protection teams, at ROLE-1 and ROLE-2 levels,
- managing CAF service processes in stationary conditions,
- capability for palette and container transport,
- capability for coordinating transport in the territory of Croatia,
- managing training processes and qualifying the support service in the CAF,
- coordination of the conduct of third level logistic support.

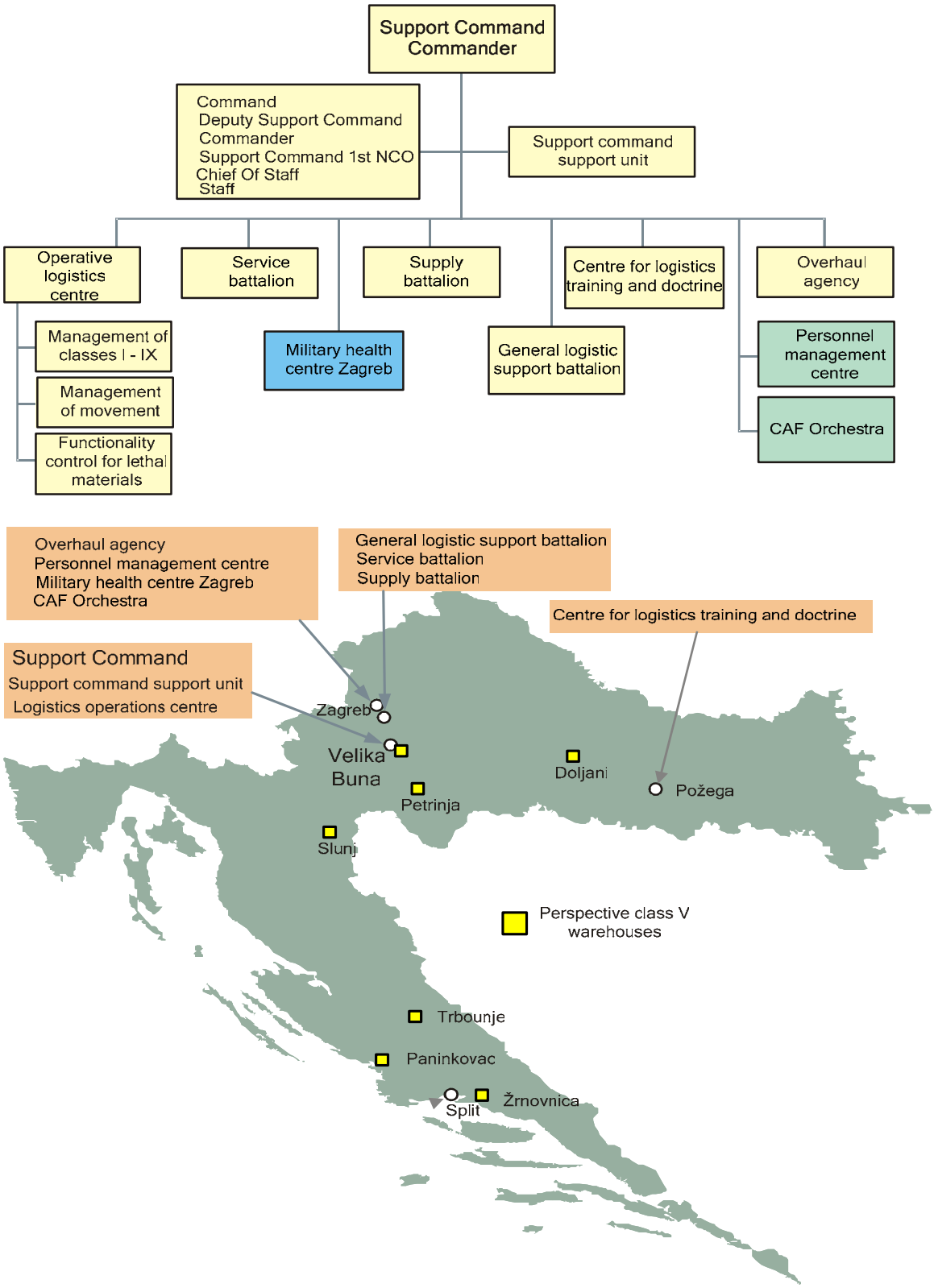


Figure 10. Future structure and placement of the Support command

The Croatian Military Academy

The Croatian Military Academy is a higher learning military institute of the CAF with a primary role to prepare and qualify, through education, officers, NCOs and civil servants in the CAF for conducting tasks determined in strategic documents and in the CAF missions and tasks.

The Croatian Military Academy will fulfil its role by realizing the main tasks:

- Integration and development of the civil-military education system
- Development of course plans and programs as well as planning, conduct and control of officer, NCO and the CAF Civil Servant education in cooperation with civilian institutions.
- Education and qualification of Officers, NCOs and Civil Servants for work in international staffs.
- Participation in scientific research work projects for the requirements of defence and the Republic of Croatia national security.
- Development of new teaching methods and technical support for the conduct of modern courses (distance learning, electronic library etc.).
- Guidance and development of military publishing activities in the CAF.
- Participation in the development of strategic and doctrinaire documents and studies for the needs of CAF service development and the CAF on the whole.
- Proposing criteria for attending all levels of education within the Croatian Military Academy.
- Proposing criteria for selection of scientific-teaching and teaching vocations for teaching and other expert personnel for education needs.

A Director will be at the head of the Croatian Military Academy and his main tasks will be conducted within the framework of the organizational structure shown in figure 11.

The Directorate is a body whose main task is to organize, conduct and control the overall work and life within the jurisdiction of the Croatian Military Academy.

The Dean's Office is an expert body whose main task is to provide expert support to all schools within the Croatian Military Academy in the organization and conduct of teaching processes.

Members of the CAF, the MoD and other defence system bodies, and public administration are educated at the "Ban Josip Jelačić" **War College** for the highest military and civilian duties.

The "Blago Zadro" **Command Staff School** educates CAF officers for conducting command, staff and other functional duties in national and multinational commands, staffs, operations on the battlefield, peace support operations and for the need of other bodies within the defence system at the operative and strategic level.

The **Officer's School** educates cadets and officer candidates for basic officer duties, as well as officers for lower staff, command and functional duties of all combat services, combat support services, services, expertise and their specialties.

The **NCO School** educates the entire NCO cadre for NCO duties in units, branches and other CAF organizational bodies.

The "Katarina Zrinski" **Foreign Languages School** educates CAF and MoD members in acquiring foreign language knowledge in English, German, French and Italian in accordance with requirements and accepted partnership goals and obligations.

Officers and NCOs from other allied and friendly countries will be educated at all schools within the Croatian Military Academy based on accepted international obligations in the field of bilateral and multilateral military cooperation.

The Directorate and majority of Croatian Military Academy organizational bodies will be located at the “Petar Zrinski” base in Zagreb. The NCO school will be located at Gašinci training ground. Separated sections of the Foreign Languages School will be located in Split and Osijek. Portions of the Croatian Military Academy will also be located at the “Lora” naval base for Navy education requirements and at the Zemunik airfield for Croatian Air Force and Air Defence requirements.

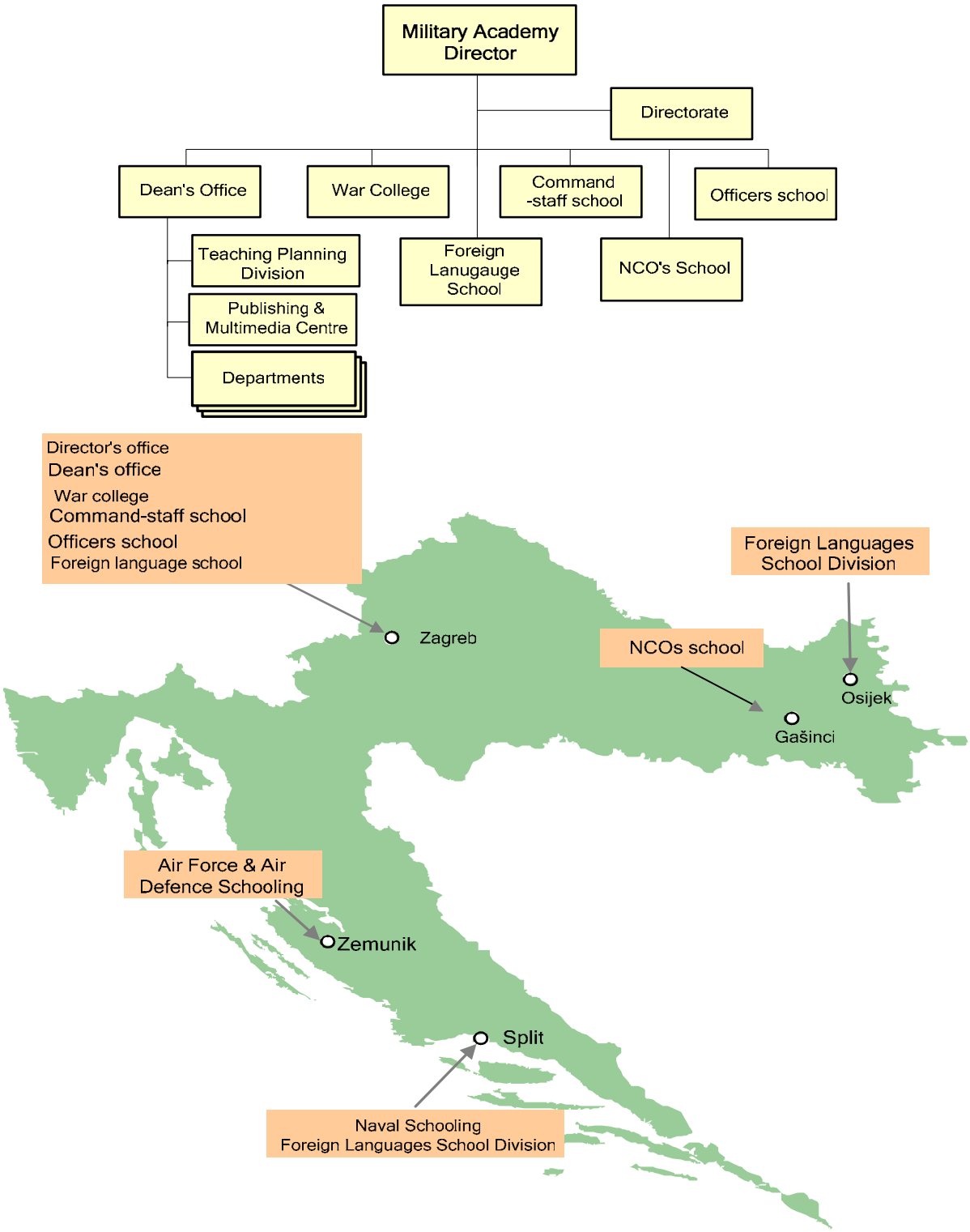


Figure 11. Future structure and placement of the Croatian Military Academy

II. CAF DEVELOPMENT GOALS

The CAF development goals have been broken down into human resources, military education, material resources, logistic, doctrine and training, international military cooperation as well as research and development.

The main CAF development goals for the period 2006 – 2015 are:

Goals aimed at achieving military capabilities:

1. Establish the targeted CAF organizational and personnel structure.
2. Equip the CAF with required weaponry and military equipment.
3. Increase participation in international military operations.

Goals oriented toward placing the doctrinal normative framework in order:

4. Establish the targeted system of training and education,
5. Adjust legislative and other regulations to the new defence concept, adopt the required doctrinal documents.

Goals aimed at increasing the effectiveness of the CAF:

6. Man the CAF with volunteers (professional military personnel, soldier-trainees and members of the contract reserve).
7. Achieve the planned placement of units in modern facilities.
8. Completely care for surplus, obsolete and faulty weaponry and military equipment.

In support of the realization of development goals a series of projects and tasks will be conducted in all areas of development that have been given a priority level following these criteria:

First level of priority (I)	is assigned to projects and tasks that directly affect the achievement of the CAF key operational capabilities to fulfil missions and tasks. Furthermore, projects and tasks directed toward the fulfilment of international obligations will fall within this level of priority.
Second level of priority (II)	is assigned to projects and tasks which either directly support the organization of doctrinal, conceptual and normative engagement of the CAF or directly influence the dynamics and quality of achieving military capabilities.
Third level of priority (III)	is assigned to projects and tasks which affect an increase in efficiency and rational use of resources.

1. Human Resources

Personnel

The recruitment and retaining of quality personnel represents one of the CAF's greatest challenges in the future. It is only possible to answer this challenge by satisfying the needs of the military organization while taking into account the need to offer proper support for every CAF member.

The ability of the personnel management system to face this challenge is of utmost importance in order to reach the targeted capabilities of the CAF as a whole.

Plans, guidance and programmes in the field of personnel management for the period up to 2015, will enable recruitment, development and retaining of personnel capable of contributing to the successful realisation of CAF missions and tasks.

The vision of the future CAF requires a re-organization of the personnel management system and the establishment of a unified organization and information system.

The current state

The most important characteristics of the existing personnel structure are: an unfavourable age structure, a relatively high number of management-command personnel in relation to executive personnel, an unfavourable qualifications structure and an inadequate positioning of personnel.

The prescribed numerical size of the CAF amounts to a total of 21 113 active military personnel and 4 184 civilian personnel. The status of manning is shown in table 2:

	CAF	MOD	Outside CAF and MOD[1] system	Total
Active	18.479	552	19	**19.050**
Civilian Personnel	3.963	2.141		**6.104**
Total	**22.442**	**2.693**	**19**	**25.154**

Table 6 *The entire numerical size of active personnel as of December 31, 2005*

The *Decision on the CAF Size, Composition and Mobilization Development* stipulates that the CAF, along with its active component also consists of 8 000 conscripts and 32 360 reserves.

According to the current age structure soldiers on average are 33 years of age, NCOs to the rank of sergeant on average are 35 years of age and junior officers on average are 38. Higher officers are on the average 43 years old. The average age of a CAF officer is 39 while the average age of active military personnel overall is 36.

Direction of Development

The basic task of the personnel management system will continue to be dual in nature: satisfying the needs of the military organization for quality personnel while at the same time providing adequate support for each CAF member.

Personnel management will be conducted according to plan, in four main program areas: recruitment, professional development, personnel support and personnel separation and transition.

[1] *Outside the CAF and MOD system: Office of the President of The Republic of Croatia, Agency ALAN d.o.o., State department for Protection and Rescuing, Committee for revision of Evaluation of Invalid Status and the Croatian Privatisation Fund – «Club Adriatic d.o.o*

A unified personnel management system will be established with a Personnel Management Centre in its structure.

The targeted CAF numerical size of the active component is at most 16 000 active military personnel and up to 2 000 civilian personnel.

With an aim to retain and recruit specialised personnel, as well as to ensure that the whole defence system function more efficiently, a new category of active military personnel will be introduced – a military specialist. They will primarily develop in expert-functional areas, and their careers will be clearly separated from the careers of officers and NCOs.

Recruiting

With an aim to man the CAF exclusively on a volunteer basis, a model for recruiting of necessary personnel will be developed and constantly updated, based on contract recruiting after conducting a selection.

Through cooperation with educational institutions (schools and faculties) and by organising a centre for selection the procedure for recruitment and selection of personnel for service in the CAF will be improved. Special attention will be given to promotion which will attract critical specialties. The CAF will have a minimum of 10% active military women by 2015.

Soldiers

A soldier candidate can be any person with basic military knowledge/skills primarily gained through voluntary military service (soldier-trainees). Based on results from medical, psychological and military-expert tests, the best qualified candidates will be offered the first contract for a specified period of time. Based on needs and demonstrated results, service can be prolonged, but not after the calendar year when the professional or reserve soldier turns 35 years of age.

The planned recruitment of soldiers into active military personnel will be of up to 800 soldiers a year by 2015.

Non-Commissioned Officers

Any person younger than 28 and with an appropriate civilian and military education can become a NCO. The main source of manning will be the best contract soldiers who, after appropriate NCO education, will sign their first NCO contract.

By 2015 it is planned to introduce up to 275 new NCOs a year.

Officers

Any person younger than 28 years of age who has completed university studies (pre-graduate students – bachelor degree as a minimum according to Bologna standards), and who has basic military knowledge/skills can become an officer. The personnel management system will develop a special model for career development for officers who join the CAF with completed graduate studies.

Manning officers' positions will be done through:

- Education through an integrated system of civilian-military education ("KADET" programme) and education at foreign military academies for the needs of combat services and parts of combat support services, and
- Admission to service on contract after completing university studies, and by meeting all the described criteria for the manning of combat and support services and specialist personnel. These candidates will achieve the basic military knowledge/skills during selection training.

Before assignment to duty the candidates will have to complete basic military officers' education.

By 2015 it is planned to admit 110 officers per year.

Military Specialists

Military specialist positions in the CAF will be manned with personnel in the status of officers, NCOs and civil servants as well as civilians from the labor market who have special knowledge, skills and experience of importance to the functioning of the CAF. They will consist of specialists in the following fields: technical personnel, experts in critical specialties, musicians, administrative experts, organizational specialists, medical doctors and similar. They will not have command authority but may have leadership authority.

By 2015 the total number of military specialists will be up to 2000, which will be introduced gradually by 200 each year until 2011, while the rest will be introduced by 2015.

ORGANIZATIONAL BODY	ACTIVE PERSONNEL							CONTRACT RESERVE			
	MILITARY PERSONNEL										
	OFFICERS	NCO's	ENLISTED	TOTAL ACTIVE MILITARY PERSONNEL	CIVILIAN PERSONNEL	TOTAL ACTIVE PERSONNEL	SOLDIER TRAINEES	OFFICERS	NCO's	ENLISTED	TOTAL RESERVE
TOTAL	**3 430**	**6 040**	**6 530**	**16 000**	**1 600**	**17 600**	**2 000**	**440**	**1 640**	**3 920**	**6 000**
MoD	100	0		**100**		**100**					
Outside CAF (NATO, EU, UN)	110	40		**150**		**150**					
Total MoD & outside CAF	**210**	**40**		**250**		**250**					
CAF GS	290	50		**340**	50	**390**					
CAF GS sub-staff units	200	650	170	**1.020**	50	**1.070**					
Army	1.480	3.330	5.500	**10.390**	160	**10.470**	1.300	300	1.400	3.230	4.930
Navy	400	670	310	**1.380**	330	**1710**	200	50	100	390	540
Air Force & Air Defence	470	820	110	**1.400**	200	**1600**	200	20	60	150	230
Croatian Military Academy	150	90	0	**240**	70	**310**					
Support Command	230	390	440	**1060**	740	**1800**	300	70	80	150	300
CAF Total	**3 220**	**6 000**	**6 530**	**15 750**	**1 600**	**17 350**	**2 000**	**440**	**1 640**	**3 920**	**6 000**

Table 7 Planned CAF Numerical Size

Professional Development

The professional development of personnel will systematically rely on:

- Growing and successive training/education - within the institution of training and education and unit training, the military organization will provide conditions for professional development of individuals in terms of gaining the necessary knowledge in accordance with the conditions related to the levels of responsibility and rank; and with the required capabilities throughout the career;
- Assignment of operational duties - through careful career shaping and management ensure the possibility to gradually acquire the appropriate experience throughout functional areas, without skipping levels of responsibility or rank;
- Self-development - the final responsibility will rest on the individual who will have to set their personal goals in their career alone and have an influence in terms of successful conduct of duties and competition with their equals.

In support of professional development a new rotation system and a system of military-experts specialists will connect the development of the individual with organizational position/duty. With this, the appropriate preparation (education/training) before assignment will be connected with the organizational position/duty for a more efficient use of newly acquired knowledge. Through certification the evaluation of domestic and international military education will be unified. With the concept of military specialists it will be possible to ensure the professional development of individuals who will primarily develop in their specialisation, and to rationalise the capacities for military education. Key personnel from the contract reserve will be able to access military education under appropriate conditions.

Personnel Support

In order for human resources management to be completely effective in retaining quality personnel a comprehensive standard of living program will be developed. It will encompass such issues as military personnel standards of living, support to families, care for retired members and models to ensure living and social conditions in the place of duty.

Salaries and other material and non-material incentives for personnel will ensure competitiveness on the market recruiting and retaining personnel, having in mind the heavy load, complexity and requirements of military service.

It is necessary to be more competitive in the labor market so as to retain qualified young officers and NCOs, important for the functioning of the CAF. Since the goal is to transform the existing combined military structure into a voluntary system by 2010, this implies a different approach for human resource management and requires additional effort and resources for recruiting and retaining of personnel. A methodology for monitoring and retaining personnel will be developed, employment procedures will be improved and standardised, the rotation and evaluation systems will be analysed and improved so that their implementation will have positive results. A system of equal opportunity will be developed. Support to families of military personnel in their everyday life will be improved for the period of deployment and post-deployment upon return from a mission. Rewarding with decorations and other stimulations will stimulate development of excellence in work.

Transition and Separation of Personnel

During the process of personnel downsizing, programs for preparation of personnel to be separated will continue to be developed. Programmes developed in this manner will be applied as standard procedures for all personnel preparing for transition into a civilian system.

The successful completion of a contract will be adequately stimulated with a financial reward.

After 20 years of service active military personnel will have the opportunity for early retirement with support for continuing a different career. In this manner retired military experts that have proved themselves will be given the chance to continue a second civilian career in the defence system according to needs.

Active military personnel for whom the military calling is a professional career will complete their careers during the calendar year in which they turn 55 years of age. Before the completion of their career they will be included into the program for adjustment to civilian life, coordinated with civilian institutions and organizations.

Projects and Tasks in the Development Field of Human resources

Projects and tasks for the period 2006 - 2010

First level of priority:

- Achieve the targeted numerical size of the CAF by the end of 2009, in doing so, improve the overall age and education structure of personnel.
- Re-organise personnel management into a unified system. The procedure for personnel management reorganization will be conducted during the reorganization of the MoD and the CAF. Transfer authority to the newly established organizational units.
- Improve the standard of living of personnel.
- Improve and implement the concept of preparations for personnel to work in NATO bodies by the end of 2006.

Second level of priority:

- Define the concept of unified personnel resource management by the end of 2006.
- Set the classification of military-expert specialties in order by the end of 2006.
- Develop the human resources management doctrine by the end of 2007.
- Implement the assignment rotation system by the end of 2007.
- Start establishing the contract reserve by mid-2007.
- Establish the CAF soldier-trainee concept by the end of 2009 at the latest.

Third level of priority:

- Adjust and advance the evaluation procedure by the end of 2006.
- Develop models and mechanisms for attracting personnel by the end of 2007.

Projects and tasks for the period 2011 – 2015

First level of priority:

- Maintain the targeted personnel structure through planned recruitment, placement, promotion and separation of personnel.

Third level of priority:

- By 2015 develop and implement a model of whole-life education which will enable a more efficient preparation for a second career.

2. Military Education

Situation

Military education for the needs of the CAF is primarily conducted in the Joint Education and Training Command and at service schools as well as through civil-military programmes at universities in the Republic of Croatia.

Inter services schools are located within the Joint Education and Training Command (War College, Command-Staff School, Higher NCO School) where education of personnel is conducted for higher staff and command duties.

Branch schools education at CAF is conducted for the needs of services and branches.

At the Foreign Languages School, English, German, French and Italian are taught. STANAG 6001 is used as criteria for successful education in English and German.

The civil-military educational programme "KADET" was launched with an aim to man the CAF with young officers possessing higher education. This programme is primarily used to man officer's positions in units of combat and combat-support services.

Education abroad supplements all forms of military education for all categories of military personnel.

Furthermore, key civilian personnel are also sent to individual forms of military education abroad according to professional development needs.

Direction of Development

Taking into account the fact that the Croatian higher education system is in the process of transformation, the CAF will develop an achievable and sustainable model of military education that follows changes in the overall system of higher education. Military education will be conducted at the Croatian Military Academy.

The military education system will continue to be linked with the university community and related civilian institutions, taking into account the specifics and traditions within the CAF and experience from the Homeland War. Partner relations will be developed with the educational institutions in other countries, NATO and the EU. This will meet needs for achieving the required knowledge, skills and capabilities that will contribute to the efficient development of the defence system and to the fulfilment of its basic missions and tasks.

In realization of these goals military education capacities will be unified in order to contribute to improvement of education quality and to better connection with the national education system. The selection and assignment for education will be an element in the unified career management and professional development system.

During the long-term planning period reforms and reorganization will be conducted with a basic aim to build such a capability of the military education system that will be able to qualify military and civilian personnel for the CAF missions and tasks.

Projects and tasks for the period 2006 - 2010

First level of priority:

- Reorganize the Joint Education and Training Command and unify military education capacities into a single institution the Croatian military Academy.
- Develop and adopt a concept of education for the needs of the CAF by the end of 2006 and harmonise it with legal regulations in the Republic of Croatia.

- Complete development and implementation of military-course modules through a unified catalogue of studies for the needs of combat services and combat support services.
- Begin a planned organization of living and teaching facilities.

Second level of priority:

- Define and develop a catalogue of knowledge, capabilities and skills as well as education programmes for all level of education required by the CAF.
- Develop scientific-teaching personnel and conduct selection of candidates for military teaching vocations as well as school organizational positions.
- Participate in the development of CAF strategic and doctrinaire documents, as well as tactical studies and feasibility studies for the needs of services development.
- Initiate scientific teaching projects with an aim to develop course and didactic literature for the needs of the military education process.

Third level of priority:

- Develop and catalogue military-publishing for education and training needs.
- Develop and adopt a concept of new teaching methods and technical support for conducting courses (distance learning, electronic library etc.) by the end of 2010.

Projects and tasks for the period 2011 – 2015

First level of priority:

- Continue to build the system of integrated education for defence system requirements with an aim to achieve the capability to provide services to the public administration system and other institutions. Through military education encompass preparations for participation in peace support operations, international missions and operations of post-conflict stabilization. Include members of the contract reserve and certain elements of civil defence into education
- Implement new teaching methods.

Second level of priority:

- Further adaptation of the education system, supplement and harmonise models and programs at all levels of education.
- Continue planned equipping and modernization of living and teaching facilities and teaching means.

3. Material Resources

Weaponry and Military Equipment

This portion provides a review of the current status of weaponry and military equipment in the CAF, an evaluation of its perspectives, goals and priorities in equipping until 2015 and the amount of financial means required for the main equipping and modernization projects. The review has been elaborated according to CAF organizational bodies and individual groups of resources. Common material resources, such as supplies (clothing, shoes), protection equipment and information and communication equipment have been processed in separate bodies.

Domestic development and production potentials will be used maximally during the process of equipping with weaponry and military equipment, according to possibilities and the level of technological development of the economy in the Republic of Croatia. When acquiring through imports advantage will be given to cooperation with foreign companies through common development and offset programs.

The main equipping and modernisation projects constitute 70% of all the means for equipment and modernisation while the remaining 30% is related to other smaller projects which will become necessary in the coming long-term period, that support the introduction of capital equipment into operative use.

The Croatian Army

For the main equipping and modernization projects of the Army financial resources will be allocated amounting to 3.6 billion Kuna during a ten year period.

By the end of 2012 professional guards brigades will be equipped with most of the weaponry and military equipment required for achieving targeted capabilities.

Infantry Weaponry

Infantry weaponry in use in the CAF is mainly of eastern origin while only a smaller portion was acquired from other sources. The average age is over twenty years. Available weaponry has been stored and maintained according to regulation and is mostly in working order. The amount of weaponry in working order in the CAF satisfies the requirements of the proposed structure but is lacking in quality in comparison to militaries of the NATO alliance.

Projects and Tasks for the period 2006 – 2010

- Conduct selection of a new CAF assault rifle of NATO calibre.
- Conduct selection of new CAF light machine guns and universal machine guns in NATO calibre.
- Begin equipping CAF units with optic-electronic devices and equipment for activity in night and harsh weather conditions.

Projects and Tasks for the period 2011 – 2015

- Begin equipping of CAF units with selected infantry weapons of NATO calibre.
- Continue the equipping of CAF units with optic-electronic devices and equipment for activity in night and harsh weather conditions.

Priority in equipping with new infantry weapons and equipment will be given to units foreseen for engagement in international military operations.

Support artillery

The CAF are equipped with artillery weapons of various calibres (105, 122,130, 152 and 155mm).

Projects and Tasks for the period 2006 – 2010

- Conduct an increase of fire power and effectiveness of artillery systems by procurement of devices for revealing targets, forward observer equipment as well as systems for meteorological protection of artillery.

Projects and Tasks for the period 2011 – 2015

Continue to increase fire power and effectiveness of artillery systems by procuring fire management systems, devices for revealing targets, reconnaissance radar systems, forward observer equipment and systems for meteorological protection of artillery.

Anti-Armour Combat Equipment

The CAF are equipped with anti-armour systems of primarily Eastern origin that have partly become obsolete. CAF units have at their disposal anti-armour guided missile systems, of up to 2,5 km range. Guard's brigade units have an insufficient number of thermal-visual devices for monitoring and guiding.

CAF units do not have anti-armour guided missile systems of medium range for conducting anti-armour combat at distances of 4km while the number of training simulators is insufficient for the training of operators.
CAF anti-armour units are not equipped with an adequate number of hand held laser range-finders.

Projects and tasks for the period 2006 – 2010

- Initiate the conversion of APC M80 into POLO M80 A

Projects and Tasks for the period 2011 – 2015

- Conversion of POLO APC into OIA 4x4.

Armoured Equipment

The main tank in armoured CAF units is the M-84 which currently satisfies the needs of the armed forces but will need to be modernized by the end of the planning period. T-55 tanks of all types have become obsolete.

The mechanised infantry of the Croatian Army is equipped with the BVP M-80A combat vehicle which satisfies the requirements of the armed forces. Beside the BVP M-80A the armed forces also have a lesser number of combat vehicles of various types which are characterized by old age and complicated maintenance.

The Croatian Armed Forces do not have modern armoured vehicles on wheels at their disposal.

Projects and Tasks for the period 2006 – 2010

- Introduce 73 wheeled armoured combat vehicles of various types into weaponry by the end of 2010.

Projects and Tasks for the period 2011 – 2015

- Introduce the remaining number of armoured vehicles on wheels (53 units).
- Modernize M-84A tanks for the needs of one tank battalion;

Priority in equipping with wheeled armoured vehicles will be given to equipping units assigned for international military operations.

Anti Aircraft Equipment

The Army weaponry has at its disposal Anti Air Defence guns of 20 mm calibre, S-10 CRO and S-10M self-propelled missile systems, and shoulder launched "IGLA" and "S2M" light missile systems.

Projects and Tasks for the period 2006 – 2015

- Procure three S-10 self-propelled missile systems and modernize existing systems.
- Modernize the existing shoulder launched "IGLA" light missile system.

Engineering Equipment

The average age of all types of engineering equipment is too old while their working resources have worn out during use. Such a status has resulted in high maintenance costs and unreliability of equipment.

CAF equipment for crossing water obstacles is mostly in the final phase of safe exploitation.

Mining and de-mining equipment has been partially rejuvenated while a certain amount of protective gear has been procured.

De-mining activities and standards have been harmonised with the Croatian Centre for de-mining, which is responsible for humanitarian de-mining at the state level, and a centre for testing de-mining equipment, machines, detectors and dog training has been built.

Projects and Tasks for the period 2006 – 2010

- Complete equipping engineering units assigned for participation in international military operations;
- Begin equipping with equipment and machines for demining and disposal of non-exploded devices (EOD).
- Begin equipping with engineering machines for land work.
- Begin equipping with non-combat engineer vehicles.

Projects and Tasks for the period 2011 – 2015

- Complete equipping with equipment and machines for demining and disposal of non-exploded devices (EOD);
- Complete equipping with engineering machines for land work.
- Complete equipping with non-combat engineer vehicles.

NBC Resources and Equipment

Most of the personal equipment for NBC protection and decontamination kits against NBC weapons has expired past their period of use.

The equipment for chemical detection, detection and dose measurement of radioactive exposure is mostly faulty, incomplete or has become completely technologically obsolete.

Final decontamination is based on obsolete and unreliable tankers whose decontamination technology for certain agents is completely unreliable.

Projects and Tasks for the period 2006 – 2010

- Equip the CAF with required amounts of equipment for personal NBC protection, decontamination and dose measurement;
- Equip the CAF with required amounts of means for chemical detection, detection of radiation for the unit level as well as for personal and group NBC decontamination;
- Equip NBC units with equipment for final NBC decontamination;
- Equip NBC units with equipment for chemical and biological detection and identification, for detection and dose measurment of radiation and with means and equipment for mobile NBC analytical laboratories;

Priorities in equipping will be given to individuals and units preparing for participation in international military operations.

Projects and Tasks for the 2011 – 2015 period

- Complete equipping with means for individual and collective protection, detection and decontamination.

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Army			
MAIN ARMY EQUIPPING PROJECTS			
Level of priority		Beginning of acquisition	End of Acquisition
PRIORITY 1	Tank M-84 (payment of instalments)		2007
	Infantry APC	2007	2015
	Personal and collective NBC protection equipment	2006	2010
	Non-Combat Motor Vehicles	2006	2015
	De-mining equipment, engineering machines	2006	2010
	Communication Information Systems	2006	2015
	Equipping with optic-electronic devices and equipment for activity in night and harsh weather conditions	2006	2010
PRIORITY 2	Engineering machines and vehicles	2006	2015
	Means and equipment for NBC defence	2008	2010
	Battlefield surveillance system	2008	2009
	Assault rifle, light machine gun and universal machine gun in NATO calibre	2011	2015
	Military-intelligence system equipment	2007	2012
	Communication and information systems	2006	2015
PRIORITY 3	Procure S-10 light self-propelled missile systems	2010	2015
	Amphibious equipment	2011	2015
	Fire Management System for battery and battalion	2011	2015
	Supply equipment	2006	2015
	Means and equipment for NBC defence	2012	2015
Total for Army Equipment			**3.198**
MAIN ARMY MODERNISATION PROJECTS			
PRIORITY 1	Conversion of APC M-80 into POLO M80A	2008	2009
PRIORITY 2	Modernisation of existing S-10 light self-propeled missle systems	2011	2015
PRIORITY 3	M-84A Tank modernization	2012	2015
	Conversion of BOV POLO into OIA 4x4	2010	2013
	Modernisation of light “IGLA” shoulder launched missile systems	2008	2010
Total for Army Modernisation			**315**
TOTAL			**3.513**

Table 8 Main Army Equipping and Modernisation Projects (mil. kuna)

Croatian Navy

Financial resources amounting to 1, 1 billion Kuna are planned to be allocated to equipping and modernization of the main naval combat systems over a ten year period.

Current status and prospects of Naval equipment

The current status of the Navy is characterised by a distinct variety of ships, combat technology and equipment, according to purpose, origin and age. A great portion of the equipment is technologically obsolete and problems concerning regular and prescribed periodic maintenance have not been solved.

A cross-section of the current effectiveness of naval resource:

- RBS-15 missiles are the basic weapons on the three fast missile craft (RTOP-11, 12 and 21) and three mobile coastal launchers (MCL).
- Weapons for anti-air/anti-missile combat are insufficient in amount and quality.
- The Croatian Navy does not have the capability for anti-submarine activity. The Croatian Navy has one non-operational submarine at its disposal. It is intended for offensive mine lying and transport of underwater special forces. The CAF will not maintain a submarine capability and it will be withdrawn from use.
- The Croatian Navy has mine laying ships at its disposal, while for the conduct of counter-mine combat the navy has a mine-anti-mine diving unit and resources at its disposal. Equipping of these units is being conducted according to plan. The building of a small anti-mine ship is in process, expected to be finished in 2006.
- The Croatian Navy has at its disposal a sufficient type and amount of resources for the conduct anti-sabotage protection.
- The Croatian Navy does not have the capability to strike targets at the coastal edge or deeper inland.

Projects and Tasks for the period 2006 – 2010

- Write off ships that do not fulfil the needs and requirements for conduct of Croatian Navy tasks and ships that cannot be maintained within the existing logistic system or overhaul capacities of domestic shipyards by 2010.
- Change the propulsion motors on fast missile crafts RTOP-11 and RTOP-12,
- Complete building and equipping the small anti-mine ship by the end of 2006.
- Equip the Croatian Navy with other equipment for special purposes (diving and anti-mine).
- Equip the Naval tactical training centre and ground for ships combat resistance (MTV and BOB)
- Establish the functioning of the PEREGRINE radar system (“SEA” project).
- Conduct modernization of ship Air Defence systems (for RTOP-11, 12 and 21).
- Conduct overhaul of RBS-15 missile
- Conduct final equipping of RTOP-12.
- Conduct equipping with communication information systems and equip the naval operational centre.

Projects and Tasks for the period 2011 – 2015

- Introduce 4 open sea patrol ships into operational use.

Croatian Navy			
MAIN NAVY EQUIPPING PROJECTS			
Level of priority		Beginning of acquisition	End of Acquisition
PRIORITY 1	Project "SEA"		2006
	Communication Information Systems	2006	2015
	Small anti-mine ship		2006
	Resources for chemical and biological detection; detection and dose measurement of radiation; means for NBC contamination	2006	2015
	Open sea patrol ship	2009	2015
PRIORITY 2	Equipment for divers and anti-mine divers	2006	2008
	Installation of collective NBC protection systems for ships	2006	2010
	Communication and information systems	2011	2015
PRIORITY 3	Simulators and simulations (naval tactical training centre and ship's combat resistance)	2008	2010
	Other ships (residential, launches, training, boats, cutters)	2006	2015
Total for Navy Equipment			**795**
MAIN NAVY MODERNISATION PROJECTS			
PRIORITY 1	Re-motorisation and modernisation of RTOP-11 and 12	2007	2010
	Overhaul of RBS-15 and MOL missiles	2006	2009
PRIORITY 2	Equipping RTOP-21	2006	2007
	Ships and anti-air systems for RTOP-11. 12 and 21	2006	2007
Total for Navy Modernisation			**270**
TOTAL			**1 065**

Table 9 *Main Naval Equipping and Modernization projects (mil. Kuna)*

Croatian Air Force and Air Defence

Financial means up to 2.8 billion Kuna over the next ten years are planned to be allocated toward equipping and modernization of the main combat systems in the Croatian Air Force and Air Defence.

Current status and prospects

The Air Force and Air Defence is equipped with 8 MiG-21 BIS-D aircraft and 4 MiG-21 UMD's that may stay in operational use until 2010 when their lifespan expires. All other aircraft of the same type are reserves intended for the maintenance of operational aircraft's flight capability.

7 helicopters MI-24Vs are out of operational use and will be written off.

Two AN-32B transport aircraft are partially modernized. The completion of their modernization is expected by 2007.

The transport helicopter fleet will be increased by a new helicopter squadron that will be acquired by solving of the clearing house debt, so that the Air Force will have two helicopter squadrons, Mi-8 MTV1 and Mi-171Š.

For the training of pilots the Air Force and Air Defence has at its disposal 20 PC-9 and PC-9M aircraft, 11 UTVA-75 and 8 Bell-206B helicopters. UTVA-75 aircraft for beginner training are maintained according to a special regime and after the procurement of new aircraft for the same purpose will be written off and withdrawn from service.

For participating in forest fire fighting the Croatian Air Force and Air Defence posses 4 Canadair CL-415 aircraft and 1 Air Tractor AT-802.

The rest of the aircraft on record are faulty, without flight resources, their maintenance is unaffordable and will be written off.

Projects and Tasks for the period 2006 – 2010

- Complete the «Sky» project (introducing 5 FPS-117 radars into use)
- Put into use a new squadron of transport helicopters Mi-171Š (from the "Clearing" debt)
- Introduce four (4) planes for selection and basic training of pilots.
- Modernise 2 Mi-8MTV1 helicopters;
- Conduct the 2nd phase of modernization for 2 AN-32 aircraft.
- Conduct selection and preparations for procurement of new combat aircraft by the end of 2009;

Projects and Tasks for the period 2011 – 2015

- Introduce a new combat aircraft into use.

MAIN AIR FORCE AND AIR DEFENCE EQUIPPING PROJECTS			
Level of priority		Beginning of acquisition	End of Acquisition
PRIORITY 1	Project „SKY“ (radar FPS 117)		2011
	CIS systems	2006	2010
	Multi-purpose combat aircraft	2009	2015
	Helicopter Mi-171Š	2007	2009
	Equipping operational centres	2007	2008
	Equipment for chemical and biological detection; detection and dose measurement of radiation; means for NBC decontamination	2006	2015
PRIORITY 2	Aircraft for basic and selection training	2006	2007
	Flight servicing resources	2006	2015
	Aircraft maintenance equipment	2006	2015
	Communication and Information systems	2011	2015
PRIORITY 3	Non-combat motor vehicle and transport means	2006	2015
Total for Air Force and Air Defence Equipment			**3 353**
MAIN AIR FORCE AND AIR DEFENCE MODERNISATION PROJECTS			
PRIORITY 1			
	An-32 (II. Phase of modernization)	2006	2007
	Mi-8 MTV1 Modernization	2008	2008
Total for Air Force and Air Defence Modernisation			**18**
TOTAL AIR FORCE & AIR DEFENCE EQUIPPING AND MODERNIZATION			**3 371**

Table 10 Main Equipping and Modernization Projects for the Needs of the Air Force (mil. Kuna)

Support Command

Non-combat Vehicles

Currently, a large number of motor vehicles are in operational use within the MOD and CAF that, due to their purpose, large number of differing types and models, age and exhausted resources, do not suit the current and future CAF needs.

Projects and Tasks for the 2006 – 2010 Period

- Equip units with transport systems for cargo handling.
- Equip units with multi-purpose field logistics vehicles with the possibility of container and pallete self-loading.
- Equip units with vehicles of increased serviceability for fuel supply.
- Modernise equipment for filling and fuel handling.
- Equip units with mobile workshops for work in field conditions.
- Equip units with trailer trucks for pulling semi-trailers of 30 to 50 ton capacity.
- Equip units with equipment for medical protection ROLE-1 and ROLE-2.

Projects and Tasks for the 2011 – 2015 Period

- Complete equipping with vehicles and resources for cargo handling.
- Equip units with vehicles for self-loading and transport of material-technical equipment.
- Complete the modernisation process and acquisition of resources and equipment for fuel supply and ensure capacities for stockpiling fuel reserves for the CAF needs.

MAIN SUPPORT COMMAND EQUIPPING PROJECTS			
Priority level		Beginning of acquisition	End of Acquisition
PRIORITY 1	Transport systems for cargo handling	2007	2012
	Vehicles for fuel supply in field conditions	2007	2010
	Equipping for ROLE 1	2008	2009
PRIORITY 2	Multi-purpose logistics vehicles	2007	2010
	Motor vehicles for transport of combat technology	2007	2011
	Equipping for ROLE 2	2009	2010
PRIORITY 3	Mobile workshops for maintenance of material-technical resources in field conditions	2007.	2010.
Total for Support Command			**255**

Table 11 Main Support Command Equipping Projects (mil. Kuna)

Croatian Military Academy

Equipment and modernisation projects for the Croatian Military Academy will be financed within the framework of current equipment and modernisation means (30% of available equipping and modernisation resources).

Equipment and Modernisation of Non-combat Resources at CAF Level

Current Status and Perspectives

Military equipment intended for CAF personnel does not partly satisfy NATO standards, except for equipment intended for armed forces members engaged in international military operations.

Lethal materials in use in the CAF were almost all produced during the 1991 – 1997 period, so that now they have almost completely expired or are near expiration.

Projects and Tasks for the 2006 – 2010 Period

- Equip CAF members with combat helmets and required amounts of protective vests.
- Standardise and typify individual and collective CAF soldiers equipment for the portion of the CAF foreseen for engagement in international military operations.
- Continue equipping with military-intelligence system supplies.
- Start with the acquisition of means and equipment for facilities protection.
- Intensify the process of disposing surplus, obsolete and faulty lethal materials.
- Start with the acquisition and equipment of units with modern lethal materials, with priority given to anti-air missile systems.

Priority in supply of soldiers with individual and collective equipment will be given to units foreseen for international military operations.

Projects and Tasks for the 2011 – 2015 Period

- Complete standardization and typification of individual and collective CAF soldiers equipment.
- Standardise field and wartime nutrition of soldiers
- Complete the process of disposing surplus, obsolete and faulty lethal materials.

CAF			
Priority level		Acquisition Beginning	Acquisition End
PRIORITY 1	Military intelligence system equipment	2006	2010
	Facilities protection means and equipment	2006	2010
PRIORITY 2	New lethal materials acquisition	2006	2015
	Military intelligence system equipment	2006	2010
	Soldiers' personal and protective equipment	2006	2015
CAF Total			**675**

Table 12 CAF Equipment and Modernisation of Weaponry and Military equipment (mil. Kn)

Command and Control Support System

Status

Operational Strategic Telecommunications System

The operative strategic telecommunications system consists of two sub-systems: a stationary telecommunications system – the MoD and CAF business network and a tactical mobile telecommunications system. The MoD and CAF stationary information-communication system has been established based on the public telecommunications infrastructure and constitutes the basic network of the MoD and CAF telecommunications network.
The existing business telecommunications network ensures entirely only the voice transfer, but it does not support the present and future requirements of computer and other non-voice information in support of command and control. A multi-purpose and multi-protocol telecommunications network (WAN network) has been only partly established, while the LAN network is being established inside barracks and facilities. Building the whole multi-purpose and multi-protocol telecommunications network infrastructure (WAN and all LAN networks) is a prerequisite for establishing a modern business information system and partly for integrating tactical and business information systems in the entire command and control operational and strategic telecommunications system. By building an integrated, operative and strategic telecommunications system, it is possible to connect all radars and other sensors and operational centres whether mobile or stationary.
The high availability of the public communication skeleton is a result of a well-built optical transfer network. Augmenting the availability of the operational and strategic network is done through redundant transfer capabilities of other owners (Croatian Electric Company, Croatian Railways, Croatian Radio Television Transmitters and Signals) or through our own capacities (radio-relays, HF radio and satellite systems). In case the stationary system that is organised in this manner and based on the public communications infrastructure falls, it will not be possible to provide full support for command and control without mobile or stationary reserve transfer systems (radio-relays, HF radio and satellite systems). The present HF radio network can only provide minimum communications of the most important commands. The existing radio-relay equipment is obsolete, difficult to maintain and does not meet international standards with regards to the frequency area. The existing satellite equipment is only terminal and used exclusively for user access but cannot be used for building a network skeleton.
For the needs to communicate with the Croatian military missions outside the Republic of Croatia, terminal satellites for the INMARSAT public system have been acquired, adapted to low speed voice and computer data transfer with the possibility of connecting an exterior crypto-telephone.

Tactical Communications Systems

Tactical communications systems are the most significant communications systems in the armed forces. The MOD has begun the process of tactical communications system modernisation by equipping with new means:

- Modern tactical military telecommunications equipment (communications cabins, commutators, terminal equipment, radio-relay devices), and their integration into the integrated tactical communications system, (ITCS)
- HF radio equipment (technology transfer)
- HHF radio equipment (through the FMF program)
- HHF/UHF digital broad-band radio equipment (through the FMF)
- Satellite terminal equipment.

The CAF has invested systematic efforts in multi-year testing interoperability of communications equipment to build the ITCS through the international exercise "Combined Endeavour" within the PFP framework. Part of the equipment will be put into operational use. The acquired types and amount of equipment represent only a portion of the operational and organisational CAF needs.

Business Information System

The information support with business systems is not developed enough and mostly obsolete. A singular system for electronic exchange of business information has been adopted and is in the implementation phase. Computer equipment supply and program solutions at higher management and command levels are satisfactory.
Maintenance of existing sub-systems is exceptionally difficult and financially not optimal. Maintenance and information systems development experts are lacking and personnel management is inadequate.

Tactical Information Systems

Command and management information support is not developed in the hardware or application segment.
Program solutions for artillery fire management systems and anti-vessel missiles have been partly developed with insufficient linkage to the command centres in a unified C4I system.
Computer combat simulations are poorly developed and integrated into the armed forces system.

Development Direction

Improvement and development of the communication-information system for command and control support, the unified business information system and the introduction of new and modern communications and computer equipment into operational use with new information programs will enable achievement of goals and tasks adopted through the Strategic Defence Review.
Equipment will be conducted by giving priority to units planned for engagement within the framework of international military operations.
In accordance with adopted tasks and operational requirements, equipment with tactical communications systems will be conducted with an emphasis on equipping forces deployable for NATO and UN led operations.

Projects and Tasks for the 2006 – 2010 Period

- Integrate the Navy and Air Force radar systems into a unified civil-military sensor information system;
- Modernise tactical communication-information systems with emphasis on equipping units with communications equipment (VHF and HF radio systems);
- Begin with the development and building of a unified business information system;
- Begin with building reserve-redundant portable telecommunications capacities in the operative and strategic telecommunications network;
- Begin with building WAN and LAN computer informational infrastructures in the CAF;
- Optimise the stationary telecommunications system.

Projects and Tasks for the 2011 – 2015 Period

- Complete equipment and introduction into use of communication-information systems at tactical level;
- Complete building reserve-redundant portable telecommunications capacities in the operative and strategic network;
- Begin with the development and implementation of tactical information systems (ISC2);
- Completely implement the unified business information system (linking toward NATO);
- Begin with the establishment of electronic identification for our own forces and resources (IFF);
- Improve security and protection of computer communications systems (Crypto-protective equipment and systems);
- Begin combat systems modernisation with sensor equipment.

Financing command and control support systems has been shown within expenditures for equipping and modernisation within the CAF services while a list of development projects and tasks for this area has been provided in Annex 2.

Facilities and Infrastructure

Status

All military properties are under the ownership of the Republic of Croatia while the Ministry of Defence has received them for use and management. The Ministry of Defence does not have the authority to sell, give or let any military property, but rather the Government Cabinet of the Republic of Croatia and the Cabinet Committee for Property has the authority to do so. Military properties can be classified into one of four categories:

1. perspective military property,
2. temporarily perspective military property,
3. non-perspective military property,
4. property the CAF needs to acquire.

Of 335 military buildings that the CAF used in 2005, 218 of them have been deemed perspective while 117 have been foreseen for abandonment (temporarily perspective and non-perspective). To meet the needs of the coast guard and as a substitute port for the existing port of «Ploče», an alternative naval base will be acquired with significantly lesser capacities than those at “Ploče”.

For the purpose of solving the surplus military property problem, the Ministry of Defence is developing a program for closing and converting military properties (military property conversion program).

Environmental protection is a responsibility of all MoD and CAF organisational bodies, while the proper care of dangerous waste (medications, NBC resources etc.) requires improvement of the environmental protection system.

Urban data is outdated and based on an obsolete cartographic system. For CAF purposes, they will be entirely replaced with digital vector urban data bases, based on which new cartographic bases and topographical maps will be developed according to NATO standards.

Development Direction

The approaching CAF reorganisation and its downsizing will enable further reduction of the total number of military facilities, their modernisation, rationalisation of their use and capacity unification.

Placement of CAF units and commands will be gradually achieved in accordance with the dynamics of building and development of substitute accommodation and other capacities at perspective locations. At military facilities anticipated for abandonment, only daily maintenance will be conducted.

Through the conversion programme of non-perspective military properties, a portion of the required financial means will be allocated for the CAF modernisation. To date, 88 military facilities-locations have been prepared for the conversion programme as shown in the Annex. Those military locations planned to be abandoned during the 2006 – 2015 period are also shown in the Annex. Following the adoption of legal and sub-legal regulations, a detailed plan of conversion is to be developed.

Projects and Tasks for the 2006 – 2010 Period

First priority level:

- Guarantee a portion of the financial resources for CAF equipment and modernisation through the conversion program for non-perspective military properties;
- Complete building facilities and infrastructure needed for the introduction of the «Enhanced Peregrine» radar system into operational use (project SEA);
- Complete building facilities and infrastructure needed for the introduction of the «FPS 117» radar system into operational use (project SKY);
- Bring facilities and infrastructure declared for HNS up to the declared capability levels;
- Begin with the production of development and urban plans as well as technical documents necessary for planning, developing, building and modernising facilities and infrastructure;
- Modernise the lodging infrastructure of the CAF GS, the Operational Command Centre and the MOD;
- Build special warehouses for lethal materials;
- Build additional accommodation facilities at the "E. Kvaternik" and "Gašinci" training grounds and the “Predrag Matanović” barracks in Petrinja;
- Develop and build a system for technical protection of facilities and infrastructure.

Second priority level:

- Establish a military geographic information system – VOGIS with a domestic cartographic data base and the possibility of exchanging information with allies;
- Build additional facilities at the “E. Kvaternik” and “Gašinci” Training Grounds and the “Predrag Matanović” barracks in Petrinja.

Third priority level:

- Build and modernise facilities and infrastructure at perspective locations;
- Improve the system of environmental protection within the CAF.

Projects and Tasks for the 2011 – 2015 Period

First priority level:

- Continue the implementation of the conversion program for military properties;
- Continue the production of development and urban plans as well as technical documentation required for planning, developing, building and modernising facilities and infrastructure;
- Begin the facilities construction to increase living standards (accommodations) for CAF personnel.

Second priority level:

- Continue building additional facilities at the "E. Kvaternik" and "Gašinci" training grounds and the "Predrag Matanović" barracks in Petrinja

Third priority level:

- Continue building and modernisation of facilities and infrastructure at perspective locations;
- Build a substitute harbour for Ploče.

An Overview of planned investments in facilities and infrastructure for the main CAF structures is shown in Table 15 while the overall list of facilities and infrastructure, which have been foreseen to be invested into, is shown in Annex 3.

ORGANISATIONAL BODY	Equipment and Modernisation of Main Combat Systems	%	Infrastructure	%	TOTAL	%
CAF GS and GS staff units			347	18%	**347**	**3%**
Army	3.513	40%	1.090	57%	**4.603**	**43%**
Navy	1.065	12%	186	10%	**1.251**	**12%**
Air Force and Air Defence	3.371	38%	297	15%	**3.668**	**34%**
Support Command	255	3%			**255**	**2%**
CAF	675	7%			**675**	**6%**
TOTAL	**8.879**	**100%**	**1.920**	**100%**	**10.799**	**100%**

Table 13 Allocation of Capital Investments into Material Resources by CAF Organisational Bodies (mil. Kn)

4. CAF Logistics System

Current Status

The development of the CAF logistics capabilities in defence operations against aggression relied mainly on civilian capacities and a large number of mobilised personnel. Such a concept was based on developed infrastructure, lodging availability and other capabilities over the whole territory.

The main characteristic of the current organisation is a large quantity of logistics support levels and a sluggish system. Logistics support in filed conditions depends on stationary capacities and a large portion of human resources is engaged in providing logistic support on which readiness the rest of the CAF units do not depend. On the other hand, the operative units are partly engaged in servicing the barracks, which interferes with the conduct of training.

Logistics personnel in the present structure make up one third of the whole composition and the ratio of management to executive personnel is 1:1.5. This ratio came as a consequence of the change of the reserve concept, which constituted the largest part of the executive personnel in the logistics system.

The material resources the CAF is equipped with require significant financial and other resources for their maintenance. With the operative units reduction within the CAF the logistics system stores, guards and maintains a significant amount of weaponry, equipment and lethal materials. The CAF uses a large number of military objects – barracks, warehouses, training fields and shooting ranges requiring large human and material resources for their security and maintenance.

Development Direction

The main direction of the CAF logistics system development is the development and maintenance of stationary and field logistics to an extent that it ensures the required level of readiness within the CAF.

The stationary logistics system will in a great part rely on services outside the system while the logistics capacities on Croatian territory will be rationalised and concentrated.

Logistics support in field conditions will develop towards the establishment of capabilities for continuous and complete logistic support to CAF units in situations where reliance on civilian capacities and infrastructure is limited or even impossible. Therefore, the field logistics units will be mobile and will have the capabilities to be deployed in the area of operation.

The number of logistics support management levels will be reduced and deployable logistic units will be manned with professional personnel. They will be organised in modules, which will enable them to fully meet the requirements of CAF future missions and tasks.

Logistic Support of CAF under Stationary Conditions

The Support Command will develop centrally capabilities for ensuring living conditions and for functioning on base facilities for the needs of the whole CAF. They will rely as much as possible on the services of civilian organisations in those activities that do not have a direct influence on the combat readiness of CAF units and commands.

Units and institutions from the system of stationary logistics will be manned primarily with civil servants.

CAF logistics support in peacetime conditions will be provided by the services in the barracks and training grounds from the Service Unit of the Support Command.

The Service Unit within the Support Command will centrally manage the service system of all CAF barracks while their numerical size and number of service units in the CAF barracks will change and adapt depending on the dynamics of reduction of CAF military buildings and the civilian sector capabilities of a certain region to provide support.

The Service Units task will be to give logistic support with the aim of ensuring conditions for life and work of the units in the barracks, training grounds and separated facilities.

The maintenance of combat means will be done by logistic elements in operational units while the service unit will ensure the necessary infrastructure.

Health care of CAF members will be developed relying on the civilian health care system in the Republic of Croatia. CAF members will receive primary health care at their chosen military or civilian doctor depending on where they live or are stationed. During training and other activities the CAF will receive medical support from medical teams (ROLE-1 level) from the CAF composition units.

Medical units will be organised within manoeuvre battalions of guard brigades and other units needing continuous medical support for carrying out everyday activities (flight servicing, special units training, training centres, etc.).

General medical and dental capabilities of health care as well as mental health protection will be developed at military health centres. Through the specialist-consultation health care system specific health care measures for CAF needs will be conducted (employment medical care, air and naval medicine)

CAF Logistic Support in Field Conditions

All the logistics elements that have the capability to be sent for a task outside the area of placement comprise the CAF system of field logistics. Field logistics elements will be developed within the organic component of operational units of CAF services, in the Army reserve logistics regiment and at independent logistics units within the Support command.

Logistics units of field logistics within all three es and within the Support Command will be entirely professional. The Army Logistics Regiment will be, for most of its part, manned with contract reservists.

Mobility and passive protection of field logistics units will be at the level of the units they are supporting.

The development and maintenance of logistics support capabilities in field conditions ensures the efficiency of our forces in international peace-support operations.

Medical support for CAF units on operations and in field conditions at the ROLE-1 level will be provided by medical teams from their organic composition or accompanying medical teams (for units that do not have medical units in their composition).

The capabilities for CAF medical support at the ROLE-2 level will be developed within the Support Command by organising a team at the military-health centre in Zagreb. In view of the need to maintain a high level of capabilities of medical personnel that make up that team, they will be mostly manned with members from the contract reserve (especially medical specialists in specific areas).

To eliminate the consequences of natural and technical catastrophes the military-health centre will be capable of deploying individuals and teams to support the conduct of operations and other specific CAF activities in the country and abroad, especially in cases of humanitarian operations.

Projects and Tasks for the 2006 – 2010 Period

- Reorganise and develop Support Command capabilities to extend the highest level of logistic support:

  Organise and equip a battalion for general logistic support (second level of logistic support);

  Organise a supply battalion and regroup warehouse capacities;

  Introduce a system for management and control of lethal resources stockpiles;

  Introduce the function of a National Movement Coordination Centre.

- Organise level 1 logistic support in tactical units with independent logistic sustainability up to three days.
- Establish the planned training system for logistic personnel at the Logistic Training Centre;
- Develop interoperability of the logistic system:

  Achieve a level of inter-changeability by 2010;

  Develop and implement logistic functions according to NATO: logistics engineering infrastructure; monitor life span of lethal material; fuel distribution; reception, staging, onward movement and integration (RSOI); third party contracting; implementation of the NATO model for operational logistic planning

- Establish a unified stationary logistic system relying on services outside the organisation to an extent that will not threaten the combat readiness and CAF units' deployability.
- Unification and classification of transport resources
- Building a multifunctional warehouse in Velika Buna
- Establish a logistic information system as part of the unified business information system.

Projects and Tasks for 2011-2015 Period

- Unification and typification of transport resources;
- Typification of facilities to accommodate people and stockpile material resources

5. Training and Doctrine

Status

The Military Strategy has determined a division of training in the CAF into professional component training, conscript component training and reserves training.

The professional component training is based on a model that concentrates on training for missions and tasks. This concept of training is fully regulated with the CAF Training Doctrine.

The conscript component training is divided into basic, specialist and final military training and it is conducted in training centres and in CAF service units.

Reserve component training has not been conducted since the end of the Homeland War and it is therefore impossible to judge the level of training and readiness of these units as an input indicator for planning training.

Development Direction

The organisation, content and methodology of CAF training conduct will be influenced by CAF professionalisation, introduction of soldier-trainees and contract reserve and the implementation of modern technological achievements. New training plans, programs and standards will be developed taking into account NATO tactical and operational skills standards.

Efficiency in training will be increased by modern training methods with the assistance of simulations. Training grounds and means for training will be modernised and their use will be optimised. The final goal in the coming ten years is the development of a unified training system that will create the preconditions for achieving targeted military capabilities in individuals, units and the CAF on the whole and for a successful participation in international military operations as well as the conduct of the remaining CAF tasks.

In the training system at the CAF GS level, operational requirements and training doctrine will be finally merged. In this way, it will be possible to integrate and analyse achieved training while at the same time a mechanism will be established for enabling direct intervention in the training system and with this in the status of force readiness.

The training system will continue to be shaped and differ according to training levels: individual, unit and joint.

Individual Training

The aim of individual training will be qualification of individuals that will quickly and distinctively be able to fit into unit training at all levels, integrate acquired knowledge and skills into multi-service training, be prepared to take on the trainer role. Each individual will be expected to adjust to technological advancements and changes in the security environment.

The focus of individual training will be on the training of the individual for personal military-expert specialties.

CAF manning based on the volunteer principle enables the conduct of training with motivated personnel and an easier achievement of set training goals.

Basic military training upon the introduction of voluntary conscription (soldier-trainees) will be conducted at the Basic Military Training Centre for the needs of the entire CAF with an aim to man the CAF with all categories of military personnel. It will be conducted according to the same training and evaluation program for all categories of personnel. It will be selective and the further status of the individual's service in the CAF will depend upon achieved results. The goal for conducting basic military training is to attain basic military knowledge and skills as well as psychological and physical readiness for service in the CAF.

The training system for acquiring personal Military Expert Specialties will be organised in the following manner:

- Army branch training will be organised in Army Branch Units,
- Naval Military Expert Specialties and technical services will be conducted at the Naval Training Centre,
- Air Force Military Expert Specialties and technical services will be trained at the Air Force and Air Defence Training Centre,
- Logistics service Military Expert Specialties training will be organised at the Logistics Doctrine and Training Centre,
- Military Police Military Expert Specialties training will be organised at the Military Police Regiment,
- Signals and Electronic Military Expert Specialties training will be organised at the Signals Regiment.

Part of the individual training for acquiring a Military Expert Specialty that is conducted at operational units will be independent from the operational part of the unit.

All the units and centres conducting individual training for acquiring and developing a Military Expert Specialty in the branch/service are responsible for conducting functional courses and other forms of training soldiers, NCOs and officers during their professional development in the branch/service.

Unit Training

The training of units at all levels will be based upon training unit tasks, branch doctrine and experience in modern warfare. Emphasis will be put on reaching excellence in the unit as a whole and readiness for active participation in components of higher-level units.

Efficient training in all CAF units will be ensured through further development, equipping simulation centres and combat training centres and instructors training. The combat training system will be integrated into a merged training system at the Combat Training Centre with the Tactical Simulation Centre, which will, at the same time, create the conditions and achieve readiness for conducting joint exercises of the CAF and the armed forces of NATO member countries. Such an integrated environment will create the conditions for real assessment and certification of units designated to participate in NATO-led operations and exercises.

The training of reserve units will be conducted by the same standards as professional training using the same doctrine and training process with the difference that they will only differ in terms of readiness levels to conduct tasks. In peacetime regular training of reserve units will be conducted up to the company level and of commands up to battalion and

regiment levels. Training will be focused on critical Military Expert Specialties and the training of leaders and staffs. Training of battalion level units and higher will be conducted exclusively upon mobilisation so as to achieve readiness to conduct assigned tasks.

Individual and reserve units training will be conducted throughout the year with a total duration of 36 days. It will be conducted one weekend a month with one exercise a year lasting 14 days. During the month when the exercise is organised there will be no training at weekends.

Joint Training

Joint training will be directed toward qualifying commands for planning, conducting and participating in joint operations. With this goal individual commands, units, groups and individuals will receive targeted training and prepare for effective planning, organising and participating in joint and multinational forces.

The CAF General Staff will be responsible for CAF joint training, which will be conducted through Joint Staff exercises.

Projects and Tasks

Projects and Tasks for the 2006 – 2010 Period

First priority level:

- Develop a unified joint list of tasks as well as a list of CAF service and command tasks, which will process implied tasks from the assigned CAF missions and tasks by the end of 2006.
- Develop capabilities for readiness assessment of declared forces for NATO-led operations and exercises in accordance with the OCC and E&F concepts by the end of 2007.
- Develop a Unified Simulation Centre that will have the capability to support training of CAF unit commands and military, civil-military and civilian management from the tactical to the operational-strategic levels by the end of 2009.
- Develop a unified military dictionary, which will regulate the use of military concepts within CAF by the end of 2006.

Second priority level:

- Define and develop main CAF doctrinaire documents and begin with their implementation by the end of 2007.
- In the period 2008 – 2010 augment the capabilities of the Combat Training Centre with regards to following and controlling training and maintaining the existing training support up to the level of a reinforced task-tailored company.

Third priority level:

- Organise a unified centre for basic military training within the composition of the Croatian Army that will unite all capacities required for the conduct of basic military training according to a unified program by the end of 2009.
- Organise a training system for acquiring personal military expert specialties by the end of 2007.

- Conduct the required preparations for training of the reserve component by the end of 2010.

Projects and Goals for the 2011 – 2015 Period

Second priority level:

- Complete the full implementation of the Training Doctrine for all categories of CAF military personnel and units during 2011.

Third priority level:

- Begin with reserve units training in the year 2011.

6. International Military Cooperation and Contribution to International Security

In the area of international military cooperation the CAF participates actively in crisis response operations abroad under the auspices of international organisations and alliances. Furthermore, this is a very significant CAF activity in the process of confidence and security building measures on global and regional level.

The intention of the Republic of Croatia to become a NATO and EU member in the 2006-2010 period is prominent as one of the most important state policy goals. In support of achieving this goal, the CAF will develop the capabilities required for fulfilling membership conditions.

In the 2006-2010 period the main efforts will be oriented toward a gradual increase in CAF contributions for mutual crisis response operations abroad, primarily, within the framework of UN, NATO and EU led operations. Simultaneously with the CAF transformation, the process of defence system adjustment will be continued with an increase in the overall CAF capabilities for participation in international military operations.

In the 2011 – 2015 period the achieved quantitative level of participation in international military operations will be maintained while at the same time the spectrum of operations in which the CAF may participate will be broadened. Upon Croatian accession to Euro Atlantic integrations, the CAF will declare and prepare units for participation in NRF and EU Battle Groups.

Projects and Tasks

The projects and tasks of international military cooperation are in accordance with the general goals of international defence cooperation and support the defence reforms and the reinforcement of defence capabilities of the Republic of Croatia.

The projected direct costs of participation in crisis response operations abroad revolve around 150 to 530 million Kuna annually depending upon the number of personnel engaged.

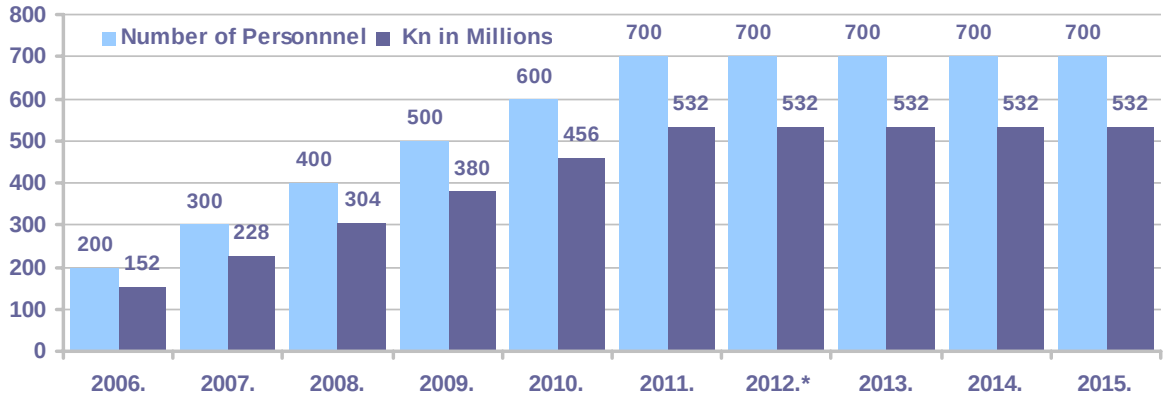

Figure 12. Projected CAF engagement in Crisis Response Operations and costs

** Possibility of deploying over 700 personnel after 2012.*

Projects and Tasks for the 2006 – 2010 Period

First priority level

- Gradual increase of participation from 200 members in 2006 to around 600 CAF members in 2010.
- Up to 150 CAF personnel engaged in UN-led operations - up to 14 UN Peace Support Operations with nearly 50 CAF members individually:
    a. military observers,
    b. staff officers, and experts
    c. with 1-2 units up to platoon/company size – totalling up to 100 members.
- Up to 450 CAF personnel engaged in NATO and EU led crisis response operations in units up to the company level:
    a. infantry,
    b. military police,
    c. other units and teams from support units and services.
- Prepare and train up to 100 NCOs and officers to fill various positions within NATO and EU.
- Complete the establishment of military-diplomatic network.
- Declaration of forces and their preparation for participation in NRF,
- Declaration of forces and their preparation for participation in EU Battle Groups,

Projects and Tasks 2011 – 2015 Period

First priority level

- Increase participation from 600 members in 2010 to about 700 CAF members in 2011 and maintain that level until 2015 (with a possibility of deploying more than 700 personnel after 2012).
- Continue participation in UN operations with up to 85 CAF members.
- Participation in NATO led crisis response operations from around 600 CAF personnel with rotation or reinforced battalion without rotation (up to 1000 CAF members).
- Fill positions at NATO and EU staffs with around 100 CAF NCOs and officers.
- Participation in NRF;
- Participation in EU Battle Groups.

7. Research and Development

The CAF will develop cooperation with expert, scientific and research institutions in Croatia and abroad as well as with the producers of military equipment and weaponry.

Innovative and research work will be stimulated within the CAF.

The Institute for Defence Research and Defence Systems Development will be responsible for research and development for CAF needs.

The Institute will gather and analyse research proposals, execute and coordinate as well as stimulate research that, in order to meet the needs of the CAF and other defence elements, will also be conducted in other expert, scientific and research institutes in Croatia or abroad.

Projects and Tasks for the 2006-2010 Period

- Define the main areas of expert and scientific research for the needs of the defence system.
- Start the process of gathering and analysing requirements and select research and scientific-research projects.
- Start realising the priority scientific-research and technological-developmental projects for defence needs (international relations and defence policy; strategic defence management; resource and supply management; national security and defence; strategy, doctrine and operations; as well as military technology and materials).
- Intensify participation in international scientific-research programmes and project in the framework of EU and NATO institutions.
- Develop a catalogue of expertise and authority that will support military specialties.
- Develop a database of expert and research personnel.
- Establish a system for protection of intellectual property and innovations as well as accreditation of knowledge in the defence field.
- Develop a catalogue of defence studies.

Projects and Tasks for the 2011-2015 Period

- Become qualified for the independent conduct of science and research projects in the interest of the defence of the country and national security.
- Continue participation in scientific-research and technical-developmental projects within the framework of the NATO alliance and EU.
- Organise mechanisms for transfer and acquisition of advanced technologies in the area of defence.
- Reach the capability for providing science and research services (analyses, counselling or reviews) to other subjects in the system of the state government or to institutions that are of special interest for the defence of the country.

III. FINANCING THE CAF LONG-TERM DEVELOPMENT PLAN

1. Defence Budget

In the 2006-2015 planning period, the defence budget will directly depend on two factors: the real GDP growth rate and the manner of distribution of the defence budget (portion of the defence budget in the GDP).

In the document „Guidelines of Economic and Fiscal Policy for the 2006-2008 Period“, the Ministry of Finance anticipates a realistic GDP growth from 4,0% to 4,3% in 2008 under the assumption that a 4,0% growth rate will be maintained over the following long-term period. The portion of the defence budget in the GDP has been established at 1.77% of the GDP for 2006, at 1.75% of the GDP for 2007 and 1.67% of the GDP for 2008. (“Instructions for Development of the State Budget of the Republic of Croatia for the 2006-2008 Period”, dated 4 August 2005). Since after 2008 the portion of defence budget in the GDP has not been defined, this chapter presupposes its increase to 1.85% in 2009 and to 2.0% in 2010 as well as its maintenance at 2% until 2015. The projections of GDP and defence budget fluctuation are shown in real figures, based on prices from 2004, shown in the table below.

	2005	2006	2007	2008	2009	2010
GDP (permanent prices 2004.)	222.031	230.913	240.380	250.717	260.996	271.436
Portion of Defence Budget in GDP	1,792%	1,719%	1,753%	1,80%	1,850%	2,000%
DEFENCE BUDGET (permanent prices 2004)	3.979	3.969	4.214	4.513	4.828	5.429
DEFENCE BUDGET (current prices)	4.104	4.229	4.636	5.118	5.640	6.532

	2011	2012	2013	2014	2015.
GDP (permanent prices 2004.)	282.293	293.585	305.328	317.541	330.243
Portion of Defence Budget in GDP	2,000%	2,000%	2,000%	2,000%	2,000%
DEFENCE BUDGET (permanent prices 2004)	5.646	5.872	6.107	6.351	6.605
DEFENCE BUDGET (current prices)	6.997	7.495	8.029	8.600	9.213

Table 14 *Estimated GDP and Defence Budget Per Year (mil. Kuna)*

2. Defence Expenditures

The defence expenditures have been structured into three main categories:

1. Personnel expenditures,
2. Operational costs and
3. Acquisition and modernisation expenditures (including research and development costs).

The defence expenditures have been calculated based on the gradual attainment of the targeted force structure, CAF tasks (including participation in international military operations) and the needs for equipment and modernisation. All figures are realistic and based on 2004prices.

Personnel Costs

The calculation of personnel costs is based on the following assumptions:

- from 2006 to 2010**,** the numerical size will be reduced to 17 600 in the CAF (16 000 active military personnel and 1 600 civil servants) and in the period 2011-2015 the numerical size will be maintained at the level of 2010;
- the conscript component will be gradually reduced and suspended by 2010;
- in 2010, the soldier-trainee category will be introduced at the level of 2 000 members per year (the planned expenditure for each soldier-trainee will amount to 2000 kuna per month) as well as a contract reserve at the level of 6 000 personnel (the planned expenditure for each member of the contract reserve will amount to 1780 kuna per month),
- a realistic growth of personnel costs to the amount of 3% per year is anticipated.

Estimated personnel costs are shown in the table below.

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Active forces & management (permanent prices 2004)	2.543	2.492	2.380	2.252	2.178	2.117	2.180	2.246	2.313	2.382
Soldier-trainees (permanent prices 2004)	0	0	0	0	24	24	24	24	24	24
Contract reserve (permanent prices 2004)	0	0	0	0	123	123	123	123	123	123
International operations – personnel (permanent prices 2004)	72	108	144	180	216	252	252	252	252	252
Personnel expenditures total (permanent prices 2004)	**2.615**	**2.600**	**2.524**	**2.432**	**2.541**	**2.516**	**2.579**	**2.644**	**2.712**	**2.781**
Personnel expenditures total (current prices)	**2.786**	**2.860**	**2.862**	**2.840**	**3.057**	**3.118**	**3.291**	**3.476**	**3.672**	**3.879**

Table 15 Personnel Costs Per Year (mil. Kuna)

Operational Costs

The calculation of operational costs is given in the table below. Operational costs are calculated for the planned force structure, but they do not include costs for new equipment that will be procured through equipment and modernisation. The operational costs of new equipment will be able to show following determination of the expenditures that will be the result of equipment and modernisation.

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Active Forces & management (permanent prices 2004)	891	998	920	933	917	915	913	911	909	907
Conscripts (permanent prices 2004)	101	88	73	44	0	0	0	0	0	0
Soldier-trainees (permanent prices 2004)	0	0	0	0	12	12	12	12	12	12
Contract reserve (permanent prices 2004)	0	0	0	0	30	30	30	30	30	30
International operations – operative costs (permanent prices 2004)	80	120	160	200	240	280	280	280	280	280
OPERATIONAL COSTS* (permanent prices 2004)	**1.072**	**1.206**	**1.153**	**1.177**	**1.199**	**1.237**	**1.235**	**1.233**	**1.231**	**1.229**
OPERATIONAL COSTS* (current prices)	**1.142**	**1.326**	**1.307**	**1.374**	**1.442**	**1.532**	**1.576**	**1.621**	**1.667**	**1.714**

Table 16 Operational Costs Per Year (mil. Kuna)

Acquisition and Modernisation Costs

The costs of acquisition and modernisation have been calculated based on CAF requirements. In doing so, it was taken into account that according to the so far experience and experience of countries that intensively conduct equipment and modernisation procedures, major equipment and modernisation projects constitute 70% of overall resources while 30% pertain to other projects that will be necessary in the following long-term period and that come as support for putting capital equipment into operative use. Within this 30%, research and development costs are included as well as weaponry and military equipment testing. An overview of the necessary means is shown in the following table.

	Equipping and Modernisation	Infrastructure	TOTAL
MAIN EQUIPPING PROJECTS (70%) (permanent prices 2004)	8.879	1.920	10.799
OTHER PROJECTS (30%) (permanent prices 2004)	3.531	807	4.338
TOTAL (100%) (permanent prices 2004)	**12.410**	**2.727**	**15.137**

Table 17 Acquisition and Modernisation Needs (mil. Kuna)

The amount of available resources per year for equipment and modernisation will depend on the amount of free funds after personnel and operational costs are covered. These funds are shown below.

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	TOTAL
Personnel expenditures (permanent prices 2004)	2.615	2.600	2.524	2.432	2.541	2.516	2.579	2.644	2.712	2.781	**25.944**
Operative expenditures* (permanent prices 2004)	1.072	1.206	1.153	1.177	1.199	1.237	1.235	1.233	1.231	1.230	**11.973**
Total (permanent prices 2004)	**3.687**	**3.806**	**3.676**	**3.608**	**3.740**	**3.753**	**3.815**	**3.878**	**3.943**	**4.010**	**37.917**
Anticipated defence budget (permanent prices 2004)	3.969	4.214	4.513	4.828	5.429	5.646	5.872	6.107	6.351	6.605	**53.534**
Available resources (permanent prices 2004)	**282**	**408**	**836**	**1.220**	**1.688**	**1.893**	**2.057**	**2.229**	**2.408**	**2.594**	**15.617**
Available resources (current prices)	**300**	**448**	**948**	**1.425**	**2.030**	**2.345**	**2.625**	**2.931**	**3.260**	**3.619**	

**operational costs of newly acquired weapons and equipment are excluded*

Table 18 Projected Available Funds (mil. Kuna)

The available funds per year will be used for acquisition and modernisation as well as for operational costs of newly acquired equipment.

In Table 18, it is evident that the dynamics by which resources are made available is unfavourable. Most of the available funds will become available in the last years of the planning period which is the reason why loans will be used in financing equipment and modernisation. By using loans the equipment process may be intensified immediately in the beginning years of the planning period while the loan burden will rise in the later years. However, since new equipment procurement cannot be done entirely through loans, a portion of equipment will continue to be conducted through the budgets of current years.

Loans include a presumed date of full payment at 15 years, without delay, along with a presumed yearly interest of 5% and payment in annual instalments.

Available resources will be distributed for equipment and modernisation, payment of loan instalments and for operational costs of newly acquired equipment from the current year budget.

Allocation of available resources is shown in the following table.

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	TOTAL
Equipment from current year budget (permanent prices 2004)	282	394	673	869	1.162	1.251	1.310	1.382	1.455	1.526	**10.304**
Loan obligations for equipping on loan (permanent prices 2004)	0	0	85	186	273	311	339	362	391	429	**2.377**
Operative costs of new equipment* (permanent prices 2004)	0	14	78	165	253	331	408	486	562	639	**2.936**
Available resources total (permanent prices 2004)	**282**	**408**	**836**	**1.220**	**1.688**	**1.893**	**2.057**	**2.229**	**2.408**	**2.594**	**15.617**
Available resources total (current prices)	**300**	**448**	**948**	**1.425**	**2.030**	**2.345**	**2.625**	**2.930**	**3.260**	**3.619**	

**Operational costs of new equipment are calculated considering the average life cycle of the equipment.*

Table 19 Allocation of Available Resources per Year (mil. Kuna)

Equipping opportunities are shown in Table 20 below.

YEAR	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	TOTAL
EQUIPPING FROM CURRENT YEAR BUDGET (permanent prices 2004)	282	394	673	869	1.162	1.251	1.310	1.382	1.455	1.526	**10.304**
EQUIPPING BY LOAN – AMOUNT OF LOAN BEING TAKEN OUT (permanent prices 2004)	0	886	1.055	903	395	295	240	295	404	360	**4.833**
TOTAL (permanent prices 2004)	**282**	**1.280**	**1.728**	**1.772**	**1.557**	**1.545**	**1.550**	**1.677**	**1.859**	**1.886**	**15.136**
TOTAL (current prices)	**300**	**1.409**	**1.960**	**2.071**	**1.874**	**1.915**	**1.978**	**2.203**	**2.518**	**2.632**	

Table 20 Equipping per Year (mil. Kuna)

Comparing Tables 19 and 20 it is evident that it will be possible to conduct equipping and modernisation worth a total of 15.136 billion Kuna by 2015. Of this equipping on loan will

amount to 4.833 billion Kuna while in the same period the loan payment of will be 2.337 billion Kuna. The remainder of loan obligations will be paid in the following planning period.

A total overview of defence expenditures, including equipping and modernisation as well as operational costs of newly acquired equipment is given in the table below.

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
PERSONNEL COSTS (permanent prices 2004)	**2.615**	**2.600**	**2.524**	**2.432**	**2.541**	**2.516**	**2.579**	**2.644**	**2.712**	**2.781**
ACTIVE FORCES AND MANAGEMENT (permanent prices 2004)	2.543	2.492	2.380	2.252	2.178	2.117	2.180	2246	2.313	2.382
SOLDIER-TRAINEES (permanent prices 2004)	0	0	0	0	24	24	24	24	24	24
CONTRACT RESERVE (permanent prices 2004)	0	0	0	0	123	123	123	123	123	123
INTERNATIONAL OPERATIONS – PERSONNEL (permanent prices 2004)	72	108	144	180	216	252	252	252	252	252
OPERATIVE COSTS (permanent prices 2004)	**1.072**	**1.220**	**1.231**	**1.341**	**1.452**	**1.568**	**1.643**	**1.719**	**1.793**	**1.869**
ACTIVE FORCES AND MANAGEMENT (permanent prices 2004)	891	998	920	933	917	915	913	911	909	907
OPERATIVE COSTS OF NEW EQUIPMENT (permanent prices 2004)	0	14	78	165	253	331	408	486	562	639
CONSCRIPTS (permanent prices 2004)	101	88	73	44	0	0	0	0	0	0
SOLDIER-TRAINEES (permanent prices 2004)	0	0	0	0	12	12	12	12	12	12
CONTRACT RESERVE (permanent prices 2004)	0	0	0	0	30	30	30	30	30	30
INTERNATIONAL OPERATIONS – OPERATIVE COSTS (permanent prices 2004)	80	120	160	200	240	280	280	280	280	280
EQUIPPING AND MODERNISATION (permanent prices 2004)	**282**	**394**	**758**	**1.055**	**1.435**	**1.562**	**1.649**	**1.744**	**1.846**	**1.955**
EQUIPPING FROM BUDGET (permanent prices 2004)	282	394	673	869	1.162	1.251	1.310	1.382	1.455	1.526
LOAN OBLIGATIONS (permanent prices 2004)	0	0	85	186	273	311	339	362	391	429
TOTAL (permanent prices 2004)	**3.969**	**4.214**	**4.513**	**4.828**	**5.429**	**5.646**	**5.872**	**6.107**	**6.351**	**6.605**
TOTAL (current prices)	**4.229**	**4.636**	**5.118**	**5.640**	**6.532**	**6.997**	**7.495**	**8.029**	**8.600**	**9.213**

Table 21 Projected Defence Expenditures (mil. Kuna)

The Defence budget can be a sufficient source for financing the Plan only if the assumptions of the real GDP growth are realised, as it is shown here, and if by 2010 the level of 2% GDP for the defence budget is reached and maintained.

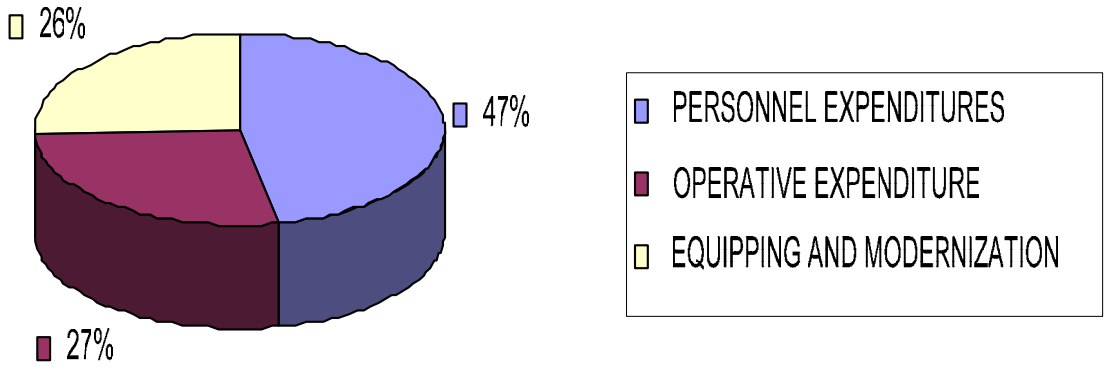

Figure 13. *Structure of Predicted Defence Expenditures 2010*

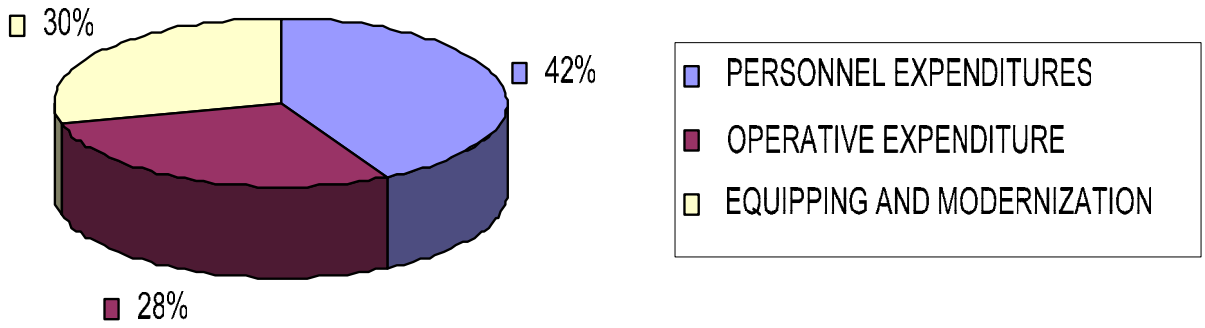

Figure 14. *Structure of Predicted Defence Expenditures 2015*

From the previous two pie charts, it is evident that there will be a very favourable structure of expenditures in 2010 and 2015 if all noted assumptions listed in this document are achieved.

IV. CAF LTDP 2006-2015 EXECUTION MECHANISMS

The implementation of this Plan is binding for all the institutions that according to the Defence Law have authority in the area of defence. The realisation of the Plan depends on a disciplined conduct of activities and measures necessary for the achievement of goals defined in the Plan as well as for providing resources for their realisation. The mechanisms for ensuring the execution of the Plan are programming, developing and executing defence budget according to defined measures in the Plan as well as measures and activities necessary for the realisation of defined goals and continuous monitoring and evaluation of achievements.

These mechanisms are a component part of the Planning, Programming and Budgeting System (PPBS). PPBS will continue to be improved with an aim to increase efficiency and transparency of the entire system of defence planning.

Risk Management

The most significant risks (possible problems) in the realisation of this Plan are:

- a defence budget below the level determined by this Plan or subsequent reduction of the defence budget,
- changes in the strategic environment that will require redefining goals and priorities,
- realisation of projects that have not been planned (indirect reduction of available resources);
- lack of discipline and inconsistency in elaboration of goals through the execution mechanisms of the Plan;
- inefficient or late preparation and execution of projects and tasks;
- too much constraint of human and material resources;
- other risks that may come up during the realisation of this Plan.

The following measures will be taken in order to reduce the influence of risks on the realisation of goals:

- consequent and continuous adjustment of goals' priorities so as to make it possible to postpone the realisation of lower priority goals;
- elaboration of possible project financing (and realisation of goals) outside the defence budget (forming a separate fund for conducting defence reforms, conversion of facilities the CAF is abandoning, using resources from EU pre-accession funds or foreign assistance, initiating mutual production and equipping projects within the framework of international military cooperation, financing through long-term loans or with grace periods) and building solutions into implementation plans and the defence program,
- precise definition of mechanisms to conduct projects and clear definition of responsibility for the execution of the planned projects, activities, measures and tasks,
- regular discussion of reports on the implementation of plans at the management level,
- evaluation of plans in terms of them being realistic as well as initiating their adjustments and incorporating lessons learned into the development of future plans.

The list of measures for avoiding or reducing a negative effect of every individual risk has not been exhausted here. During the production of planning and programme documents, an

elaboration will be done for conducting concrete measures of risk management measures for each planned goal.

In the event of an unfavourable scenario in the achievement of the defence budget, the achievement of necessary CAF capabilities will depend on the possibility of financing equipment and modernisation from outside the defence budget. Some possibilities for such a type of financing are:

- procurement of capital equipment (combat aircraft, Coast Guard ships, wheeled combat armoured vehicles) through direct financing from the state budget;
- mutual investment in a portion of capital equipment within the framework of international military cooperation,
- procuring new or used equipment under favourable conditions from partner countries.

Finally, the projections of the Plan's financing shown here indicate that the CAF are able to achieve the development of the necessary capabilities along with the realisation of the aforementioned assumptions. Non-fulfilment of these assumptions requires corrections of the defined goals of the CAF development, which can be twofold:

- redefining of the targeted capabilities, as well as of the CAF missions and tasks, including international obligations, and
- extending the deadlines for the realisation of targeted capabilities to the following long-term period.

Conclusion

The CAF Long Term Development Plan 2006-2015 follows and elaborates the findings and recommendations of the Strategic Defence Review, directing the CAF development towards the capabilities and structure that will be adequate to the needs and possibilities of the Republic of Croatia.

Key CAF operative capabilities will enable participation in various operations, from defence of national territory and participation in crisis response operations abroad to building confidence and security and assistance to civilian authorities in the country.

Highly prepared and motivated armed forces will be developed through numerical size, manning with volunteers, quality selection and education and training of personnel that will be able to respond to challenges the security environment of the 21st century will bring.

By 2015 most of the CAF will be equipped with equipment and infrastructure required for achieving the targeted capabilities through the following: the stabilization of the defence budget at the necessary 2% of the GDP, the increase of the portion of the defence budget allocated to equipment and modernisation and the use of loan possibilities and other means of financing.

The exploitation of possibilities to gain extra means through realisation of production and acquisition projects for weaponry and military equipment within the framework of cooperation with other friendly countries will be a significant support mechanism for the conduct of this plan.

In the first portion of the planning period, capabilities will be developed that enable effective inclusion of the CAF into the NATO system of collective defence and participation in defence activities of the EU while by the end of the planning period (2015) the major part of the overall required CAF capabilities will be realised.

Through the realisation of this Plan the CAF will be capable of fulfilling their constitutional role in the protection of both sovereignty and independence and in the defence of territorial integrity. Through the CAF transformation capabilities necessary for completing missions and tasks as defined in the Strategic Defence Review will be developed.

Through the adoption of this Plan, the Croatian Parliament obliges the Croatian Government cabinet and its ministries to execute it. In this respect, the Ministry of Finance will plan a sufficient portion of the defence budget within the state budget. The Ministry of Defence will develop implementation plans and initiate projects necessary for the realisation of this plan while the Ministry of Foreign Affairs and European Integration will provide full support to the efforts made for the realisation of individual projects within the framework of international military and technical cooperation.

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ANNEXES

Annex 1: CAF Missions and Tasks

1. PROTECTION OF THE REPUBLIC OF CROATIA'S SOVEREIGNTY, DEFENCE OF THE REPUBLIC OF CROATIA AND ALLIES	
A.	*Tasks in peace:*
	1.1. Protection of the independence, territorial integrity and viability of the Republic of Croatia
	Through constantly ready forces ensure the protection of the independence, territorial integrity and viability of the Republic of Croatia.
	1.2. Protection of Croatian air space
	Through constant monitoring of air space detect, intercept and control unidentified aircrafts as well as aircrafts with unknown intentions. In this manner guarantee the protection of the Republic of Croatia's air-space integrity and contribute to the air-defence of the NATO Alliance.
	1.3.Protection of waters under the jurisdiction of the Republic of Croatia
	With the intention to protect the sovereignty and integrity of the Republic of Croatia's territorial waters conduct constant monitoring of the sea and coast. Through a routine presence confirm the Croatian sovereignty and integrity over territorial waters and the protected ecological-fishing zone.
	1.4. Intelligence activities
	Through gathering, processing and analysis of intelligence data and information support the decision-making and planning processes as well as operational leadership and command.
	1.5. Protocol tasks
	Provide resources and personnel for the performance of protocol tasks for state needs and the security of air transport for the highest state officials as well as the Republic of Croatia's protocol needs.
	1.6. Host Nation Support tasks for the Allied forces
	Ensure agreed support to Allied forces.
	1.7. Search and rescue
	Develop and maintain search and rescue capabilities for military personnel on land and sea as well as assistance and support to civilian search and rescue services.
B.	*Combat tasks:*
	1.8. Deter a potential aggressor and defend the Republic of Croatia's territorial integrity, including invoking of Article V of the North Atlantic Treaty
	With a quality selection of personnel, a high level of readiness, membership in the NATO Alliance as well as the entire defence system create the perception in a potential adversary that achieving political goals against the Republic of Croatia with military force would prove to be too costly. Defend the Republic of Croatia's territory with our own armed forces and with the assistance of the Allies.
	1.9. Defence of NATO Alliance members
	The armed forces of the Republic of Croatia will support every member of the NATO Alliance in accordance with Article V. of the North Atlantic Treaty and undertake corresponding action, including the use of the armed forces. The Republic of Croatia will equip and train declared forces for this task.

2. PARTICIPATION IN OPERATIONS IN RESPONSE TO A CRISIS ABROAD	
	2.1. Peace operations
	The Republic of Croatia with other countries in accordance with its interests and capabilities contributes to peace operations, acting within the framework of international organisations of which it is a member (UN, OSCE, EU, NATO and others).
	2.2.Humanitarian operations
	The Republic of Croatia in accordance with its capabilities will participate in operations regarding search and rescue, assistance during catastrophes, mine clearance operations, removing the effects of radiological, chemical and biological accidents and medical evacuation and treatment.
3. PARTICIPATION IN CONFIDENCE AND SECURITY BUILDING MEASURES	
	3.1. Defence diplomacy
	Build trust and understanding with other countries and organisations through visits and discussions, education, training and joint exercises, joint projects, expert assistance and cooperation and other activities.
	3.2. Regional initiatives
	Activities within regional initiatives (CENCOOP, Quadrilateral (MLF), SEEDM), including military exercises, multinational units and others.
	3.3.Arms control and CSBMs
	Participation in arms control and CSBM activities in accordance with international agreements and contracts the Republic of Croatia has adopted.
4. ASSISTANCE TO DOMESTIC CIVILIAN INSTITUTIONS	
	4.1 Assistance to civilian authorities
	Assist civilian authorities in securing infrastructure and other facilities as well as the protection of state borders on land, sea and in air.
	4.2. Assistance to functional services in the protection and rescue of population and property
	Assist civilian institutions and services in the event of a catastrophe, accident or in other situations in which the resources of the civil sector are insufficient in accordance with CAF capabilities.
	4.3. Assistance to civilian institutions in the fight against terrorism, trafficking and proliferation of weapons of mass destruction.
	The CAF will provide the necessary assistance in accordance with its role, function and available resources, to civilian services that are responsible for preventing terrorist activities and trafficking of weapons of mass destruction, people, drugs and goods.
	4.4. Assistance to civilian institutions in performing non-military tasks
	Guarantee personnel, equipment and expert assistance for other ministries and civilian institutions while performing their tasks (research activities, cartography, hydrological-meteorological activities, protection of cultural monuments and similar activities), in accordance with CAF role and function and available resources.

Table 22 CAF Missions and Tasks

Annex 2: Overview of Communication-Information System Projects

Army					
Main Army Equipment and Modernisation Projects					
Priority Level		**Acquisition Beginning**	**Acquisition End**	**Amount**	**Total (.000.000 kn)**
Stationary Information Communication Systems					
PRIORITY 1	WAN network	2006	2010		
	LAN network	2006	2015		
	Radio-relay equipment	2006	2010		
	Business information system	2006	2015		
	Business computer equipment	2006	2015		
PRIORITY 2	Stationary telecommunications network	2011	2015		
	Telephone equipment	2011	2015		
Total Stationary Information Communication Systems					**86**
Tactical Information Communications Systems					
PRIORITY 1	Integrated tactical communication system	2006	2010		
	IS C2 Software	2011	2015		
	IS C2 Hardware	2011	2015		
	VF radio	2006	2010		
	HHF hand held radio	2006	2010		
	HHF/UHF wide-band digital radio	2011	2015		
	HHF/UHF radio land/sea/air	2011	2015		
PRIORITY 2	HHF mobile/portable radio	2006	2010		
	Satellite systems	2011	2015		
	21st century communications technologies	2011	2015		
	IFF systems	2011	2015		
	Sensor tactical systems	2011	2015		
Total Tactical Information Communications Systems					**368**
Crypto Systems and Equipment					
PRIORITY 1	Crypto protection equipment	2006	2015		
	Crypto protection systems	2006	2015		
Total Crypto Systems and Equipment					**13**
Total Army Equipment and Modernisation					**467**

Table 23 Overview of Investments in the Army Communication-information System

Navy					
Main Navy Equipping and Modernisation Projects					
Priority Level		**Acquisition Beginning**	**Acquisition End**	**Amount**	**Total (.000.000 kn)**
Stationary information communication systems					
PRIORITY 1	WAN network	2006	2010		
	LAN network	2006	2015		
	Radio-relay equipment	2006	2010		
	Radar system	2011	2015		
	Business information system	2006	2015		
	Business computer equipment	2006	2015		
PRIORITY 2	Stationary telecommunications network	2011	2015		
	Telephone equipment	2011	2015		
Total Stationary Information Communication Systems					**39**
Tactical Information Communications Systems					
PRIORITY 1	Integrated tactical communication system	2006	2010		
	IS C2 Software	2011	2015		
	IS C2 Hardware	2011	2015		
	VF radio	2006	2010		
	HHF hand held radio	2006	2010		
	HHF/UHF wide-band digital radio	2011	2015		
	HHF/UHF radio land/sea/air	2011	2015		
PRIORITY 2	HHF mobile/portable radio	2006	2010		
	Satellite systems	2011	2015		
	21st century communications technologies	2011	2015		
	IFF systems	2011	2015		
	Sensor tactical systems	2011	2015		
Total Tactical information Communications systems					**51**
Crypto Systems and Equipment					
PRIORITET 1	Crypto protection equipment	2006	2015		
	Crypto protection systems	2006	2015		
Total Crypto Systems and Equipment					**5**
Total Navy Equipment and Modernisation					**95**

Table 24 Overview of Investments in the Navy Communication-Information System

Air-Force					
Main Air-Force Equipping and Modernisation Projects					
Priority Level		**Acquisition Beginning**	**Acquisition End**	**Amount**	**Total (.000.000 kn)**
Stationary Information Communication Systems					
PRIORITY 1	WAN network	2006	2010		
	LAN network	2006	2015		
	Radio-relay equipment	2006	2010		
	Radar system	2011	2015		
	Business information system	2006	2015		
	Business computer equipment	2006	2015		
PRIORITY 2	Stationary telecommunications network	2011	2015		
	Telephone equipment	2011	2015		
Total Stationary Information Communication Systems					**41**
Tactical Information Communications Systems					
PRIORITY 1	Integrated tactical communication system	2006	2010		
	IS C2 Software	2011	2015		
	IS C2 Hardware	2011	2015		
	VF radio	2006	2010		
	HHF hand held radio	2006	2010		
	HHF/UHF wide-band digital radio	2011	2015		
	HHF/UHF radio land/sea/air	2011	2015		
PRIORITY 2	HHF mobile/portable radio	2006	2010		
	Satellite systems	2011	2015		
	21st century communications technologies	2011	2015		
	IFF systems	2011	2015		
	Sensor tactical systems	2011	2015		
Total Tactical information Communications Systems					**39**
Crypto Systems and Equipment					
PRIORITY 1	Crypto protection equipment	2006	2015		3
	Crypto protection systems	2006	2015		2
Total Crypto Systems and Equipment					**5**
Total Air-Force Equipment and Modernisation					**85**

Table 25 Overview of Investments in the Air-Force & Air Defence Communication-Information System

TOTAL		**647**
Total ARMY	**467**	**72.18 %**
Total NAVY	**95**	**14.68 %**
Total AIR-FORCE & AIR-DEFENCE	**85**	**13.14 %**
Total CAF	**647**	**100 %**

Table 26 *Overview of Total Investments in and Overall CAF Communication-Information Systems (in mil. Kn)*

ITKS = Integrated tactical communication system (Integrated signals cabin with commutation junction, radio relay devices, linear HF systems and elements as well as satellite equipment for the operative strategic level of command and control)

Annex 3: Overview of Facilities and Infrastructure Investments

Army					
Priority Level	**Barracks**	**Location**	**Investment Beginning**	**Investment Start**	**Note**
PRIORITY 1	Military Training Ground "Gašinci"	Gašinci – Đakovo	2006	2010	Build lodging and command facilities for the NCO school and abandonment of bases in Đakovo, Našice and Virovitice by 2014, NHS and corresponding infrastructure
	"P. Matanović"	Petrinja	2006	2010	Build alternate capacities for abandonment of Varaždin and Zrin in Petrinja as well as alternate lodging capacities for existing portable barracks - 2012
	Military Training Ground "E. Kvaternik"	Slunj	2006	2010	Build alternate capacities for abandonment of "Varaždin" barracks and build training ground contents according to development plan (lodging capacities, storage of lethal materials)
	"Kamensko"	Karlovac	2006	2010	Build lodging and management capacities for abandonment of "Kupa" and "Skakavac" barracks and required infrastructure facilities
	"Bilogora"	Bjelovar	2006	2010	Build kitchen and storage buildings
	"Sv. Petar"	Ogulin	2006	2010	Modernise buildings and infrastructure
	"Benkovac"	Benkovac	2006	2010	HNS-strengthening, building and modernising logistics building
	"Gen. A. M. Pauk" / „Kralj Zvonimir"	Knin	2006	2010	Build lodging capacities and kitchen
	"Udbina"	Udbina	2006	2010	Repair necessary infrastructure and build container facilities for use by PP season, training of parachutists, MFA, HNS for manoeuvres.
PRIORITY 2	Military Training Ground "Gašinci"	Gašinci – Đakovo	2011	2015	Build and modernise existing and corresponding infrastructure
	Military Training Ground "E. Kvaternik"	Slunj	2011	2015	Build and modernise training ground facilities in accordance with development plan (logistics capacities, training ground, sports facilities and infrastructure)
	"Benkovac"	Benkovac	2011	2015	Modernise energy infrastructure
	"Kamensko"	Karlovac	2011	2015	Build and modernise logistics capacities and infrastructure

	"Gen. A. M. Pauk" / „Kralj Zvonimir“	Knin	2011	2015	Build and modernise existing facilities and infrastructure
	"Bilogora"	Bjelovar	2011	2015	Modernise existing facilities and infrastructure
	"Domobranska"	Karlovac	2011	2015	Modernise and build facilities and infrastructure for ARMY Command and MP use
	"Udbina"	Udbina	2011	2015	Repair storage facilities
PRIORITY 3	"E. Kvaternik"	Gospić	2011	2015	Build storage facilities and modernise facilities and infrastructure to be used by Motorised Battalion and Eng. Bat.
	"Drgomalj"	Delnice	2011	2015	Modernise buildings and infrastructure to be used by BSD, HNS - transit
	"Bosut"	Vinkovci	2011	2015	Modernise buildings and infrastructure for use by various Army units, HNS
	"Benkovac"	Benkovac	2011	2015	Modernise training ground and infrastructure
	River port "Vrbik"	Osijek	2011	2015	Modernise existing capacities to be used by River battalion
	"Udbina"	Udbina	2011	2015	Repair USS and runaway, establish flight control tower
TOTAL ARMY					**1.090**

Table 27 Overview of planned investments into facilities and infrastructure: ARMY

Navy					
Priority Level	**Barracks**	**Location**	**Investment Beginning**	**Investment Start**	**Note**
PRIORITY 1	Naval port "Sv. Nikola"	Split - Lora	2006	2010	Modernise lodging facilities and naval infrastructure for NAVY needs, Coast Guard, Military Academy Officers School, HNS - transit
	Project „SEA“		2006	2010	Complete building facilities, infrastructure and technical protection
PRIORITY 2	Naval port "Sv. Nikola"	Split - Lora	2011	2015	Adapt and modernise storage facilities and energy infrastructure
	Port "Vargarola"	Pula	2011	2015	Adapt and modernise buildings and infrastructure
	Military complex „Kupari“	Kupari	2011	2015	Adapt and modernise buildings and infrastructure
PRIORITY 3	Naval port "Sv. Nikola"	Split - Lora	2011	2015	Modernise infrastructure and sports facilities
	Military complex „Žrnovnica“	Split	2011	2015	Adapt and modernise buildings and infrastructure for missile systems maintenance
	Dom HV	Pula	2011	2015	Modernise presentation and naval tradition facilities
	Section of Naval Base SOUTH	Pelješac Peninsula	2011	2015	Construction of buildings and infrastructure for Coast Guard needs, accommodation of the Naval infantry battalion and for the needs of reinforcements engaged in fire-fighting activities.
TOTAL NAVY					**186**

Table 28 Overview of Planned Investments into Facilities and Infrastructure: NAVY

Air-Force & Air-Defence					
Priority Level	**Barracks**	**Location**	**Investment Begining**	**Investment Start**	**Note**
PRIORITY 1	Air Base "Zemunik"	Zemunik – Zadar	2006	2010	Modernise buildings and traffic surfaces for AF and HNS needs
	Project „SKY“		2006	2010	Complete building facilities, infrastructure and technical protection
PRIORITY 2	Air Base "Zemunik"	Zemunik – Zadar	2011	2015	Modernise and build workshop buildings and infrastructure, build helicopter facility
	Airfield „Lučko“	Zagreb	2011	2015	Adapt and modernise buildings and infrastructure due to abandonment of a portion of PLESO air base required for AF helicopter units
	Barracks „Knez Trpimir“2	Divulje	2011	2015	Repair and modernise existing buildings and infrastructure.
PRIORITY 3	Air Base "Pleso"	Velika Gorica	2011	2015	Repair buildings and infrastructure especially stopping and manoeuvre surfaces for AF, Support Command and HNS needs
	Air Base "Pula"	Pula	2011	2015	Repair buildings and infrastructure for AF units and HNS needs
TOTAL AIR-FORCE & AIR-DEFENCE					**297**

Table 29 *Overview of Planned Investments into Facilities and Infrastructure: Air-Force & Air-Defence*

CAF GS, CAF GS Sub-staff Units, Support Command, Croatian Military Academy					
Level of Priority	**Barracks**	**Location**	**Investment Begining**	**Investment Start**	**Note**
PRIORITY 1	"Croatia"	Zagreb	2006	2010	Modernise buildings and infrastructure for accommodation of a portion of CAF GS and sub-staff units
	Croatian Military Academy "P. Zrinski"	Zagreb	2006	2010	Adaptation and building of lodging facilities.
	Complex MOD – CAF GS	Zagreb	2006	2010	Adapt and modernise buildings and infrastructure for accommodation of CAF GS and MOD
PRIORITY 2	Croatian Military Academy "P. Zrinski"	Zagreb	2011	2015	Repair and modernise existing buildings and infrastructure
	"Sat. J. Zidar"	Velika Buna	2011	2015	Building and adaptation facilities and infrastructure for accommodation of Support Command and Air Monitoring & Navigation
	"Požega"	Požega	2011	2015	Adapt and modernise buildings and infrastructure for Logistics Training and Doctrine Centre
	Military complex "Kovčanje"	Mali Lošinj	2011	2015	Adapt lodging facilities for training, seminar and schooling of cadets
PRIORITY 3	Military complex "Tuškanac"	Zagreb	2011	2015	Repair buildings and infrastructure for accommodation of honorary-protection battalion
	"Vitez D. Martić"	Rakitje	2011	2015	Repair buildings and infrastructure and build sports facilities
	„Peneda“	Brijuni	2011	2015	Repair buildings and infrastructure for accommodation of Honorary-Protection battalion 3rd company
	Military complex "Kovčanje"	Mali Lošinj	2011	2015	Repair buildings and infrastructure and build sports facilities
TOTAL CAF GS, Support Command, Croatian Military Academy					**347**
TOTAL CAF					**1.920**

Table 30 *Overview of Planned Investments into Facilities and Infrastructure: CAF GS, CAF GS Sub-staff Units, Support Command, Croatian Military Academy, Total CAF Investment*

Annex 4: Overview of Barracks and Facilities to be abandoned by 2015.

Barracks	Abandonment deadline
Command "Osijek"	2009
"Virovitica" Virovitica	2009
„Muzil“ Pula	2007
„Kula“ Sinj	Upon suspension of conscript service
Vojarna "Neretva" + "Anchorage" Ploče	Upon construction of alternate locations
Storage in Ploče	
"Našice" Našice	2010
"Dračice" Đakovo	2014
"Ivan V. Drašković" Varaždin	2012
„Ban Krsto Frankopan“ Koprivnica	Upon suspension of conscript service
„Dr. A. Starčević“ Jastrebarsko	2008
"Borongaj"	2007
"Taborec" Samobor	2006
"Puk. M. Halar" Dugo Selo	2007
"Luščić" Karlovac	2007
"Kupa" Karlovac	2006
"Svetica" Slunj	Upon construction of alternate locations at Military Training Ground "E. Kvaternik" Slunj
"Skradnik" Josipdol	2006
"Zrin" Petrinja	2012
"Glina" Glina	2006
"Ban J. Jelačić" Otočac	2006
"Šepurine" Šepurine	2006
"Admiralitet" Pula	2006
"Beli Manastir"	2006
"204. br HV" Vukovar	For Homeland War Museum

Table 31 Overview of Barracks and Military Facilities Foreseen for Abandonment by the CAF by 2015

Annex 5: Overview of Military Facilities-Locations Prepared for Conversion

Barracks

1. "Jelas" Slavonski Brod
2. "Stari graničar" N. Gradiška, temporarily turned over for school use
3. "N. Šubić - Zrinski", Čakovec, first building turned over
4. "Brdovec Brdovec
5. "Žažina" Žažina (without missile position)
6. "Višnjik" Zadar, partly turned over to the town Zadar, the rest in process
7. "Palacin" Šibenik
8. "Vallelunga" Pula, naval part of the complex
9. "Sveti Križ" Dračevac-Split
10. "Šanac" Karlovac
11. "Ban S. Lacković" Križevci
12. "Kruščica" Rogoznica
13. "Ivaniš Nelipić" Sinj
14. “Zvijerci", Bjelovar
15. "Lađarska" Sisak, (portion)
16. "Ražnjić" Korčula
17. "Klana" Klana (Rijeka)
18. "Veli Jože" Pazin
19. "Svetica" Pula
20. "Kamen most" Imotski
21. "Kralj Tomislav" Zagreb
22. "Drava" Osijek (remainder)
23. "Bribirski knezovi" Šibenik

Storage Facilities

24. "Sopnica" Sesvete, plan property for military housing building
25. "Remetinečki gaj" Zagreb
26. "Cvjetno naselje" Velika Gorica
27. "Pregrada"
28. "Zabok"
29. "Klanjec"
30. "Barutana" Sisak

31. "Ilovac" Karlovac
32. "Valmarin" Pula"
33. "For Kaštelir" Pula"
34. CIS Pula
35. Zonka Pula
36. "Jamnjak" Šibenik
37. "Bioce" , Šibenik
38. "Minerska" Šibenik
39. "Mandalina" Šibenik
40. "Horvati", Zagreb
41. "Plaški", Plaški
42. "Ražine" Šibenik
43. "Ex more" Split
44. "Žitnić" Žitnić
45. "Kosovo" Knin
46. "Donja Bistra" D. Bistra
47. "Šipak" Ploče
48. "Kuk-0" Makarska, for let
49. "V-1" Delnice
50. "Donja Teza" Loke-Pazin
51. "Draga" Rijeka
52. "Borlin" Karlovac
53. "Lisac" Klana
54. "Crvene kuće" Zadar
55. "Mocire" Zadar
56. "Seget" Trogir
57. "Bertoši" Pazin
58. "Madona" Loke, Pazin
59. "Nova Ves" Varaždin
60. "Bosanski magazin" Karlovac
61. "Popovec"
62. "Sveta Nedjelja
63. "Gaj" Benkovac

MISC. PROPERTIES

64. OUP "Falašćak" Samobor
65. Šašna Greda near Sisak, (for let)

66. OUP "Magarčevac" Petrova gora - Vojnić, (being let)
67. OUP "Pod kilom" Split
68. OUP "Šipan" Šipan
69. OUP rp "Kurilovec", V. Gorica
70. OUP rp "Viljevo", Viljevo
71. OUP "Plato" Ivančica
72. OUP "Šiljakovina" kod Velike Gorice

Other facilities

73. Defence office Županja
74. Defence office Ivanec
75. Defence office Metković
76. Defence office Vrgorac
77. Defence office Omiš
78. Defence office Makarska
79. Defence office Pešćenica
80. Office facility within Susedgrad District Zagreb
81. Military Training Ground "Jadrtovac" Šibenik
82. TEP "Zvekovica" Cavtat
83. "Dvorac", Kerestinec
84. Training Ground "Dabrovica" Virovitica
85. Shooting Range "Brestovica" Pazin
86. Training Ground "Viljevački čret" Viljevo
87. Training Ground "Vojakovečke Sesvete" kod Križevaca
88. Medical facility "Istarskih brigada" Pula, (portion turned over)

Table 32 Overview of Facilities-Locations Prepared for Conversion

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