



STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE

Review Report of the Fiji Police Force Annual Report August 2016-July 2017



**PARLIAMENT OF THE REPUBLIC OF FIJI
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Chair's Foreword

I am pleased to present the review Report of the Standing Committee on Foreign Affairs and Defence (FAD) on the *Fiji Police Force Annual Report August 2016-July 2017*.

The Standing Committee is established under Section 109 (2) (e) of the Standing Orders (SO) of the Parliament of the Republic of Fiji.

The purpose of the review was to scrutinise the Fiji Police Force Annual Report August 2016-July 2017 specifically on the department's operations and administration.

The Committee after reviewing the report identified issues that were raised then but persistent in the Fiji Police Force today. The issues are identified below. Many of these issues, the Committee witnessed during its site visit on Monday, 4th February 2019:

1. The security of the current Fiji Police Force Headquarters is a concern and the Committee believes that it is time for the Force to relocate to a more secure environment.
2. The Committee would like to see a technology-enhanced and professional police force. The Committee believes that professionalism is key to service excellence and building the Police service of the future.
3. The Committee is of the view that police personnel welfare needs significant improvement. Emoluments and allowances should be paid where due.
4. The Committee recognises that the Fiji Police Force amongst the many organisations in Fiji has taken the lead in addressing SDG 5 (Gender Equality) at 20 percent of the Force. The Committee commends also the achievements of women police officers that have taken leadership roles in Fiji and abroad.
5. The Committee is appreciative of the Fiji Police Force recognising the significant impact of drug-related issues in our society. The Committee recognises that in its reforms the Fiji Police Force has established a Narcotics Directorate with full capability.

The Committee notes the Fiji Police Force is undergoing reforms and restructure whilst continuing its core functions of maintaining law and order, forging and strengthening local and international partnerships to combat and prevent transnational crime.

The Fiji Police Force had worked diligently to achieve its eight (8) Key Performance Indicators (KPIs) under challenging circumstances. The Committee recognises that this has been imposed on the Force under the Strategic Framework for Change Coordinating Office (SFCCO) and does not quite adequately measure the performance of the Force.

The Committee understands that the Force will now be guided by the proposed National Security Strategy (NSS) and the Police White Paper which are now before Government.

The public perception of the Force is derived mostly from the actions and inactions of police officers in dealing with public complaints. At present, the Force is unfairly perceived to be unresponsive. The Committee is of the view that this could be corrected in two ways:

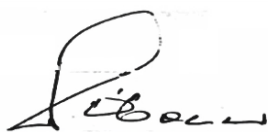
- Through an effective communication strategy; and
- A robust leadership and better management of resources.

The Committee commends the good work of the organisation and achievements in its fiscal year 2016-2017 as captured in the Annual Report. While applauding the achievements of the police department, the Committee had identified some opportunities for improvements; these are outlined in the report.

I take this opportunity to thank the Commissioner of Police including all staff and their families for a job well done and their dedication to securing the nation for all Fijians and visitors to our shores.

I take this opportunity to also thank members of my Committee for compiling this bipartisan report.

On behalf of the Standing Committee on Foreign Affairs and Defence, I submit this report to the Parliament.



Hon. Alexander O'Connor
Chairperson

Acronyms:

| | |
|-----------------|--|
| ACP | Assistant Commissioner of Police |
| CAS | Complaints against Service |
| CAP | Complaints against Police |
| CCTV | Closed Circuit Television |
| CEDAW | Convention on the Elimination of All Forms of Discrimination Against Women |
| CRO | Criminal Records Office |
| DCP | Deputy Commissioner of Police |
| DIA | Directorate of Internal Affairs |
| DVRO | Domestic Violence Restraining Order |
| FRA | Fiji Roads Authority |
| FPF | Fiji Police Force |
| HESU | Humanitarian Emergency Support Unit |
| HQ | Headquarters |
| ICT | Information Communications Technology |
| INTERPOL | International Police |
| KPI | Key Performance Indicators |
| OHS | Occupational Health and Safety |
| NSS | National Security Strategy |
| FAD | Standing Committee on Foreign Affairs and Defence |
| RFL | Required Fitness Level |
| SDG | Sustainable Development Goals |
| SO | Standing Orders |
| SFCCO | Strategic Framework for Change Coordinating Office |
| SP | Superintendent of Police |
| SSP | Senior Superintendent of Police |
| TCU | Transnational Crimes Unit |
| UAVs | Unmanned Aerial Vehicles |
| UNMISS | United Nations Mission in South Sudan |
| UNODC | United Nations of Drugs and Crime |
| UN | United Nations |

Recommendations

The Committee recommends the following:

Recommendation 1:

- The Committee noted the disparity in the data collection by Police and what is happening on the ground. The Committee recommends that relevant training be conducted and the provision of appropriate technology to assist the Police in improving the efficiency of its data collection, collation and dissemination.

Recommendation 2:

- In order to increase the crime detection rate, the Committee recommends that the Government allocates adequate resources to improve investigation capability through appropriate technology and professional training. The Committee recommends also that relevant laws be reviewed and enacted to allow the police force to respond effectively to the complexity of crimes in Fiji today.

Recommendation 3:

- The complexity of terrorism and trans-national crime poses a significant threat to any law enforcement agency. The Committee is concerned that the current location of the Police HQ is not secure and recommends strongly that the Force HQ be relocated to a more secure custom built location.

Recommendation 4:

- The Committee believes that Police welfare needs significant improvement. The Committee recommends that Police emoluments and allowances should be paid where due.

Recommendation 5:

- The Committee recognises that the Fiji Police Force amongst the many organisations in Fiji has taken the lead in addressing SDG 5 (Gender Equality) at 20 percent of the Force. The Committee commends also the achievements of women police officers that have taken lead roles in Fiji and abroad. It further recommends the gradual increase in the composition of female officers in the Force by 2030.

Recommendation 6:

- The Committee recognises the negative impact of drug-related issues in our society and notes that the Fiji Police Force has established a Narcotics Directorate with full

capability. The Committee recommends that this new establishment of the Force be given immediate attention and provided adequate resources.

1.0 Introduction

1.1 Background and Terms of Reference

The Committee had reviewed the Annual Report and identified key areas that need to be assessed and these included the FPF budgetary allocation, policies, programs and projects of 2016-2017 fiscal year, human resource development and the overall administration.

On 29th January 2019, the FPF Executives made a presentation to the Committee on the operations and administration of the organisation in 2016-2017.

In summary, the information for this report was obtained through a thorough Committee assessment of the FPF Annual Report 2016 – 2017 and an oral presentations by the FPF executives.

The Report is divided into three parts:

- I. **Part One** -covers the Findings of the report to Parliament
- II. **Part Two** -focuses on the Committee recommendations
- III. **Part Three** -covers the Conclusion.

1.2 Committee Remit and Composition

Pursuant to Standing Orders 109(2) (e) that the Standing Committee on Foreign Affairs and Defence is mandated to look into matters related to Fiji's relations with other countries, development aid, foreign direct investment, oversight of the military and relations with multi-lateral organisation.

The members of the Standing Committee on Foreign Affairs and Defence are as follows:

- 1.2.1 Hon. Alexander O'Connor – Chairperson
- 1.2.2 Hon. Dr. Salik Govind - Deputy Chairperson
- 1.2.3 Hon. Pio Tikoduadua – Member
- 1.2.4 Hon. Selai Adimaitoga – Member
- 1.2.5 Hon. Anare Jale – Member

1.3 Procedure and Program

The Standing Committee on Foreign Affairs and Defence commenced its deliberation on the 14th of January 2019 and received a written and oral submission from the Fiji Police Force on the 29th of January, 2019 with the following attendees:

- DCP Rusiate Tudravu – Deputy Commissioner of Police;
- SSP Aporosa Lutunauga – Director of Strategic Planning; and
- SP Mahendra Shyam – Deputy Director Strategic Planning

| DATE | SUBJECT | ACTIVITY |
|---|---|---|
| 30 th Nov 2018 | Referral of the Fiji Police Force Annual Report – August 2016 to July 2017 (<i>Parliamentary Paper No. 117 of 2017</i>) to the Standing Committee on Foreign Affairs and Defence. | |
| Monday, 10th Dec, 2018 | 1 st Sitting of Committee – Secretary General Chair proceedings to elect Chairperson and Deputy Chair of the Committees | |
| Monday, 14 th Jan, 2019 | Fiji Police Force Annual Report-August 2016 to July 2017 | Continue deliberating on the Fiji Police Force Annual Report- August 2016 to July 2017 and compilation of Committee’s questions. |
| Tuesday, 15 th Jan, 2019 | | Receive submission from FPF from 9pm to 1pm, BCR 1 <ul style="list-style-type: none">Commissioner of Police Brig. Gen. Sitiveni Qiliho – 9.30am – 11am. |
| Wednesday, 16 th Jan, 2019 | | |
| Tuesday, 22 nd Jan to 24 th Jan, 2019 | Committee’s Workshop | MPs Committees Workshop – Venue (TBC) |
| Monday, 28 th Jan, 2019 | Fiji Police Force Annual Report-August 2016 to July 2017 | Deliberation and drafting of the Committee’s Report on the FPF Annual Report from Aug 16 to Jul 17 |
| Tuesday, 29 th Jan, 2019 | Submissions from the Fiji Police Force | |
| Wednesday, 30 th Jan, 2019 | Fiji Police Force Annual Report-August 2016 to July 2017 | |
| Monday, 4 th Feb, 2019 | | |
| Tuesday, 5 th Feb, 2019 | | |
| Wednesday, 6 th Feb, 2019 | | |
| Mon 11 th Feb to Fri 15 th Feb, 2019 | Parliament Sitting | Tabling of Committee’s Report in the House |

2.0 Committee Deliberation and Analysis

2.1 Committee Findings

The Committee's findings are outlined below:

1. The FPF Gender policy was unclear on directions needed to address gender parity targets of increasing the proportion of women officers in the force from the present 20 percent.
2. The Committee recognises the appointment of women in very senior positions of the Force both in Fiji and abroad. In particular, the Committee congratulates ACP Unaisi Vuniwaqa on her appointment as the Commissioner of Police of the United Nations Mission in South Sudan (UNMISS) in 2018.
3. The Committee recognises that the Fiji Police Force has a robust Sexual Harassment Policy. However, the Committee is concerned that sexual harassment continues to be a challenge in the Force.
4. The Committee noted that the police complaints system database in the reporting period and in the present format did not capture real data to determine complaints against police (CAP) and complaints against service (CAS).
5. The Committee observed that there is a public perception that crime, in general, is increasing and there needs to be an independent public survey to qualify or disqualify this position.
6. The Committee is concerned at the current level of traffic congestion on our roads, in particular, the network between Suva/Nausori and Nadi/Lautoka. There is a need for better coordination between the Fiji Police Force and the Fiji Roads Authority to ease the congestion during peak hours. The use of Unmanned Aerial Vehicles (UAVs) and other modern technologies would create better situational awareness.
7. The Committee supports that the Fiji Police Force would consider ways to improve its customer service by participating in the Fiji Business Excellence Award (FBEA).
8. The Committee notes that Fiji is now a transit and manufacturing point for illicit drugs. The Fiji Police Force needs every citizen's commitment to eradicating the problem through partnerships regionally and internationally. We commend the Force for establishing a Narcotics Directorate to manage its efforts in combating drug trades.

Challenges

- Review of the existing eight (8) Key Performance Indicators (KPIs) to reflect the upcoming National Security Strategy (NSS) and the Police White Paper.
- The delay in the enactment of legislations sitting before the Office of the Solicitor General in particular laws to address deaths on the high seas and the use of forensic evidence.
- Review of the Domestic Violence Restraining Order (DVRO) to ensure it does not create or add to other social problems.
- Review the Required Fitness Level (RFL) test as the best measure for fitness assessment for members of the Force.
- Have properly qualified counsellors for post-traumatic stress disorder within the Force.
- Upholding police professionalism whilst effecting an arrest. In particular, the management for the use of force.
- Creating a robust and sustainable database for police investigations and Human Resource data management.

2.2 Oral and Written Evidence Received

STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE (FAD) QUESTIONS FOR COMMISSIONER OF POLICE ON THE FIJI POLICE FORCE ANNUAL REPORT AUGUST 2016-JULY 2017

Q1. KPI targets collation- What type of database does the Force use? What does the force have in terms of the current and past data available at the Fiji Bureau of Statistics? What capacities does the Bureau of Statistics have in terms of helping the police achieve its KPIs targets?

Fiji Police does not have the luxury of any form of database in its KPI targets collation. Rather, it uses the Microsoft Excel (and other MS Office apps.) as a means to store, extract and analyses available data. Common data sharing amongst Fiji Police and BoS is raw data, Annual Reports (Crime Statistics & Corporate AR), and those requested or shared amongst these two agencies.

The BoS has the luxury of mega data management & storage (maybe Cloud storage facility as well), data & analysis collation, analysis tools & software, task-specific analysts and statisticians, researchers, repository of huge data bank (both law enforcement and social), GIS Mapping capabilities & networks (across the country), etc. Database/GIS currently being pursued with the Ministry of Lands (GIS Unit). Data available: 2009 – 2019.

Q2. Based on the outcome of KPI 1, the Committee recognises that complaints against the institution and its services have increased. Why this and what were the issues raised? What actions have been taken to address the issues? What is the unit that deals with complaints against police, is it handled individually by the divisions or centralised at police headquarters level?

Whilst the FPF does not condone inefficiency, ineffectiveness, poor performance, laxity and other forms of inappropriate staff behaviour, as these have a negative bearing on KPI 1, the Fiji Police is becoming more 'open' to its customers.

Senior officers cell numbers are now being published available in dailies, service complaints are becoming more accessible through social media platforms (even e.g. Facebook). Our free-dial Complaints Desk (Call Centre) are more accessible 24/7.

The FPF has placed stringent remedial actions, show cause measures on its staff and supervisors to attend to these complaints, and assurance of preventive measures are in place.

There is a centralised Directorate of Internal Affairs (DIA) based at the Police HQ, having its own pool of investigators, tribunal officers, audit and compliance officers and framework, pro-active tours and training and development teams are at disposal. The Directorate also attends to complaints lodged directly with them, even though Commissioner of Police, senior executives, and other authorities and individuals.

The Directorate also has its desk officers (investigators and tribunal officers in each of the four divisions, and district stations alike).

Q3. The overall crime rate decreased by only 4 percent. Please explain why the Fiji Police Force was unable to attain their target of 10 percent (KPI 2). How effective is the process of reporting or to register a crime case at station level or complaints received at the various police reception desks Fiji wide?

There are many reasons for the 'gap' in crime rates of 'actual' to 'achievement' pegged to its KPI. The drug-related 'spike' in its many forms (cultivations, find from high seas,

manufacture, trafficking, use/abuse, police operations to name a few) has a factor to this equation.

Likewise, Fiji Police has become more 'open' and accessible. This has prompted more reports being lodged with Fiji Police. The more Fraud cases registered, means more 'counts' being registered in Charge to the Courts. These have huge upward spikes to overall crime rates.

Fiji Police has become ever more accessible to its customers as a means to do so becomes diverse and easier. Full recovery at post-TC Winston. Resource disposition at post-TC Winston. The “No Drop Policy” has ensured that all reports of crime at all police stations in Fiji are registered and investigated.

Q4. It was noted in the annual report that the Western Division has recorded a reduction in serious crime (KPI 3). What are the reasons for the reduction? What could be the lessons learnt for the other police divisions?

- Eastern Division recorded a decrease in serious offence
- Lead role taken by the Crime Prevention Committees that have involved members of the community, working actively towards crime prevention
- Initiation & Assistance of agriculture projects involving youths in rural districts – assist them in generating their source of income
- Continued involvement of urban crime prevention committees towards the Blue Light concept of empowering youths in the district/division.

There were other socially inclined efforts of the government and business community for employment, social and economic inclusivity in the division. These have had positive results on occurrences of serious crimes in the Eastern Division.

Q5. The Committee is concerned about the Force being able only to reduce crime against children by 3 percent (KPI 5). What steps has the force taken to rectify this? How effective is DVRO in dealing with domestic-based offences? What is the link between the police service and the department of welfare in terms of curbing crimes against children?

In like to overall rate of crime, crimes against children also depended on the accessibility of victims (through parents and guardians) to lodge complaints/reports. There again, this means, offences taken place in yester-years were being reported in the current year. It is only this year that Fiji Police has been able to deduct offences occurring in past-years from its current year statistics. Close coordination with a large number of CSOs has seen the avenues of reports and complaints 'open up'. Like its fraud counterparts, multiple counts of offence happening against children draws multiple counts, as a result pushing and inflating the child crime rates.

DVRO is being seen as a legal solution to a social-domestic problem. Whilst DVRO does separate victims from offenders or perpetrators, the social dependency of children and family alike (depended parents, old aged, disabled) is left at the mercy of single parents affected by DVRO, which becomes a hard ask on families. Fiji Police is required by law to report all domestic, child and DVRO related cases to the Welfare Dept.

- DVRO empowers women victims to address violence & all forms of abuses from their spouses/partners.
- FPF is heavily committed towards the reduction of crimes against children – partnering with our stakeholders such as Ministry of Women, Children & Poverty Alleviation, Judiciary, NGO's and Faith-based organisation in enhancing our responses and investigative capabilities.

- FPF has collaborative networks with many agencies and forums to address the concerns of Domestic Violence in Fiji.’
- It extends towards enforcement, advocacy, women empowerment, awareness, prevention, gender equality, child safety, etc.

Q6. The Committee recognises that the Force during the period was strongly challenged to achieve its desired detection rate (KPI 6). We commend the Force for the achievement of 69 percent out of the 70 percent. What capacity would the Force need to improve detection to a higher percentage?

Any rise or achievement to its Detection related KPI is welcome and beneficial to its Corporate and Investigations image. Whilst, a well-calculated allocation in KPI is a yardstick and benchmark to achievement, setting a higher KPI, which cannot be achieved, can be detrimental and de-motivator to the organisation. Likewise, a KPI set lower can easily bring about complacency, and drive a 'false' sense of achievement. Tools of the trade, well-trained detectives, revised legislation specific to investigations and detection, more accessibility to e-Interview machines, change of officer work ethics towards achieving detections, rewards and recognitions for investigations, a well contact digital online network system shall ensure better, efficient and effective connectivity across divisions and stations etc. Support for the implementation of FPF Reform and Restructure 5-year period.

Q7. The Committee is concerned about the safety of our people on our roads (KPI 7). Is there a correlation between road accidents and the increasing number of vehicles on our roads?

It is a common thought worldwide on the number of vehicles having a bearing on the number of vehicular accidents. Whilst driver behaviour (along with pedestrians as well) is the major factor in these accidents, a large influx of vehicles on Fiji roads, a high percentage of youth population being able to acquire driving licenses also contributes to the equation. It is apparent that there are more vehicles and drivers on Fiji Roads than ever before.

Q8. The Committee noted that KPI 8 is one of the two KPIs that was achieved. We noted that the Appropriation Statement indicates a revised figure of \$4million for capital projects and police made a savings of -\$2 million, which means it did not fully utilise its allocation. Please explain.

The following Projects with funding's for Segment 8 had been allocated to FPF for Financial Year 2016/2017:-

| Capital Procurement & Projects – 2016-2017 | Funds (VEP) |
|---|--------------------|
| Construction of Valelevu Police Station | \$1,950,000 |
| Construction of New Nakasi Police Station – Phase 1 | \$ 900,000 |
| Renovation and Upgrade of Police Posts and Stations | \$ 900,000 |
| Upgrade and Replacement of Police Living Quarters | \$1,000,000 |
| Cyclone Rehabilitation Works to Police Institutions | \$1,000,000 |
| Construction of Lautoka Police Station – Phase 1 | \$1,000,000 |

Construction of New Nakasi PS, New Lautoka PS had been rolled over for the 2017/2018 financial year due to delay in engagement of Consultant as all projects had been undertaken by CIU. Majority of the consultants had been engaged for the rehabilitation works for TC

Winston which was a major priority mostly to health and education actor. As such, consultants together with contractor has been engaged whereby Phase 2 works which is construction will begin within this financial year. Thus, amongst other reasons, specific SEG 8 related savings resulted accordingly.

Q9. The Committee recognises that over the period, the Force was involved in designing and writing a FPF white paper within the framework of a National Security Strategy. Could the Commissioner brief the Committee about the status of these important documents?

The NSS Project for Fiji Police in conjunction with the MoDNS has been around since 2014. The NSS has moved on to greater lengths, now that it has a well-established Secretariat within the MoDNS, the 'new' NSS in its second version is almost complete for submission to the Parliament, (through the perusals of the Cabinet, the National Defence and Security Council, the Minister of DNS, and Solicitor-General) respectively.

Q10. The Commissioner of Police in his message raised a point on why crimes occur and referring to the deterioration of moral values. What has the institution done to address national moral values?

FPF has embarked on a consolidated approach in curbing crimes. Community Policing Strategy - Working closely with faith-based organisations to address the deterioration of moral values to the members of the community. Integration with other stakeholders such as the ministry of education, the ministry of women, children and poverty alleviation in addressing moral values especially to our children.

The Community Policing Directorate along with other sections and units, such as Juveniles, Sexual Offences, Fiji Police Band, Divisional and District Operational & Community Policing Teams have been undertaking massive advocacy, training and awareness engagements to this effect (moral values).

There is a whole host of agencies, both from international, regional and domestic agencies, CSO and individuals involved in this work. Fiji Police has also embarked over the years on media and public relations activities, talk-back shows, promotional activities (joint initiatives) etc.

Q11. We recognize a reduction in crime against women for the period (KPI 4). Is the “No Drop Policy” a contributing factor to this or are there any other factors? The public perception of domestic violence has increased. Is this true? Is there coordination between the Force and other stakeholders?

The 'No Drop Policy' is an internal instrument of strict (mandatory) compliance and enforcement by police officers. More advocacy and awareness work of all involved (in the likes of Women's Groups, UN Women, counsellors, community workers, responsive Courts etc.) in this agenda is surely, but slowly proving its worth.

The change of attitude and culture in the domestic family front, including the implementation and effects of DVRO, has its preventative effect on repeat offending.

- Implementation of the Duavata concept through village and school visitations, awareness, *tikina* meetings, victim support etc.
- Maximum use of media awareness (Crime Stoppers, Talkback shows, brochures, Newspapers publications, media releases etc.)
- MOU with MWCPA to tackle the issue of violence against women

- Strengthened community partnerships with villages, districts and provincial administrators on curbing crime against women.
- Coordination with UNDP, UN Women & FWCC on ending violence against women and children.

Q12. The Committee is concerned about major drug finds during the reporting period. What is the Police doing to keep Fiji safe from hard drugs? What is the Fiji Police Force doing in terms of prevention?

Fiji Police acknowledges and is concerned with the huge influx of drugs (green, white and synthetic) in Fiji. These activities are in the range of cultivation, transport, trafficking, manufacturing, transit, market, sales, use and abuse etc.

Drug-related Operations has been conducted year-round in all divisions of police jurisdictions. We also noticed drug-related activity and find from high seas, yacht related 'invasion' etc., and these need stringent monitoring, surveillance and legal frameworks to combat the illicit activity.

The Fiji Police as of the new fiscal year (2018-2019) split the Drug-related activities under a separate, stand-alone KPI of its own. Similarly, the Fiji Police has adopted an operational theme and all-out effort on drugs for Operations year, 2019. Furthermore, there shall be a new Directorate of Narcotics (with an SSP rank officer to head the directorate) established to give prominence to Fiji Police efforts to combat drugs related activity in the community.

- Strengthen coordination with our border agencies
- Increased Police Operations Targeting suppliers & manufacturers
- Future developments in the fields of investigations, surveillance (use of drones & CCTV's, listening devices, more mobility) to track down farms, cultivators and pushers in this drug trade.

Q13. What is the status of the Police Force and the Fiji Revenue and Customs Service (FRCS) relationship with other line agencies in terms of fighting illicit drugs locally and trans-national (regional and international levels)?

The Fiji Police - FRCS through its customs arm is engaged on strengthening its border control, surveillance and enforcement arrangements. The regional Apia-Samoa based Transnational Crimes Unit (TCU), the customs regional surveillance initiative with the Australian and New Zealand Police and customs counterparts is also being harnessed. There are joint operations being conducted amongst these and other agencies (in the regional and domestic network) to safeguard our regional and domestic borders. The INTERPOL, the Thailand-based United Nations Office of Drugs & Crime (UNODC) is also active in the Asia-Pacific region. Partnership with New Zealand Police & FRCS to strengthen our borders at Nadi and Nausori International Airports and Lautoka/Suva/Savusavu Ports of Entry (POE) through the use of detector dogs, capable of sniffing out these hard drugs (guns and counterfeit notes)

Q14. We recognize the complexity and sophistication of trans-national crime. What are some of the capabilities that the Force is considering and developing to improve protection?

Improving our real-time connectivity through digital platforms. Enlargement of our INTERPOL office here at CID HQ in Toorak-Suva, more engagement and enforcement activity with regional agencies e.g. AFP, ANZ Police, TCU, international-regional and

domestic inter-agency law enforcement collaboration, staff training and development, procurement of state of art tools of trade (e.g. surveillance, tracking devices), review of laws and legislation, more targeted and covert driven joint-coordinated operations, establishment and improvement of our digital platforms, compliance and standards to international requirements, continues staff and training regime, staff to name a few.

Q15. The Committee is concerned about the safety and security of the Police Headquarters in Laucala Beach. Is the Commissioner comfortable with the current locality?

Any police agency world-wide would pride in having a Headquarters of its own. The Commissioner, while being thankful is by no means comfortable of the current location of the Fiji Police HQ. In its current location, state of security, space, professional image etc., the PHQ needs relocation. Such relocation can be to an identified location/building or a new complex built for its best and ideal purpose.

Q16. The Committee is inclined to believe that the work environment for police officers, in general, is less than desirable. You recently stated your intent to increase your human resource. Has consideration been given to improve infrastructure to accommodate the increase?

The Fiji Police has already secured Govt approval for its Restructure & Reform 5year-phase manning and infrastructure project, commencing in the current 2018-2019 fiscal year.

Whilst the organisation promotes staff to acquire their own accommodation facilities in the communities they reside, there is obviously the need to maintain and house a number of these staff in barracks/quarters. Either they are in urban, rural or maritime regions of the AoR. The FPF does acknowledge that maintenance, repair and restoration of these buildings come at extremely high costs (budget) and time, maintaining such infrastructure is not an option, but a corporate Reality. The R&R Project, apart from the maintenance and restoration of current infrastructure, has earmarked these new constructions:

Stations:

Community Posts:

Accommodation Blocks:

Q17. The Committee is of the opinion that the Human Resource (HR) Perspective is key for the Police looking after the welfare of its officers. What is the police group welfare scheme done in this regard?

The Fiji Police Welfare Scheme is self-operating 'in-house' arrangement that encompasses (in-house) group insurance scheme, and a welfare arm of counselling and relative activities. Currently, this arrangement caters and extends its services to the serving members of the Fiji Police. Medical coverage and life insurance (in conjunction with a service provider) are the two products on offer. The Board that 'runs' its affairs is negotiating for the expansion of the products on offer such as services to the retired, increase in retirement benefits, extending the 'cover' to sixty (60) years etc.

The Scheme has also continued to send officer overseas for medical treatment under this scheme and the scheme has also begun to establish a sports gym at Police HQ and plans are underway to set up other similar gyms in all police stations around the country.

Q18. In terms of gender, women make up 20 percent of the force. What are the Commissioner's plans in raising the number of women officers in the Force?

R&R Project in the next five years shall see a two-fold growth in its manning levels. Women recruitment and growth is certainly on the agenda, propelling the current percentages to 33 percent earmarked in this five-phase recruitment and force enlargement effort.

Q19. Government announced 7.5 percent pay increment across the board to all civil servants including all members of the disciplined services. Have all the police officers received their pay increment to date? Police Special Constables were also promised that their hours and allowances will be paid. We have reasons to believe that not all have been paid.

All SC hours and allowances are being processed to be paid this year

Q20. How relevant is the mode of the current fitness tests (RFL) to determine policemen basic physical fitness?

The current model of RFL is compulsory and enforced across the organisation. There is also a review committee set-up to draw new models, research and engage industry experts to further refine, provide options as to the best available models for police officers to attend to this compulsory activity in their quarterly calendars.

The current model is designed to drive cardio-vascular activity, initiate agility, increase upper body strength, and promote physical fitness of endurance, encourage inclusivity amongst staff, to name a few.

3.0 Gender Analysis

The Parliament of Fiji Standing Orders 110(2) requires the Committee to give full consideration to the principle of gender equality so as to ensure all matters are considered with regard to the impact and benefit on both men and women.

The Committee notes that the Annual Report does not provide gender disaggregated data. The Committee recommends that the Fiji Police Force provides disaggregated data in its future reports.

The Committee noted that although women continue to be marginalised in certain areas, Fiji has come a long way since adopting the Beijing Platform of Action and the ratification of CEDAW in 1995. Over the years, the Fiji Police Force has greatly improved in the recruitment of women in the police service. It is pleasing to note, that the Committee was informed by the Deputy Commissioner of Police that women comprise 20 percent of the total number of personnel in the Force today.


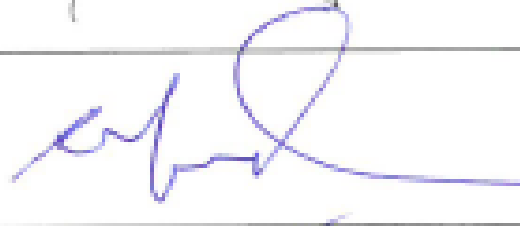
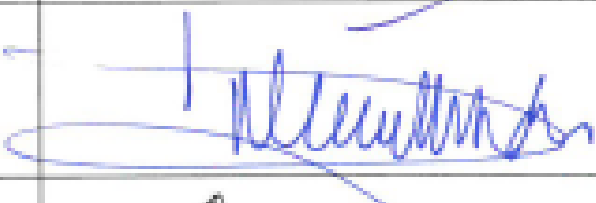


The Fiji Police Force has remained committed to prioritising recruitment, deployment and retention of women police officers in its operations at all levels in the future.

4.0 Conclusion

The Standing Committee on Foreign Affairs and Defence has fulfilled its mandate approved by Parliament which was to examine the Fiji Police Force Annual Report for the 2016-2017 fiscal year. The Committee has conducted its review and formulated the findings with regard to the police department performance. The Committee also took the initiative and opportunity to highlight in its report to Parliament issues that currently challenge the Force today.

The Committee report is bi-partisan and contributions from both sides have provided the final report. The key areas highlighted by the Committee in its findings would improve the overall performance of the FPF in the future. We commend the report and the way forward.

5.0 Members Signature

| MEMBER | SIGNATURE |
|---|--|
| Hon. Alexander O'Connor (Chairperson) |  |
| Hon. Dr. Salik Govind (Deputy Chairperson) |  |
| Hon. Pio Tikoduadua (Member) |  |
| Hon. Selai Adimaitoga (Member) |  |
| Hon. Anare Jale (Member) |  |

6.0 APPENDICES

| No | Date | Agency/Organisation | Written Evidence | Oral Evidence |
|----|------------|---------------------|------------------|---------------|
| 1 | 29.01.2019 | Fiji Police Force | ✓ | ✓ |
| | | | | |



PARLIAMENT
REPUBLIC OF FIJI
STANDING COMMITTEE ON FOREIGN AFFAIRS AND
DEFENCE



FIJI POLICE FORCE SITE VISIT REPORT



INTRODUCTION

The Standing Committee on Foreign Affairs and Defence was tasked to scrutinise the Fiji Police Report August 2016 to July 2017 and proposed recommendations back to the House on its findings.

Initially, the Committee had met and deliberated on a few issues that needed immediate attention whilst summoning the Commissioner of Police and Senior Staff to attend to a hearing on Tuesday, 29th January 2019.

On Monday, 4th February 2019, the Committee had its first site visit to various Police facilities in Suva and Nasinu to gauge and properly execute its oversight role in substantiating its findings with solid evidence on the ground.

The Committee had the privilege to visit the following areas:

- Police Headquarters, Vinod Patel Plaza, Laucala Beach;
- Police Special Response Unit (PSRU), Nasinu;
- Police Dog Unit (K-9), Nasese; and
- Forensics Science Services (FSS) Complex, Nasova.

The delegation consisted of four committee members and six secretariat support staff.

Members:

1. Hon. Alexander O'Connor (*Chairperson*)
2. Hon. Pio Tikoduadua (*Member*)
3. Hon. Selai Adimaitoga (*Member*)
4. Hon. Anare Jale (*Member*)

Secretariat Staff:

5. Mr. Jacob Abraham
6. Ms. Susana Korovou
7. Ms. Darolin Vinisha
8. PC Epeli Lewenilovo
9. Mr. Jale Vunicau
10. Mr. Naibuka Mekemeke

Police Headquarters (HQ) – 12.25pm

- Fiji Police Force is 145 years old and needs a secure HQ.
- Need for secure police communications (Information Communications Technology /ITC) in terms of radio telephone (VHF; HF etc.); websites, emails etc.
- Space is an issue.
- Need for secure space in data storage, collection, collation and analysis.
- Gender equality increasing the composition of women in the Fiji Police Force (FPF).
- Police strategic plans needs to reflect gaps in legislation, training, human resources and technology.
- Systems and Processes in Police investigations and complaints against police (CAP) and complaints against service (CAS) need to be reviewed.
- Efficient and Effective coordination of resources, command and information is key for FPF.



Police Special Response Unit (PSRU) – 1.20pm

- Need to increase manpower to strengthen the tactical roles of PSRU in national emergencies.
- Need for secure communications and ICT.
- Need to increase specialised training and procure equipment in tactical training, ICT, Diving and Search and Rescue Operations.
- Need to acquire and increase skills in mountain and cliff climbing skills including abseiling skills e.g. recent case of helicopter crash in Labasa where police and National Fire Authority (NFA) had to borrow FSC 4-wheel drives and pay for helicopters to insert rescue teams at the scene of the crash.
- Gaps in legislation in terms of national events and national emergencies.
- Need for specialist vehicles and equipment.



Police Dog Unit (K-9) – 2pm

- Police and Customs Detector K-9 Program five year project (2017-2022) for enhanced border and customs protection and control.
- Sustainability of the joint project with FPF and FCRS which will cease in 2022.
- Expanding capabilities to the Eastern, Western and Northern regions of Fiji in terms of border, immigrations and customs control (mainland and maritime zones).
- Breeding of detector and tracker dogs with experienced police and customs dog handlers.
- Need to acquire vets and specialists for the health and nutrition of the K-9 dogs and their handlers.
- Need for specialised training for the dogs and handlers.
- Career path and succession planning for police and customs K-9 handlers.



Forensics Science Services (FSS) – 2.35pm

- Gaps in legislation e.g. need for compulsory DNA testing for murder, robbery and serious crime suspects to aid police investigations otherwise a Court order is sought.
- CRO – space issue to have a secure, independent with back-ups off site. (Integrity of the criminal justice systems hangs on the security of criminals records (CRO Office).
- Need for more office and equipment space and specialised training in the Crime Scene Investigations (CSI).
- Gaps in legislation i.e. death on the high seas where bodies of deceased sailors, fishermen and mariners are dumped in Fiji by Asian fishing vessels with FPF and the Health Ministry bearing the high costs of investigations and post mortems (autopsies).
- Upgrade in the Histology Lab (Post Mortem related exams of dead person(s)).
- Need for specialist crime scene and forensics personnel, equipment, training and vehicles to deal with the Fiji weather and terrain on the main islands and maritime zones.



6.2 Fiji Police Force PowerPoint Present





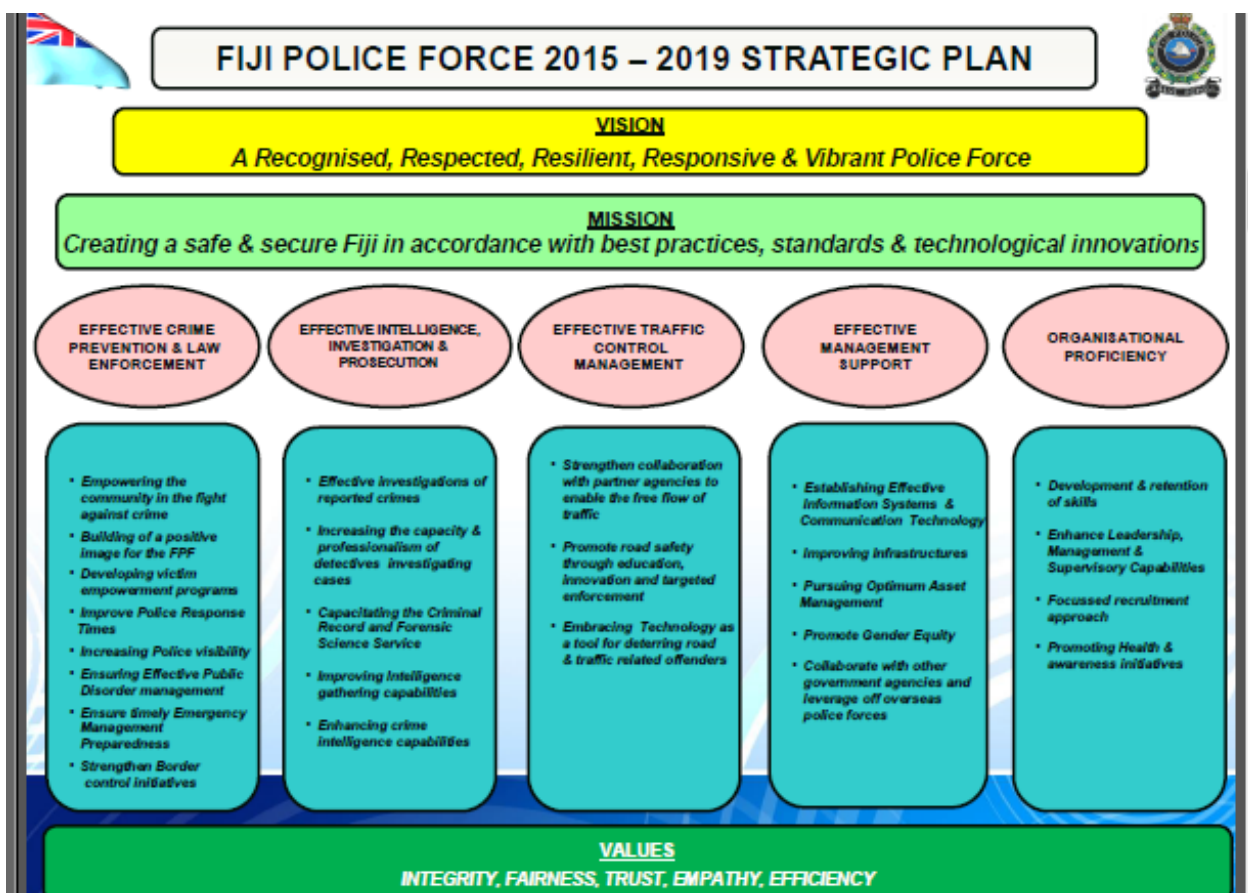


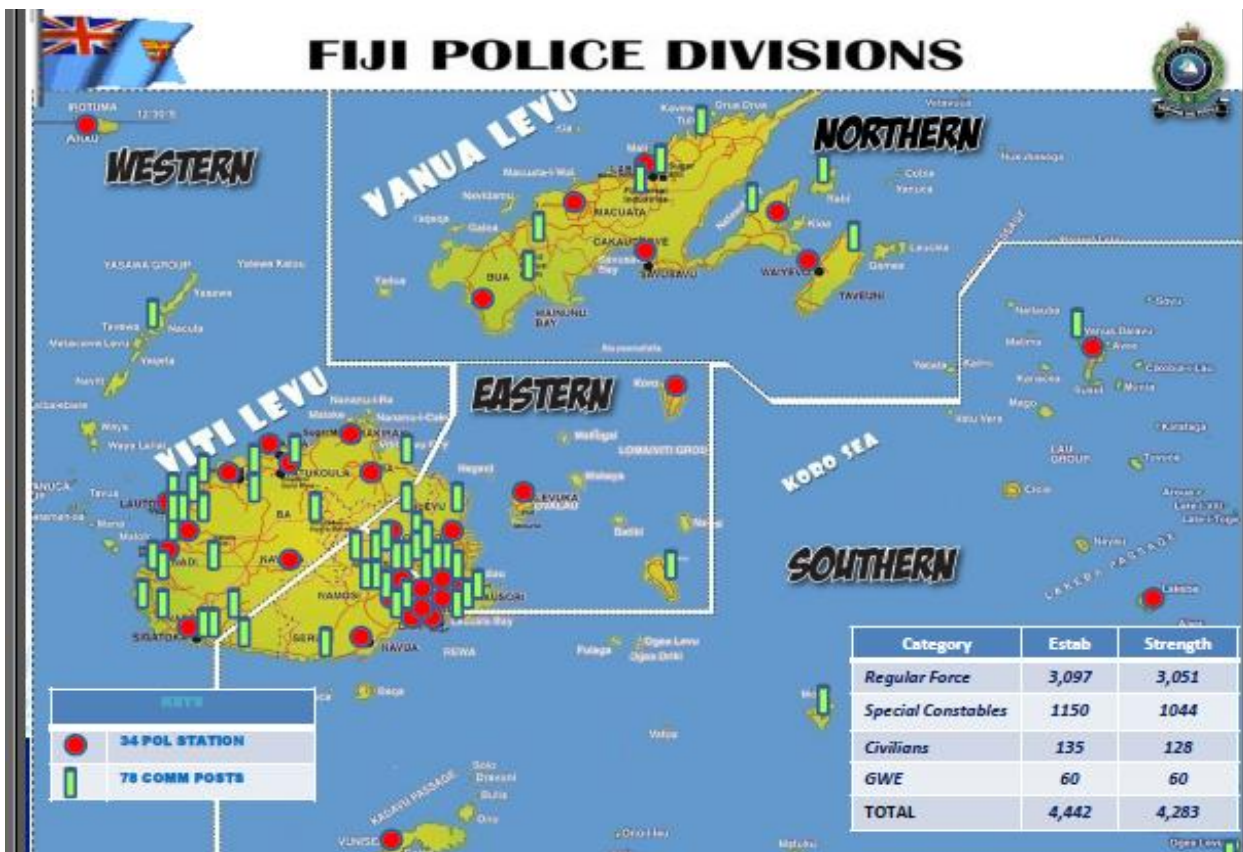
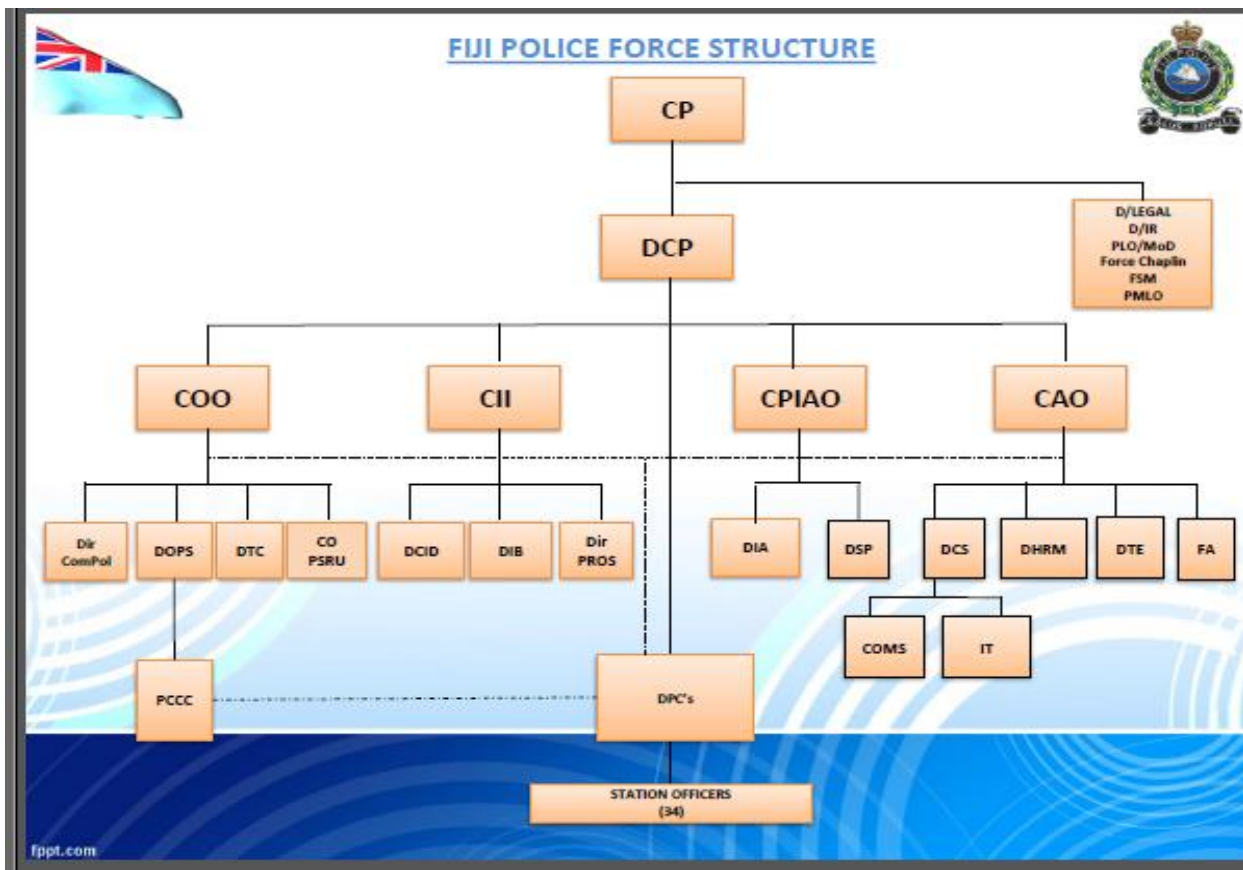
GOVERNANCE



- **Constitution**
- **Fiji Police Act and Regulations**
- **Crimes Act**
- **Criminal Procedure Act; and**
- **Enforcement of All Laws and Regulations**

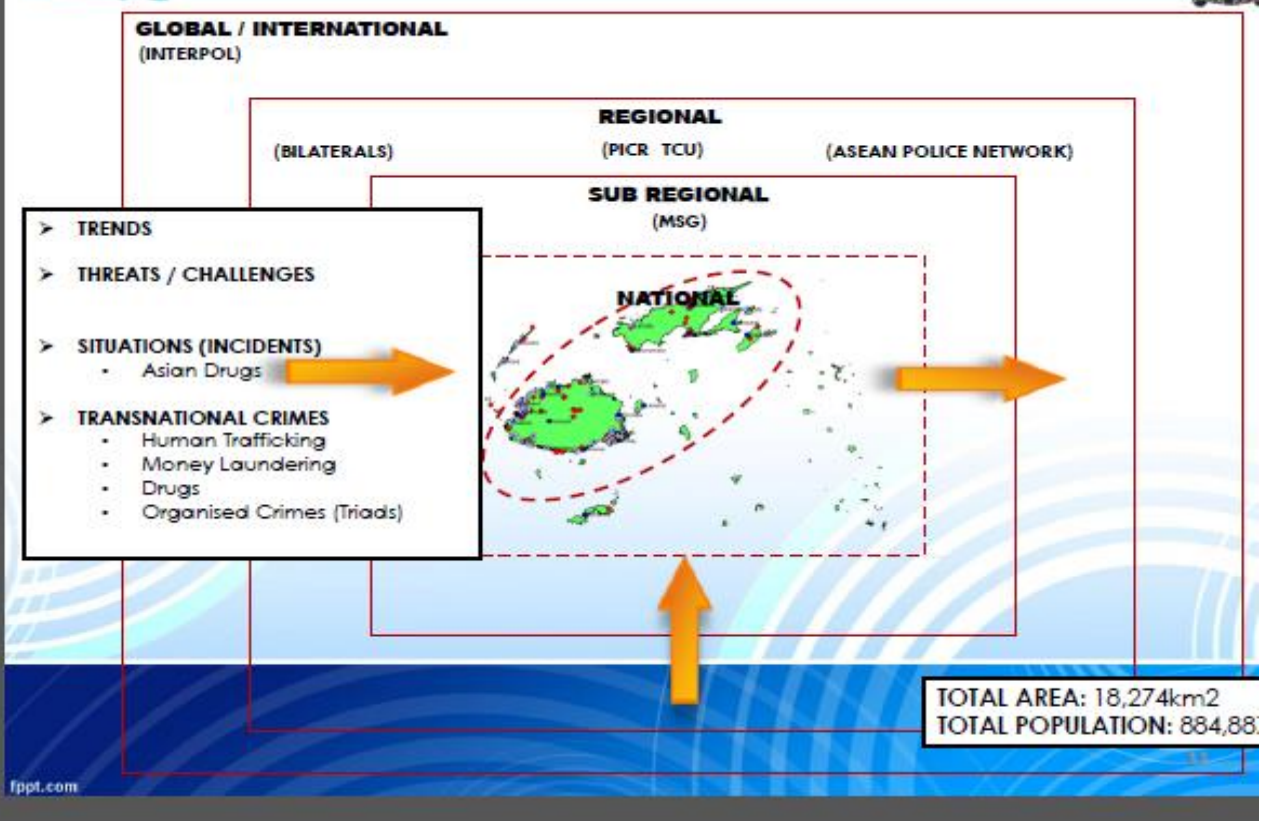
fppt.com







CURRENT SITUATION & CHALLENGES



EMERGING TRENDS



- ILLICIT DRUGS
- TERRORISM
- MONEY LAUNDERING
- HUMAN TRAFFICKING
- CYBER CRIMES
- TRANSNATIONAL CRIMES
- ENVIRONMENTAL POLICING



| JAN – DEC 2018 CRIME KPI ACHIEVEMENTS | | | | |
|--|--------------------------------------|-------------------|-------------------|----------|
| No. | KPIs | Committed in 2017 | Committed in 2018 | % Change |
| 1 | Reduce Overall Crime by 10% | 18,128 | 17,745 | -2% |
| 2 | Reduce Serious Crime by 10% | 3,783 | 3,839 | +1% |
| 3 | Reduce Crime Against Women by 10% | 2,682 | 2,655 | -1% |
| 4 | Reduce Crime Against Children by 10% | 1,083 | 1,083 | 0% |
| 5 | Maintain Detection Rate above 70% | 69% | 72% | 72% |
| 6 | Reduce Road Fatalities by 30% | 70 | 70 | 0% |



HIGHLIGHTS FOR 2018



- Aggravated Robbery reduced by 6%
- Burglary reduced by 13%
- Sexual Offences reduced by 10%
- Domestic Violence reduced by 35%
- Escaping from Lawful Custody reduced by 6%
- Drugs recorded a significant increase of 55%



CRITICAL ISSUES



- Legislation and Policies
- Institutional Restructure & Reforms (Implementation)
- Training
- Leadership Development
- Police HQ



WAY FORWARD



- **Looking after our People, Improving Work Environment and Resources.**
- **Increased collaboration and Partnerships within Government and other key Stakeholders locally, Regional and Internationally.**



END OF BRIEF

MODELS APPROACH - 'TIER' MODEL

Tier Model

- ✓ Tier 1Upper
- ✓ Tier 1
- ✓ Tier 2
- ✓ Tier 3



Factors Determining Tier

1. People

- *Demographics*
- *Population trends*
- *Economic prowess or status of people*

2. Development

- *Government Initiatives and Roadmap*
- *Civic or municipality developments and proposed projects*
- *Private enterprises and proposed developments*
- *Village development schemes*
- *Partnership investments*

3. Threat of Crime

- *Crimes trends, patterns and connections*
- *Criminal security landscape and deviant behaviors*
- *Criminal Networks*
- *Transnational Crimes and associated indicators*



FIJI POLICE FORCE STRUCTURE SAMPLE

| | CATEGORY | No OF STATIONS |
|----------|-------------|----------------|
| <u>1</u> | Tier 1Upper | 5 |
| <u>2</u> | Tier 1 | 9 |
| <u>3</u> | Tier 2 | 11 |
| <u>4</u> | Tier 3 | 9 |
| | Total | 34 |

HUMAN RESOURCES

SUMMARY OF PHASE 1 (2018-2019)

| | | |
|-----------------------------|------------|------------------------|
| UNREGULARISED | 421 | \$17,245,514.81 |
| NEW STRUCTURE (PL12) | 180 | \$ 6,048,783.45 |
| CIVILIAN | 20 | \$ 915,243.34 |
| TOTAL | 621 | \$24,209,541.60 |



INFRASTRUCTURE

PHASES OF COMMUNITY POSTS

| PHASE 1 | PHASE 2 | PHASE 3 | PHASE 4 | PHASE 5 |
|-----------|-----------|---------|---------|------------|
| VOTUALEVU | DAVUILEVU | DARIA | MATUKU | CUNNINGHAM |
| | KAVALA | SAWENI | LAGI | NAKOROVATU |
| | VUNA | BEQA | NAWENI | NEW TOWN |
| | KUBULAU | ONOILAU | WAINUA | NADURI |
| | | VITINA | KESE | YAQARA |

PHASES OF 2 X 1 X 4 BARRACK FOR C/POSTS

| PHASE 1 | PHASE 2 | PHASE 3 | PHASE 4 | PHASE 5 |
|---------|---------|---------|---------|------------|
| | KAVALA | DARIA | MATUKU | NAKOROVATU |
| | VUNA | SAWENI | NAWENI | NADURI |
| | KUBULAU | BEQA | LAGI | YAQARA |
| | | ONOILAU | WAINUA | |
| | | VITINA | KESE | |



| PHASES OF 3 X 1 X 6 BARRACK FOR STATIONS | | | | |
|--|---------|-----------|---------|-------------|
| PHASE 1 | PHASE 2 | PHASE 3 | PHASE 4 | PHASE 5 |
| NAKASI | | TUKAVESI | SEAQAQA | BA |
| | | NABOUWALU | LABASA | TAVUA |
| | | KADAVU | TAVEUNI | VATUKOULA |
| | | NAVUA | KEIYASI | ROTUMA |
| | | LEVUKA | KOROVOU | VUNIDAWA |
| | | NALAWA | LAKEBA | VANUABALAVU |
| | | RAKIRAKI | SABETO | |

| PHASES FOR DOG KENNEL | | | | |
|-----------------------|---------|---------|---------|---------|
| PHASE 1 | PHASE 2 | PHASE 3 | PHASE 4 | PHASE 5 |
| | | NAKASI | NAUSORI | TAVEUNI |
| | | SABETO | KADAVU | TAVUA |
| | | SEAQAQA | NALAWA | |

CAPABILITIES

| PHASES FOR POLICE BOATS | | | | |
|-------------------------|--------------|--------------|-----------------|--------------|
| PHASE 1 | PHASE 2 | PHASE 3 | PHASE 4 | PHASE 5 |
| | NAUSORI (B) | SAVUSAVU (B) | BA (S) | VUDA (B) |
| | NAVUA (B) | LEVUKA (B) | NABOUWALU (B) | DENARAU (B) |
| | SIGATOKA (B) | KOROVOU (B) | LAKEBA (B) | NATEWA (B) |
| | LABASA (B) | LAUTOKA (B) | DARIA (S) | MATUKU (S) |
| | TAVEUNI (B) | KAVALA (S) | BEQA (B) | LAGI (S) |
| | TUKAVESI (B) | NADI (S) | VANUABALAVU (B) | KOROLEVU (S) |
| | ROTUMA (S) | NADURI (S) | ONOILAU (B) | SAQANI (S) |
| | KESE (B) | RABI (S) | KOROTASERE (S) | KUBULAU (B) |