



STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE

Review Report of the Committee on the Fiji Police Force 2014 Annual Report



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 (SCFAD) on the Fiji Police Force 2014 Annual Report.

The Standing Committee on Foreign Affairs and Defence is established under Standing Order (SO) 109(2)(e) of the Parliament of the Republic of Fiji. The Committee is mandated to examine matters related to Fiji in relations with other countries: development aid; foreign direct investment; oversight of the military and relations with multi-lateral organisations. The Committee is also mandated by Parliament to scrutinize annual reports for Ministry of Defence, National Security including the Republic of Fiji Military Forces (RFMF) and Fiji Police Force (FPF).

The Committee has conducted its review on the Fiji Police Force 2014 Annual Report. The findings of the review and the recommendations put forward by the Committee will enable the FPF's to boost service delivery in the future and especially in meeting Fiji's internal security obligations and liaising with international jurisdictions in fighting transnational crimes.

The review exercise was possible after a round of consultation that was conducted with the Police Department. The Committee had identified findings to some areas of concern which affected the FPF's achievements in the past and these have been further captured in the recommendation for consideration.

The Verbatim Report will be available on the Parliamentary website.

Finally, I wish to extend my gratitude to the Honourable Members and the Secretariat team who were involved in the production of this bi-partisan report. The Members include: Hon. Mataiasi Niumataiwalu; Hon. Mosese Bulitavu; Hon. Ratu Suliano Matanitobua and the Alternate Members Hon. Jilila Kumar and Hon. Howard R. Politini.

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

Hon. Netani Rika
Chairperson

List of Acronyms

CID	Criminal Investigation Department
DCP	Deputy Commissioner of Police
FPF	Fiji Police Force
FSD	Fiji Police Forensic Sciences Division (Forensics)
HQ	Headquarters
HRM	Human Resource Management
KPIs	Key Performance Indicators
SCFAD	Standing Committee on Foreign Affairs and Defence
SO	Standing Orders
RFMF	Republic of Fiji Military Force

RECOMMENDATIONS

Recommendation One:

The budgetary allocation of the Fiji Police Force to be increased to cater for the mandated responsibilities in the following focused areas:

- Infrastructure Improvement;
- Capacity and Capability Development;
- Leadership Development and;
- Review of the *Police Act*.

Recommendation Two:

Progressive improvements to be made in the following areas:

- Training;
- Forensic Unit;
- Communication and Information Technology and;
- Staff Welfare.

INTRODUCTION

Using the legislative powers provided to the Committee, this report examined the Fiji Police Force (FPF) 2014 Annual Report which was tabled in Parliament on 30th May, 2016.

The Committee had identified key areas that need to be taken into consideration and these included the FPF's budgetary allocation, policies, strategies, programs and projects of 2014.

On 11th October 2016, the Committee resolved to summon the FPF on 5th of December 2016 to provide a brief on its overall performance in 2014.

The review involved the collection and sighting of available information and documents so that the Standing Committee fully understands its operations and performance.

In summary, the information for this report was obtained through:

1. assessment by the Standing Committee Members of the FPF's 2014 Annual Report;
2. presentation by the Deputy Commissioner of Police;
3. SCFAD site visits to police facilities and infrastructure in the greater Suva area that included:
 - Suva South Police Post;
 - Totogo Police Station;
 - Police Forensic Science Service;
 - Dog Unit (K9 Unit);
 - Criminal Investigation Department Headquarters; and
 - Police Special Response Unit.

The report covers the Committee's findings, recommendations and conclusions.

FINDINGS

The key findings of the report are listed below:

- The FPF has limited capacity to coordinate and drive its Human Resource Management System to achieve its intended targets for 2014 and beyond;
- The FPF's Administration and Operations capacities constraints in both districts and headquarters.
- Retention of Staff.
- Usefulness of Beat Patrol (Police Operations)
- Restore Public Confidence
- Community Safety and Security
- Building & Strengthening Relationship

CONCLUSION

The Committee has conducted its review and formulated the findings with regard to the FPF's performance in 2014.

The response and input from the Fiji Police Force were overwhelming which immensely contributed to this report.

The Committee came up with two major recommendations in its opinion would improve and enhance the work of the Fiji Police Force in achieving their Key Performance Indicators (KPIs).

Overall, the key areas highlighted by the Committee in its findings would boost the overall performance of the FPF at large.

The verbatim report will be available on Parliamentary website.

Therefore, the Committee strongly recommends to Parliament this report.

REFERENCES

- Fiji Police Force, *2014 Annual Report*, Parliamentary Paper No.42/2016
- *Constitution of the Republic of Fiji* (2013)
- 'Ministerial Assignment', Legal Notice No.72, 2016 in *Government of Fiji Gazette Supplement*, No.31, 14 September 2016.

APPENDICES

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APPENDIX 2	FIJI POLICE FORCE SITE VISIT PHOTOS ALONG SUVA AND NASINU STATION <ul style="list-style-type: none"><input type="checkbox"/> Fiji Police Forensic Science Services, Nasova<input type="checkbox"/> Police Dog Unit – K9, Nasese<input type="checkbox"/> CID Headquarters, Toorak<input type="checkbox"/> Police Headquarters, Center point

APPENDIX 1

POWERPOINT PRESENTATION

FIJI POLICE FORCE PRESENTATION



PRESENTATION TO THE STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE

FPF ANNUAL REPORT 2014

Monday 05 December 2016

2014 FACTS

- ☐ Leadership – Commissioner – Maj Gen (ret) Bernardus Groenewald
- ☐ Business Philosophy – Setting Goals & Achieving Them
- ☐ Ratio – 1:222
- ☐ Empowering and Consolidation
- ☐ Election
- ☐ Chemistry Lab

SECURITY SECTOR REFORM

- ☐ Part Public Sector Reform – Output Organisational Effectiveness
- ☐ Legislative Review
 - Police Act; Public Order Act; State Proceeding Decree; Cyber Crime; Terrorism; Illicit Drug Act
- ☐ Policy Review
 - Gender Policy, Sexual Harassment Policy; Strategic Roadmap 2050; Recruitment; International Relations; Internal Affairs; Promotion Policy; OHS; Gender; Service Charter; Formulation of National Guideline for Forensic Autopsies
- ☐ Organisational Review
 - Restructure: Establishment of new units; Strengthening of Forensic Division; Strengthening of Prosecution; Strengthening of Border Units
- ☐ Operational Review
 - Pushing Forward & redeployment of Resources; Intelligence Led Ops; Information Gathering
- ☐ MOU – Kiribati, Russian Diplomacy Course
- ☐ Official Website

FORCE KPIs – TACKLING OFFENCES AGAINST WOMEN & CHILDREN; REDUCTION IN ROAD FATALITIES

- ☐ Enforcement of all Laws – Domestic Violence Decree; Family Law; Child welfare; Juvenile Act; Crimes Decree
- ☐ No Drop Policy - Discipline
- ☐ All Reports (Women/Children) attended & classified within 24hrs
- ☐ Working with the Communities
- ☐ Awareness, Training and Advocacy, Media Release, Twitter & Facebook
- ☐ MOU with Ministry of Women
- ☐ Member of EVAW Task Force, Multi Sector Approach
- ☐ Case Conferencing, Forensic Evidence
- ☐ Zero Tolerance Violence Free Community
- ☐ Working with NGO, Regional & International Organisations – UNICEF/UN Women/UNFPA

ROAD FATALITIES

- ☐ Random Breathalyser Test, Continuous Coverage of Black Spots, Radar Operation
- ☐ Awareness – Community Policing: Schools
- ☐ Media Releases
- ☐ Regular Meetings with Transport Industry – Bus Operators, Taxi, Rental
- ☐ Seven Days' Time Limitation on all fatal investigations
- ☐ Joint Operation with LTA in all Divisions – driver behaviour, Vehicle Defects & Registration, Licensing
- ☐ FRA – Sharing information on road condition contributing to accident; sharing fatal accident analysis for treatment of black spots, redesign road markings, signage, traffic signs/management
- ☐ Affixing of Static Speed & Red light cameras with LTA – 12 altogether in Viti Levu
- ☐ Multi Sector Approach – Fiji Decade of Action on Road safety – 2011 – 2020 launched by PM: 2 Strategic Focus
- ☐ Police maintain accurate database on all reported accidents on Fiji Road
- ☐ Enforcement of fatal five – drink & drive, speeding, bad driver attitude, fail to wear seatbelt and driver fatigue/inconsiderate pedestrians
- ☐ National Traffic Control Centre – Records of accidents; analysis & enforcement; sharing information – LTA, Ministry of Transport; Fiji Road Authority; Municipalities, Ministry of Health; Transport Industry
- ☐ CCTV – discussion is ongoing for this project

GLOBAL PEACE AND SECURITY

- ☐ South Sudan – 16, Darfur – 9, Lebanon 2, Golan Heights – 3, RAMSI – 2
- ☐ Secondment – Regional Commander (Darfur)
- ☐ MSG DPKO Vanuatu – Secondment
- ☐ RECCE – Haiti from 11 – 23 December 2016

PREPARING FUTURE LEADERS

- ☐ Cadet Scheme
- ☐ Ongoing Succession Planning
- ☐ Overseas Training & Attachment
- ☐ Leadership Training – Malaysia Command Course; FBI Leadership; Asia Pacific Command – Hawaii
- ☐ Training Arrangement with Foreign Nations (Major Partners) – China, India, Indonesia, Singapore – ‘Benchmarking Strategy’ Australia – Federal Police & State Agencies, New Zealand, Malaysia, USA, Hong Kong – Scoping tour and exercise
- ☐ Leadership Development Initiative – 50 positions with Chinese Counterparts; secondment and attachment initiatives locally and internationally (both private & government)
- ☐ Job Rotation and Posting Plan by HRM
- ☐ Cost Sharing – 50%
- ☐ Staff Training at OTS
- ☐ Officer Optimum Performance Effectiveness (OPE)
- ☐ Officer Command Course – Indonesia Staff College
- ☐ Strengthening Training and Development Ties with Training Providers (Tertiary & Leadership Development Agenda)
- ☐ Training – UK, Australia, NZ, India and China

COMMAND ETHICS

- ☐ The Fiji Police
 - To be an honest,
 - Reliable and
 - Trusted Police Force

FPF FINANCE

- ☐ Annual Corporate Plan (ACP) links to the Budget
- ☐ Expenses adheres to the ACP
- ☐ Adherence to the Financial Management Act; Finance Instruction; FPF Finance Manual; Procurement Regulations 2010; Finance Circulars
- ☐ Strict Monitoring – Monthly and Quarterly report
- ☐ Cash Flow Adjustments
- ☐ Closure Collaboration with Ministry of Economy
- ☐ Careful prioritisation of projects; and adherence to timelines
- ☐ Submission of Tender Documents on Time
- ☐ Virement

WALKING THE BEAT

- ☐ Usefulness of Beat Patrol
- ☐ Crime Prevention Strategy
 - Reassuring
 - Restore Public Confidence
 - Bridging the Gap
 - Community Safety and Security
 - Building & Strengthening Relationship

WAY FORWARD

- ☐ Capacity and Capability Development
- ☐ Leadership Development
- ☐ Review of Police Act
- ☐ Budget/Finance
- ☐ Training
- ☐ Science
- ☐ Communication and Information Technology
- ☐ Staff Welfare

END

- ☐ Questions

APPENDIX 2

THE COMMITTEE SITE VISIT PHOTOS ALONG SUVA & NASINU POLICE STATION.

Police Forensic Science Services, Nasova.



A visit to the Police Clearance Processing Unit



Forensic Science Service Unit: Footprint and Fingerprint dusting, DNA testing for suspected criminal offences.



Honourable Members hear more from the Forensic Science Services Unit.



A doctor in the force that helps in crime investigation in terms of post mortem.

Dog Unit (K-9), Nasese



K-9 Unit: Dogs are trained to detect drugs and weapons that are smuggling into the country through our borders.



Officer in charge in dog training share more to the Honourable Members on how dog are being trained to actually detect drugs and weapons.



Hon. Members with the Acting Commissioner Police Mr. Isikeli Ligairi.

(Left to right: Hon. Mosese Bulitavu, Hon. Mataiasi Niumataiwalu, Hon. Ratu Suliano Niumataiwalu and ACP Mr. Isikeli Ligairi).



K-9 Officer tells more to the Standing Committee.

Criminal Investigation Department (CID) – Headquarters, Toorak.



All the Directors at the CID Unit



Screen recorded interview room for police crime investigation.



Police Officers at CID Unit welcomed the Hon. Committee Members to their Conference Room



Mrs. Loata and team at the CID Conference Room sharing more to the Committee on the duty undertook.

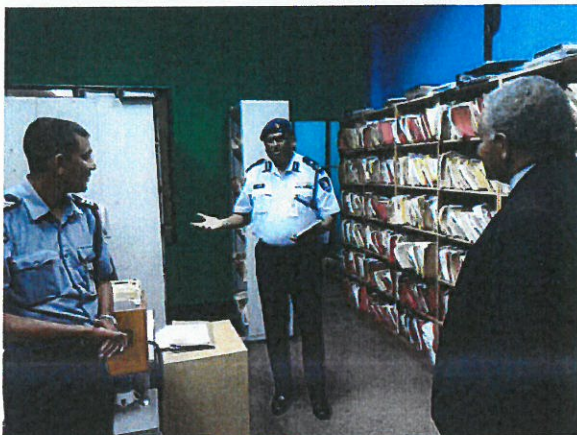
Police Headquarters, Centrepont



Committee touring the Police HQ at Centrepont.



Human Resource Unit at the Police HQ, Centrepont.

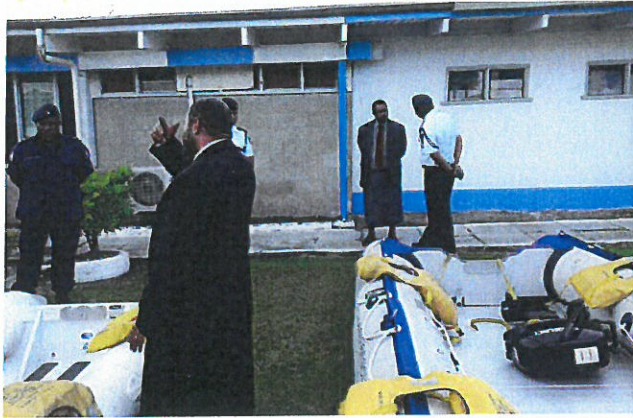


Manual file case storage room ready to be recorded in the database.



Police HQ Conference Room.

Police Special Response Unit



Police lifeboats with engine for rescue purposes in terms of drowning emergency.



Hon. Members glanced at the equipment that was donated by the Chinese Government such as flippers, reef shoes, oxygen tank and etc.



Full fire armour on display to the Committee.



Tent for bush camping, training and site investigation outside Suva.