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Verbatim Report

[VERBATIM REPORT]

STANDING COMMITTEE ON FOREIGN AFFAIRS & DEFENCE

ANNUAL REPORT

Fiji Police Force 2020-2021 Annual Report

ENTITY: **Fiji Police Force**

VENUE: **Big Committee Room, Government Buildings, Suva**

DATE: **Wednesday, 7th May, 2025**

**VERBATIM REPORT OF THE MEETING OF THE STANDING COMMITTEE ON
FOREIGN AFFAIRS AND DEFENCE HELD AT THE BIG COMMITTEE ROOM (EAST
WING), PARLIAMENT PRECINCTS, GOVERNMENT BUILDINGS, ON WEDNESDAY,
7TH MAY, 2025, AT 8.49 A.M.**

Interviewee/Submittee: Fiji Police Force

In Attendance:

- | | | |
|----|-------------------------|---|
| 1. | Mr. Aporosa Lutunauga - | Assistant Commissioner of Police Planning,
Research & Doctrine |
| 2. | Mr. Pauliasi Colamoto - | Director, Strategic Planning, Policy Research &
Doctrines |
| 3. | Ms. Manaini Mills - | Principal Accountant |
| 4. | Ms. Pauline Rasila - | Senior Research Officer |
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DEPUTY CHAIRPERSON.- Honourable Members, members of the media and the public, Secretariat, dear viewers, ladies and gentlemen; a very good morning to you all. It is a pleasure to welcome everyone, especially the viewers who are watching this proceeding.

At the outset for information purposes, pursuant to the Standing Orders of Parliament, specifically Standing Order 111, all Committee meetings are to be open to the public. Therefore, this meeting is open to the public and the media. However, for any sensitive information concerning this submission that cannot be disclosed in public, that can be provided to the Committee either in private or in writing. Do note that this will only be allowed in a few specific circumstances, which include:

1. national security;
2. third party confidential information;
3. personnel or human resources matters; and
4. Committee deliberation and development of Committee recommendation and reports.

I wish to remind honourable Members and our invited submittee that all comments and questions to be asked are to be addressed through the Chair. For those viewers watching this live on *Facebook*, questions can be sent via comments, and only relevant questions will be considered by the Committee. Please, note that if there are any questions from the Members of the Committee, they may interject, or we will wait until the end of your submission to ask our questions.

This is a parliamentary meeting, and all information gathered is covered under the Parliamentary Powers and Privileges Act and the Standing Orders of Parliament. Please, bear in mind that we do not condone slander or libel of any sort, and any information brought before this Committee should be based on facts.

In terms of other protocols of this meeting, please, be advised that movement within the meeting room will be restricted, minimise the usage of mobile phones and all mobile phones are to be on silent mode while the meeting is in progress.

I would like to introduce the members of the Standing Committee on Foreign Affairs and Defence.

(Introduction of Members and Secretariat)

Today, the Committee will be hearing an oral submission from the Fiji Police Force in relation to its 2020 to 2021 Annual Report. I now invite our guests to introduce themselves before they proceed with their submission.

(Introduction of Fiji Police Force Officials by Mr. Lutunauga)

MR. A. LUTUNAUGA.- Deputy Chairperson and esteemed Members of the Standing Committee on Foreign Affairs and Defence, on behalf of the Commissioner of Police, who is away overseas on official engagement, I would like to convey his well wishes to your Committee and sincerely acknowledge your invitation to present to your good selves the Fiji Police Force Annual Report for the financial year 2020 to 2021.

Deputy Chairperson, the Fiji Police Force 2020-2021 Annual Report which I believe is with your good self, comprises detailed information on the activities and programmes, the Fiji Police Force (FPF) performance and the audited financial statements of the organisation. However, my presentation this morning is to provide a general summary of this Annual Report.

Before you on the screen, Deputy Chairperson, is the scope of my presentation. I will first take you through the FPF Strategic Planning Framework. This is done so that you can understand, from the outset, the strategic planning framework of the FPF, which we believe will allow your good selves to understand where we have come as an organisation, where we are now and where we would like to be in the future.

The overarching strategic direction of the FPF is guided by the Fiji Police Force 2011-2050 Roadmap. Within that roadmap, which, I believe, is in front of you, the FPF is broken down into four decades with their own respective themes which we hope will take us to the end state of

nation building through a transformed, modernised and enhanced policy. Those are the four different decades of the overarching strategic direction of the FPF.

We began the first decade in 2012. As stipulated in that plan, “Developing a Force for the nation” was our theme. We moved on and we are currently in the next decade which ends in 2030. The theme is, “Stabilising through Continuous Development”, and then the ensuing decades, “Strengthening and Sustaining Capability, and from 2040 to 2050, “Expansion through Capability Development”. Those are the strategic directions which we had hoped to take us to the end state of nation building through a transformed, modernised and enhanced policy.

Deputy Chairperson, within a decade, there are two sets of five-year strategic plans which the FPF developed, and one five-year strategic plan comprises of five Annual Corporate Plans. We are here this morning to present the 2021-2022 Annual Report which outlines and reports back the direct results of the implementation of the 2020-2021 Annual Corporate Plan.

Deputy Chairperson, Sir, the Fiji Police Force Planning Framework depicted on the slide ensures that the Government's annual budgetary provisions are utilised to facilitate the strategies, programmes and activities contained in the Annual Corporate Plan. The cascading of internal plans include the Divisional Police Commanders Business Plan, the Officer in Charge of Police Districts Business Plan, and then further cascaded down to the technical level which is the Station Officers Business Plan.

In the implementation, we provide a feedback to Headquarters through our Monthly Report and our Quarterly Report in which for every quarter, the Fiji Police Force Planning Team goes back to the Divisions, conduct verifications to ensure that the activities have been implemented and the results that we receive is in accordance with the plan that we have. Then we prepare our annual report which is on the far left, which is then tabled in Parliament, as we are conducting in this morning session.

Deputy Chairperson, Sir, the next slide explains the linkage between Government's targeted outcome of maintenance of law and order and the respective five outputs which the FPF are expected to produce. They are:

- | | |
|---------------|--|
| Output No. 1: | Effective crime prevention and control. |
| Output No. 2: | Effective investigation detection and successful prosecutions. |
| Output No. 3: | Reliable intelligence. |

- Output No. 4: Road safety.
Output No. 5: Organisational effectiveness.

Deputy Chairperson, the nine Key Performance Indicators (KPIs) that measure our performance are stipulated on the slides and they are:

- KPI 1: Reduction in complaint against Police by 10 percent.
KPI 2: Reduction in overall offence rate by 10 percent.
KPI 3: Reduction in serious offences by 10 percent.
KPI 4: Reduction in crime against women by 10 percent.
KPI 5: Reduction in crime against children by 10 percent.
KPI 6: Number of drug cases registered.
KPI 7: Maintain detection rate above 70 percent.
KPI 8: Maintain our successful prosecution rate above 90 percent.
KPI 9: Reduction in road fatalities by 30 percent.

Please, allow me to present to your Committee, Deputy Chairperson, a summary of the Fiji Police Force 2020-2021 Annual Report.

On Police administration, Deputy Chairperson, the Organisational Structure for the year 2020-2021 comprise of the following – from leadership level, we have one Commissioner of Police, one Deputy Commissioner, four Assistant Commissioners of Police, 15 Directors, four Divisional Police Commanders and a Force Chaplain.

The theme for 2020-2021 was, Preserving the Past and Securing the Future. That was relevant then for the FPF as an organisation working towards securing the future of our resources, providing resources and police personnel and continuing to commit to the core role of maintaining law and order. We had to re-strategise our actions to maximise our impact on the criminal environment and protect Fijians and Fijian interests from serious criminal threats.

The main highlight for the FPF in 2020-2021, Deputy Chairperson, was the onslaught of the COVID-19 global pandemic and the mitigation efforts by the FPF to address that issue. The insights and experience grown from the outbreak and the two waves of the COVID-19 pandemic enhanced the FPF in its display of resilience, adaptability, consistency and relevance, as we continue to advance and adjust to the ever-changing policing environment. The FPF served alongside their fellow regional partners, the New Zealand Police and the Australian Federal Police, and in front of our comrades from our domestic friendly forces, which includes the Fiji

Military Forces, National Fire Authority, Ministry of Education and Ministry of Economy, in successfully managing and controlling the global pandemic.

Deputy Chairperson, on police performance, a summary of the KPI achievements is illustrated on the screen. A 2 percent reduction in overall crime rate was achieved during the 2020-2021 financial. The detailed elaboration of the statistics is captured in the FPF 2021 Crime Statistics Annual Report, which is in front of you.

Deputy Chairperson, as you can see, for the reduction of overall crime, the organisation's reduced crime managed to record a decrease by 2 percent. For serious crime, there was a record of an increase by 5 percent, a further reduction in crime against women by 1 percent, an increase of 1 percent as far as crime against children is concerned, and a decrease by 43 percent as far as the number of drug cases that were registered. The detection rate remained at 70 percent. The successful prosecution was achieved - 94.6 percent, and reduction in complaints against police of 22 percent and reduction of road fatalities by 29 percent.

Deputy Chairperson, on Police finance, the FPF was allocated a total of \$200.6 million in the 2020-2021 Budget. I am happy to report that during that year, there was no loss of money or revenue, nor was there any loss of assets for the financial year 2020-2021.

Established staff expenditure increased by 23.25 percent or \$2.8 million in 2021, compared to 2020 due to new recruits, payment of salary progression, re-engagement bonus, acting allowances, extra duty allowances and leave compensation. There was an increase of 52.9 percent or \$4.2 million in the purchase of goods for 2021 compared to 2022, due to increase in court witness fees and purchase of uniforms under the stores and uniform expenditure.

Capital construction expenditure, Sir, increased by 18.94 percent or \$4.4 million in 2021, compared to 2020. That was due to the fees and construction of the new Lautoka Police Station, Nadi Police Station, Nakasi Police Station and our own transport pool building. Capital purchase increased by 56.51 percent in 2021 compared to 2022, due to the purchase of IT equipment, special operations equipment, forensics chemistry equipment, boats, engines and traffic equipment.

Deputy Chairperson, as stated in the Report, there was a saving of \$18.2 million for the year 2021. That was due to the following reasons –

- some vacant positions were not filled in the FPF;
- officers were not paid their engagement bonus as they did not meet the criteria for reengagement;
- officers were acting without acting allowance; and
- officers were interdicted on half salary, resulting in the savings of \$18.2 million.

Deputy Chairperson, on corporate and command highlights, the former Commissioner of Police, Mr. Sitiveni Qiliho, was the Pacific and Fiji's first to graduate from the Royal College of Defence Studies at the Defence Academy Square, London, United Kingdom. Also in the same year, we continued with our humanitarian role whereby 27 Officers were deployed to the mission areas during the mentioned financial year. The invaluable experience from these investments were critical for Fiji's global partnership and efficient service delivery. Other FPF engagements and achievements included the virtual launching of the Pacific Islands Commissioner of Police Strategic Plan and the assuming of the chairmanship of the Pacific Islands Chiefs of Police (PICP) by the then Commissioner of Police, Sitiveni Qiliho.

A 7 percent increase was recorded in the number of police personnel joining the FPF and the notable promotion of 300 personnel into the Regular Force. The manpower, Deputy Chairperson for the year 2020-2021 was 4,812.

The ongoing implementation of the Cabinet approved FPF reform and restructure enabled the formation and operationalisation of the Fiji Police National Narcotics Bureau, with a manpower of 84 personnel. The Bureau's major highlight was the establishment of the Fusion Centre, which aimed at enhancing police intelligence capability and establishing a platform for data storage, profiling, information gathering and sharing capacity.

The FPF's Psychology Unit was also established in the same year, Deputy Chairperson. The Unit worked in tandem with the chaplaincy and counselling services, and in collaboration with NGOs, faith-based organisations, civil societies and individuals in creating awareness on the mental health and wellbeing of police employees.

Another highlight, Deputy Chairperson, for the financial year 2020-2021 was the launch of the Fiji Police Force 2020-2024 Strategic Plan and the development of the contingency framework for infectious disease and COVID-19 protocols and guidance.

On police operations, Deputy Chairperson, Sir, the FPF deployed resources to best deliver on operational priorities, such as drugs and traffic operations, while we remain agile in addressing

emerging threats such as cybercrime, financial technology threats, human trafficking and climate change, to name a few.

Deputy Chairperson, a total of 36 fatalities were recorded by the Traffic Division, as follows:

- 289,498 vehicles intercepted;
- 8,577 school patrols conducted;
- 18,333 nationwide operations conducted; and
- 161,801 awareness activities carried out by Traffic Division.

On police prosecutions, Deputy Chairperson, a total of 7,147 cases were disposed of, as follows:

- 6,767 convicted cases, • 278 acquitted cases; and
- 93 discharged cases.

Deputy Chairperson, the Fiji Police Band committed to 118 engagements and collected a revenue of \$5,150 for the financial year 2020-2021. On our achievement list, full band equipment, traffic command vehicles and video conferencing equipment worth \$1.5 million were received from the People's Republic of China. In the same year, the FPF received maritime capabilities worth \$5.7 million from the people of Japan which included - 11 rig boats and 22 search and rescue inflatable tubes that we have in our various police stations.

The Australian Federal Police and New Zealand Police continued their support and were instrumental in the refurbishment of the National Command Centre, which was turned into a state-of-the-art facility. The National Command Centre, Deputy Chairperson, serves as a nerve centre for the FPF operations at the national level.

Another significant achievement, Deputy Chairperson, was the customer service training for all FPF employees, which was aimed at improving service delivery within the organisation during the reporting period 2020-2021. A total of 1,474 FPF employees received those trainings at the Fiji Police Academy.

Deputy Chairperson, Sir, there were three passing out parades during that financial year for Batches 59, 60 and 61, which took place at the Fiji Police Academy, involving a total of 572 new Police Constables.

On resources and capabilities, Deputy Chairperson, the FPF was provided with drones for drug operations and other monitoring needs for COVID-19 pandemic, such as video conferencing equipment, CCTV cameras and the five satellite communications in the Division.

The FPF Medical Centre, Deputy Chairperson, was instrumental during the financial year in ensuring the continuity of sustainable quality and inclusive primary healthcare service delivery for members of the FPF, especially during the COVID-19 pandemic. The Medical Centre attended to 6,231 individuals during the year. Additionally, during the 2020-2021 financial year, 12 police officers passed on, and may their soul rest in peace.

That year also saw the introduction of the public health infringement notice to execute COVID safety measures towards containing the spread of the virus. A total of \$21.2 million was utilised for capital projects. The focus for the financial year was to build new police stations for Nadi, Nalawa, Lautoka and Nakasi. Unfortunately, Deputy Chairperson, the pandemic affected the progress of those projects. However, we continued after the pandemic and those police stations are now in operation.

On the community policing front, Deputy Chairperson, the FPF continued partnership with relevant stakeholders and facilitated the long awaited Community Policing Symposium that we had in the Western Division, Central Division and Northern Division.

On overall crime trend, that is the overall crime trend from 2015 to 2024, of which the year that we are reporting (2020-2021) is included. The line graph above indicates the overall crime trend for the years 2015 to 2020. The highest number of crime cases were recorded in 2020, with 24,392 cases. Of that, COVID-19-related offences, such as failure to comply with orders and social gathering, significantly contributed to that spike.

In contrast, Deputy Chairperson, 2023 recorded the lowest number with 16,098 cases. Crime figures show considerable fluctuations throughout the decade. A notable pattern emerged from 2021 through to 2023, with three consecutive years of declining crime rate before an upturn in 2024. The most prevalent offence for the period 2015 to 2024 was theft, and stipulated on the graph is the trend for the past 10 years.

The spike in theft cases in 2020 can be attributed to several factors enabled by advanced technology. These include theft of funds through ATMs and online banking system, forging invoices or releasing funds to themselves, stealing cash from companies and misusing company funds, and using stolen ATM cards to withdraw money.

The spike in theft cases in 2024 was attributed to several factors. These include appropriation of the said money from the company by one employee, but on many, many occasions; stealing of cash from the cashier till on many occasions by one employee, and that is theft within the company's premises; conversion of stolen cash for personal gain from the company; unauthorised bank withdrawals for the withdrawal of money from the bank account without consent; ATM card theft and subsequent withdrawals, which highlights the use of technology in theft crimes; fraudulently obtaining cash through mobile apps in MyCash and M-PAiSA, which was also highlighted in this reporting year.

Deputy Chairperson, the second most prevalent offence during the 10-year reporting period was assault causing actual bodily harm.

Deputy Chairperson and honourable Members, the total establishment for the FPF for the reporting period 2020-2021 recorded a total of 4,805 personnel. That includes 4,440 Regular Force, 174 Civilians, 117 Special Constables and 74 Government Wage Earners. Of that number, there were 3,633 male, which represents 76 percent and 1,172 female, which represents 24 percent of the total manpower.

In addition to that, we saw the emergence of women in policing as leaders in certain Units of the FPF. Some key positions in the FPF assumed by women include:

1. Divisional Police Commander Eastern in this year, who later became the Director Community Policing;
2. Deputy Director HRM;
3. Deputy Force Accountant;
4. Deputy Director, CID;
5. Police Media Liaison Officer; and
6. Officer in Charge of the Crime Stoppers.

Deputy Chairperson, with reference to the issue raised in the correspondence dated 29th April, 2025, from the esteemed Committee on the Sustainable Development Goals (SDGs), Challenges and Outlook, the FPF played a key role in advancing SDGs, particularly SDG16 and SDG 5. Deputy Chairperson, SDG16 focuses on promoting a just, peaceful and inclusive society while SDG 5 aims to achieve gender equality and empower all women and girls.

The FPF Support Project – supported financially and technically by New Zealand Police and implemented in partnership with UNDP – was critical to that effort. It was aimed to strengthen transparency, accountability and effectiveness within the FPF, enhance early access to justice in criminal proceedings and adopt a victim centred, gender responsive and human rights-based approach to investigations, especially for vulnerable groups, such as victims of sexual offences, domestic violence, children and persons with disabilities.

Deputy Chairperson, the challenges that were faced by the FPF included:

1. Complaints against police services attributed to supervision gaps.
2. Failure to attend to reports promptly.
3. Issues in investigation management which affected public trust and accountability.
4. Limited resources and infrastructure such as inadequate facilities for evidence storage, insufficient body-worn and vehicle mounted cameras.
5. The need for more specialised allowances and counselling capacity for personnel.

Deputy Chairperson, as for road fatalities for that year, speeding and driving under the influence of alcohol are major causes, highlighting the need for enhanced traffic enforcement tools and strategies.

Mr. Deputy Chairperson, strengthening of community policing efforts for prevention-first strategy and lastly, managing COVID-19. Managing crisis response effectively, including COVID-19 pandemic response and recovery, requiring coherent crisis management protocols and public engagement.

Deputy Chairperson, Sir, the Annual Report 2020 to 2021 financial year submitted a few recommendations which the FPF was to pursue in the ensuing years. That included the following:

- Resource allocation for emergency communication systems.
- Specialist allowances for respective duties that have been carried out by the FPF in specialised fields and traffic enforcement tools must be provided.
- Continuous professional development and leadership improvements within the Force to raise ethical standards and service quality, which was seen to be enforced.

Deputy Chairperson and honourable Members of the Standing Committee on Foreign Affairs and Defence, in concluding, the FPF is continuing to actively contribute to the SDGs through

initiatives aligned with SDG16 and SDG5, focussing on justice, peace, inclusivity and gender equality.

Deputy Chairperson, while facing challenges related to resources, public trust and crime management on ongoing projects and with government's continuing support, we will continue to strengthen the Force's capacity and effectiveness for safer and more equitable Fiji.

Deputy Chairperson, Sir, and Members of the Committee, that is the end of my presentation and I will be happy to answer your questions this morning.

DEPUTY CHAIRPERSON.- Thank you, Assistant Commissioner, for the very comprehensive presentation. I now open the floor for honourable Members to ask questions, which I would like to start off with the first question.

The FPF is a very recognised, respected, resilient, responsive and a very vibrant Force. In keeping the integrity of our uniform for our men and women, which we have taken an oath on, how do you ensure that the FPF is not politicised and is not used as a tool for political witch hunting?

MR. A. LUTUNAUGA.- Deputy Chairperson, the FPF is apolitical, first and foremost. We are independent, where we must be seen to be independent.

The FPF has taken numerous steps in order to address the risk of being compromised and, that is, we have our own Internal Affairs Division that looks after any complaints in regards to intervention or corruption that the FPF may be drawn into. Hence, we have the Assistant Commissioner of Police for Internal Affairs and Professional Standards, who is responsible for that and we continue to do workshops on values across the organisation at all levels and we continue to build on that.

We also have a Force Chaplain. As you can see, we have a Chaplaincy Office which adds value to the work and taking on spiritual enhancement programmes in order to ensure that our police officers remain apolitical and independent from any authority, rather than the Constitution in which they serve.

DEPUTY CHAIRPERSON.- Thank you for highlighting that, because it is very important that the integrity of our men and women in uniform is kept, and we continue to build the public trust in the work that has been done by the Force. Thank you for that.

MR. A. LUTUNAUGA.- Deputy Chairperson, having said that, it does not mean that we are free from that. We do have some officers whom we may seem to say 'rogue', but we have systems and processes in place. I would like to reassure this Committee that we have the systems and processes to arrest and protect the organisation's integrity.

HON. V. LAL.- Through you, Deputy Chairperson, good morning and welcome. On the establishment of the Narcotics Bureau, my question to you, Sir, is how effective is this, after coming into this Narcotics Bureau? How are we able to deal with the drug issues in Fiji?

MR. A. LUTUNAUGA.- The Narcotics Bureau was established during the 2020-2021 reporting period with 84 personnel. Since then, it has shifted to the Ministry level, and they are operating from the Ministry level.

I may add that it has assisted in the investigation and trying to address the drug issue in Fiji. It has assisted us - the Police, and we are working together, hand in hand. It is at the ministerial level. We continue to work together to fight this menace of crime. We have made significant progress both, at operational level and at policy level.

HON. V. LAL.- Deputy Chairperson, a supplementary question; can the Committee be updated on drug operations in Kadavu and the Northern Division? What are some of the challenges, gaps and way forward for the FPF?

MR. A. LUTUNAUGA.- Deputy Chairperson, the FPF right now as we speak, we have another wave in Kadavu. We have conducted a series of four operations so far and we continue to uproot plants ranging from thousand and above plants. There is one group in Kadavu and there is another group in Vanua Levu that is continuing on a daily basis. For now, we are fighting drugs at all fronts.

We are continuing to go for the green drugs. We call it the fourth wave. One team comes out, another team goes in, of about 30 officers, who are camping in the jungle, looking for the marijuana plants and then uprooting. Kadavu is the fourth wave and in the Northern Division, it is the third wave that is currently being conducted by the FPF. However, in moving forward, we will continue to do that until we get rid of this menace from Fiji.

DEPUTY CHAIRPERSON.- A follow up on that, so you do not see marijuana as for medicinal purpose and for economic generation once government or any government decides to legalise

that. One more thing about marijuana and because I am a farmer, marijuana is mostly wind pollinated. You would have in areas where no one even knows that, 'alright, we have marijuana growing there', but then it questions the fertility of the soil.

Farmers on a basic level struggle with seed germination. I know that is not the job of the FPF to say whether it should be for medicinal purposes, but the other crimes associated with marijuana is concerning for the nation. I would just like to add on to that.

MR. A. LUTUNAUGA.- Deputy Chairperson, first and foremost, I would like to state that the FPF enforces the law. For medicinal purposes, that is for the politicians to address that issue, but we will only enforce the law.

On the second note in regard to marijuana, yes, you rightly said it, if you pull it out, it grows back again. The FPF with the assistance of the New Zealand Police, are looking forward to use chemicals so that once we pull them out, we spray them with chemicals, and it does not regeminate. Again, we are working together with the Ministry of Environment to ensure that those chemicals do not affect the ecological system of the country or the Province that we are engaged with.

HON. V. LAL.- Deputy Chairperson, a follow-up to my question; there is word going around that once the officers uproot marijuana plants, these plants go back into the market. I do not have any evidence of that, but my question is, how do you dispose of the plants so that they do not go back into the market? There is also word around that some of the officers are involved themselves, who know how to distribute these plants at a good rate.

MR. A. LUTUNAUGA.- Deputy Chairperson, as the honourable Member mentioned about the rumour, we will gladly receive any report on officers who are involved. Please, come forward and report to us so that we can initiate investigations. However, as far as the FPF is concerned, after uprooting, there is a certain legal process that has to be followed in order for it to be destroyed.

We cannot just destroy it on the farm. We need to go to the courts. First, we must establish the owners. The court will only issue an order if there has been a preliminary investigation and that we have exhausted all avenues of investigation in asserting the owners of those farms. Once we have exhausted those, then the court will then give us the warrant or the court order to destroy the plants and between that is the passage of time. Those are the challenges that the FPF is facing now.

For example, in Kavala, Kadavu, we had to ship across a container to be put so that, that becomes our exhibit for court purposes, and it is kept in that container. Those are the mitigation strategies that we have undertaken so that we can protect our evidence and have it disposed of legally. However, in the case if it is being redistributed, we need people to come up and report to us, give us the names and we will only be glad to investigate and take those people to task.

HON. V. LAL.- There are also concerns that some of the exhibits, especially drugs, go missing from the stations.

MR. A. LUTUNAUGA.- Yes, we have a few, as I have said in the beginning of my presentation. While we endeavour to be an integrity focused and people organisation, there are people who will be going on the other direction. However, we, as an organisation, have put steps in place.

We are not denying it. There were a few cases of exhibits that went missing. Investigations were conducted, people were taken to task, and we will continue our work and continue to take people to task if they are found to be dealing with exhibits that are supposed to be in our custody.

HON. P.K. RAVUNAWA.- Deputy Chairperson, I notice in your 2020-2021 reporting year, you have one Chaplain and have four Divisions. Has anything changed with the number of Chaplain now?

MR. A. LUTUNAUGA.- Deputy Chairperson, we still have one Force Chaplain but the Division, however, has changed. We have now five Divisions. Central Division in Totogo has become an independent and a Division on its own, with a Divisional Police Commander. This was seen because of Central Division being the capital, being the seat of Government and we have a big population here. We have upgraded it to a Divisional Police Commander level, and that is the only change that we have.

HON. P.K. RAVUNAWA.- Also, in your KPIs, I noticed that you have envisioned a 10 percent reduction on complaints against police, offence rate, serious offence, crime against women and crime against children. I noticed in your achievement that you did not reach your KPIs. Did you overrate yourself with your KPIs or there are some gaps that need to be improved in your strategic objective?

MR. A. LUTUNAUGA.- Deputy Chairperson, first, may I inform this esteemed Committee that the KPIs are set by Government. That is set by the Government roadmap and those are the KPIs that have been set for us. Even though we could not reach the 10 percent, we have managed to reduce it by 2 percent. As I have stated, there are gaps within the organisation financially, technically in terms of resources, so that it could be well resourced in order for us to try to achieve our targets that have been granted by Government.

We do not set the KPIs, they are set by the roadmap of Government in 2020 and 2021, and we conduct our activities all aligned towards those KPIs. Definitely, yes, there are still gaps that we need to plug as an organisation with the assistance of Government and our donor aid partners.

HON. P.K. RAVUNAWA.- The status quo remains in this reporting year, the Government still decides on your KPIs or is it, as an organisation, you now have your own?

MR. A. LUTUNAUGA.- The current Government has a new strategic plan or development plan in place in which we have our KPIs there. They have three sets of targets and it is all moving towards 2029. That is the KPIs by Government at policy level. However, at operational level, we still remain with this 10 percent - our targets.

Having said that, that was in 2021, but in some ensuing years, we reduced more than the targeted outcomes. That goes to say that we have the potential and capability to reduce crime according to the targets, but we just need the necessary support and resources to assist us in doing that.

HON. P.K. RAVUNAWA.- Through you, Deputy Chairperson, I noticed in your presentation that officers on acting appointments were not paid acting allowance. Is that something you would see as an infringement of our labour laws?

As you rightly mentioned, you have limited resources and resource constraints. Also, in another slide, you mentioned that there was a 7 percent increase in the number of personnel and 300 personnel were promoted from Regular Force in that reporting year. It does not seem to match - the nonutilisation of funds and the increase in recruitment. Can you enlighten the Committee on that, please?

MR. A. LUTUNAUGA.- Through you, Deputy Chairperson, I was presenting the increase from the previous year's budget. When I highlighted the increase, it was from the previous year's budget submission to this reporting year that I am reporting on - 2020-2021, so that was the increase.

However, in the utilisation of those increases, we managed to save, as I have stated, \$18.2 million and those were the reasons why we managed to save that amount. It was an increase from the submission which we requested in the previous year - 2020. For this particular year – 2021, those are the four reasons –

- Acting allowance was not paid because for the FPF, we have few criteria you have to meet in order to act on positions.
- For salary progression, you need to have one of those criteria that we had during this year in question, you have to pass the Required Fitness Level (RFL). If you do not pass that, you cannot be paid the acting allowance or you cannot be given the salary progression allowance.

That was what led to the savings of that amount. It was an internal organisational policy at the time in 2021.

HON. P.K. RAVUNAWA.- My last question, Deputy Chairperson, when was the last Job Evaluation Exercise (JEE) done for the FPF?

MR. A. LUTUNAUGA.- The last JEE was done in 2003, it is 22 years now.

HON. P.K. RAVUNAWA.- I believe it is long overdue and with the rising cost of living and all the issues that the force faces with domestic violence and other challenges, it is concerning to the Committee that you had your JEE since 2003. It is something for the Committee to consider, Deputy Chairperson.

MR. A. LUTUNAUGA.- Deputy Chairperson, the team and I hope that this Committee will assist the organisation in that particular area.

DEPUTY CHAIRPERSON.- That is noted. I thank the honourable Member for the question as well. Indeed, it has been a long time, and I think the officers deserve a rise. On that note, is it compulsory for officers to pass RFL in going forward?

MR. A. LUTUNAUGA.- Deputy Chairperson, the Force's policy is that we have our RFL test every quarter. We do have that, and every Wednesday, we have sports. It is compulsory. It is a

Government mandated issue that we have sports and we have programmes in place for the FPF for each Division to do their own training, because the demand of our work needs it. We have to be fit. The FPF is working hard in that area.

In the last few weeks, we had our health/medical audit. This is done on a quarterly basis. We usually do our health audit to determine and categorise people. We run programmes through our medical officers in the Medical Centre and our physical instructors in the Fiji Police Academy will then develop programmes for officers. That is what we are doing as an organisation.

DEPUTY CHAIRPERSON.- On medical audit, do you have any programme or compulsory screening of your officers or counselling in terms of their mental wellbeing, because of the things that the FPF goes through with the whole process of their work? Is there any aspect on the mental wellbeing, apart from sports?

MR. A. LUTUNAUGA.- We have a psychologist in the organisation, which we have established in 2020. We saw that this was a very critical component of the organisation – looking at the mental health of our officers because of the different experiences and situations they face on their daily operations. The programme is going around the Divisions, to be aided by our Department of Human Resources. We have a referral system and if someone needs to be counselled or have a mental health check, then it is referred to the psychologist who takes it up from there. Even those who have come back into the organisation – those who have left and rejoined – go through this process again with our psychologist to ensure that they fit in well into the organisation and are ready to serve the people of Fiji.

DEPUTY CHAIRPERSON.- Do you have a whistleblower policy? I will water down the question a bit, if a new officer joins, for example, and has a lot of workload or get bullied at their work, if he or she wants to take the matter up but does not know which route to follow, what are the mechanisms in place in terms of people wanting to inform their seniors or superiors of what they are going through? Also, the whistleblower policy.

MR. A. LUTUNAUGA.- The FPF has a Grievance Handling Policy and those are the processes in which officers or members of the organisation can refer to in order to take their grievances. In addition to that, the FPF has three associations. We cannot go on strike because of the nature of our work, but we have three associations, the:

1. Subordinate Association;
2. Inspectorate Association; and
3. Gazetted Officers Association.

The Subordinates Association comprises of sergeants and below. The Inspectorate Association includes the inspectors and then the Gazetted Association includes the Assistant Superintendents right up to the Deputy Commissioner of Police. These three Associations have been established where all these groups or ranks can take their grievances to, and they report back to the Commissioner of Police or to the command group or the senior executive team of the organisation.

DEPUTY CHAIRPERSON.- Is that channel being followed or someone would feel like, “let me just directly email the Assistant Commissioner or the Commissioner”?

MR. A. LUTUNAUGA.- We are a command, control and a disciplined organisation. We have rank and file. One must understand that the FPF is structured in such a way that you cannot just go past your supervisor. You need to follow the procedure that is being outlined in that Grievance Handling Policy. People coming up now are wanting to be heard, but we have a structure in place because this is a disciplined organisation.

We have a command and control and rank and file structure, which must be followed by the people within the organisation. If they take it out of there, then they are contravening the procedures of the organisation and they could be taken to task, even though they are valid, but they must follow the proper channel.

HON. V. LAL.- Following on from honourable Ravunawa’s earlier question in regards to the substantial amount of savings, it was also due to some vacancies in the FPF. My question is, are these vacancies filled now?

MR. A. LUTUNAUGA.- Deputy Chairperson, yes, we managed to fill those vacant positions because that was vacant from 2020. We are reporting on 2020-2021 and we are now in 2025. Just to provide an update, we had requested some new positions, and those positions have been filled.

HON. V. LAL.- Deputy Chairperson, I can see in your strategic roadmap from 2012-2020, your planning is developing a Force for the nation and then you are moving on to stabilising through

continuous development. My question is, are you meeting the objectives of what you have set up?

MR. A. LUTUNAUGA.- I would say that we have met it from 2012-2020. We set a theme of “Developing a Force for the Nation” and then come the pandemic in 2019 and 2020, that proved to us for the first time for FPF to take responsibility of the curfew. Before it was not within us, the Military was doing the curfew because we do not have the resources, and we do not have the capability. However, for the first time during the pandemic, we had 133 checkpoints that were placed around the country.

We could say that with the transition from 2012-2020, “Developing a Force for the Nation”, we achieved that in the first decade with the resources that we have. We were given the resources, the equipment, and we were able to do a major national operation.

The FPF played a leading role in ensuring that the curfew and all the areas have been isolated because of the pandemic and for the first time, we took the front lead in that. I could say that we have achieved the first decade. If you look at the Force now, we have modern equipment. From 2012, we hardly had drones assisting us but now, we have drones that are being deployed instead of us going out and looking for drugs.

We have our CCTV cameras and the team is inviting the members of this Committee to come and visit our Police Command and Control Centre at Totogo where sit there and then look at the major cities and towns in Fiji. That is seen at our Command Centre. Those are some places in which you could come and see, including our Forensic state of the art laboratory where we are now taking DNA samples.

The FPF have come a long way in a very short time, despite constraints. I have stated that we need to stabilise through continuous development. We have achieved that to some level from the first decade, we are now going on to the next decade and our next decade - the strategic plan that took us from 2020-2024 will be ending in the next two months.

Within that, the Planning Team is currently moving around the country, doing consultative workshops to police officers internally and to the community, informing them where they would like to see the organisation for the next five to 10 years. We have returned from the West yesterday and tomorrow, we are leaving for the last Division - the Northern Division. We will then compile and present the new strategic plan that will take us to 2030.

HON. V. LAL.- A follow up question; how effective is your Cyber Crime Unit? I know because of the new technology and loss of money through MPAiSA accounts, money transfers as well cyber security, how effective is that Unit?

MR. A. LUTUNAUGA.- We have a Cyber Crime Unit and we already have cases that had been investigated and people convicted by them because we have our AFP partners with us who are assisting us in that regard through technology. We have opened our digital forensics lab at the Police Headquarters, that is also assisting the Cyber Crime Unit.

Our current team has the capability and the capacity and that is why we are looking at the new restructure that we are hoping Government will give us in the next budgetary year, to assist us with this very specialised Unit, the Cyber Crime Unit. We have requested for it and to be directed on its own because moving forward, cybercrime is the biggest challenge that the Fiji Police will have to face.

HON. P.K. RAVUNAWA.- Deputy Chairperson, I will go back to the salary. When the salary is not so good, it makes the officers in uniform vulnerable to bribe and other similar issues. You have an internal Affairs Unit that also scrutinises the behaviour of your people in uniform. Can you enlighten the Committee and members of the public on the process - if an officer is being found to receive bribery, what are the mechanisms in place? Do you take it to the general Court, or do you have an internal policy?

MR. A. LUTUNAUGA.- Deputy Chairperson, for those cases, if it is corruption, it is an open Court system where it is reported, given to our CIDs, they investigate and the officer is interdicted. It is a discretion of the Commissioner of Police whether on half salary or no salary. However, when he is interdicted, we will make way for investigations to happen, and he will be tried in an open Court.

HON. P.K. RAVUNAWA.-You have mentioned about some infrastructural development in the reporting year. You mentioned about Nalawa Police Station and since 2021, it has remained the same. Any update on that?

MR. A. LUTUNAUGA.- Yes, it was part of our plan. It is still part of our PSIP. We have completed the three that I have mentioned in my presentation - Lautoka, Nadi and Nakasi, and the fourth, Nalawa, it is still pending. We are hoping that Government will give us the necessary support in order to modernise the Nalawa Police Station and to serve the people of Ra.

DEPUTY CHAIRPERSON.- Is the FPF considering bodycams for officers on duty? I heard that you are providing them with arms – it was in the news, but for me, if FPF could consider providing bodycams for officers, apart from capsicum spray or tasers, for the safety of the officers who keep the nation safe.

MR. A. LUTUNAUGA.- Deputy Chairperson, yes, the FPF has bodycams in place. We have some, but not many. It is usually with our SWAT Team, our Specialised Unit in the Police Mobile Force, and they use it for search and rescue. However, we are moving towards having every Police Officer equipped with that. It is part of our plan.

As you can see in our 20 year Roadmap, it is there to use technology. That is why we are stabilising our services through continuous development with the injection of all modernised equipment. We are working towards that. We have already had talks on that.

As far as arms is concerned, we are bounded by law to carry arms under the Police Act, but it is only for our Riots Unit who will carry arms.

On the use of non-lethal forces, we are still looking into that. Our Police Act is currently under review because that will give us the authority whether to use or not to use those lethal weapons. If they are to be used, what are the conditions that we need to address in order for that to be effectively adopted by the FPF.

Sir, to answer your question, yes, we are definitely moving towards trying to secure resources through our aid and donor agencies for those bodycams to assist us because once we have those, we believe that it will give us a clear picture of the behaviour of Police Officers. It not only tells us what is happening but also ensures that they follow the procedures in accordance with the Standard Operating Procedures of attending to reports and all issues surrounding the service delivery of the FPF.

DEPUTY CHAIRPERSON.- Sir, from your explanation, is there a current branch or unit that is carrying arms?

MR. A. LUTUNAUGA.- Yes, our Police Mobile Force are the ones responsible. If there is a riot, they are responsible for that.

DEPUTY CHAIRPERSON.- My question is on recruitment. What are the qualifications needed for someone to join the Force because people usually say that officers must know the law if they are protecting it. So, your thoughts on that, please?

MR. A. LUTUNAUGA.- The requirements for a Police Officer is a Form 6 pass, must be able to swim because we need to save lives. Fiji is surrounded by water. You have certain height and weight because of the nature of our work. We deal with roughnecks, we deal with all kinds of people, so we need to be physically fit in order to discharge the duties that is required of a Police Officer.

They go through the normal recruitment process. They go through an RFL test. It is not really high standard but just a test, like simple basic running. Their criminal background, they must be free from any criminal record and then they go through that process of sitting for aptitude test, a medical test, personal interview and if they are selected, they go through a six months training programme where they learn the basics of policing.

After six months, they are posted to their stations for two and a half years, and they are known as probationers. After the third year, they come back, they sit for a constable qualifying course, which will then add value from the field back to the academy. When they pass that, they become fully-fledged police constables, so it takes three years.

DEPUTY CHAIRPERSON.- The training programmes, are they constantly upgraded or when was it last upgraded? How does it work?

MR. A. LUTUNAUGA.- Three years ago, we were admitted to the Higher Education Commission of Fiji. We have been inducted into that. That was three years ago. We are now running courses at Level 4. The basic recruit is the Level 4 Course - Certificate in Policing.

HON. V. LAL.- Through you, Deputy Chairperson, to help reduce crime, how does the FPF engage with communities to build trust and cooperation, particularly, in addressing issues such as domestic violence and youth crime?

MR. A. LUTUNAUGA.- Deputy Chairperson, allow me to explain to you our DUAVATA Model.

DUAVATA as some of you, honourable Members, may have been listening to or seen in the papers and the news, is an acronym - Drawing Unity Amongst Various Agency Through

Acceptance. We draw unity amongst various agencies to accept that crime is everyone's responsibility and not only the Police's. Therefore, we use that platform (DUAVATA Model) to come together with the community to work - try and look at the issues, not crime but the factors of crime. When we look at the factors of crime, we look at unemployment, we look at poverty, which are the factors of crime.

We work with other Government agencies in addressing those issues. Through the DUAVATA Model, we believe that whilst addressing the factors, crime itself will drop because if we see the pillars of society, we have the family, we have the *lotu* (Church), we have the *vanua*, we have the school, then we have the Government. These are the institutions that are responsible for crime because at the end of the day, the responsibility to commit crime lies within the community and not the Police. However, the mindset has been that it has been Police all along. Whenever there is an increase in crime, what is the Police doing?

Our job is to enforce the law, but we have gone well beyond that by introducing this framework DUAVATA, to try and work with those institutions because we believe we fix the family, they teach the values, love and care that are supposed to be taught. The *vanua* should do its role by teaching them protocols, respect and care. The church should do its part by teaching values of spiritual enhancement, the school knowledge, skills and the Government employment opportunities.

In that process, there is no Police. The Police will only come in if one of these processes fails and it falls down. Then the Police will take it from there. Our primary role is to apprehend, detect and put them before a court of law through the criminal justice system. That is, we take it, we pass it to the DPP who will prosecute. The Court takes them over to the Corrections who rehabilitate, and then they are given back to the society. That is the model of Duavata Community Policing and we are working with the communities themselves to try to offload so that they can do their part - those five institutions, in order to ensure that we create a safer and crime-free Fiji.

HON. V. LAL.- Just to add to that, Deputy Chairperson, we were in Savusavu recently and we had a meeting with the Council executives where this issue was raised. They normally have their stakeholder monthly meetings and the concern was raised that the Police is absent from those meetings.

MR. A. LUTUNAUGA.- Deputy Chairperson, we will certainly take that on board and we will go back and ensure that police are answerable to us, so that we can pick up from where they left off and work with the community.

HON. P.K. RAVUNAWA.- Deputy Chairperson, my other question is to do with the invasion of our borders with illicit drugs. Can you enlighten the Committee and the members of the public about the development in your K9 Unit that could assist the Police greatly in the fight against drugs?

MR. A. LUTUNAUGA.- Deputy Chairperson, we currently have a programme with the New Zealand Police which is the New Zealand and Fiji Police Partnership Programme. They assist us in the training of our personnel - our dog handlers or K9 handlers, and our officers are trained in New Zealand for three months. They come back to Fiji with the dogs, and they are supporting us. We have a plan in place to assist us in terms of the K9 Unit and specifically, the drugs detector dogs.

We also have a Unit that is combined with Customs which is the Detector Dog Unit. For FPF itself, the dogs are assisting us, and we are being assisted by the Australian and New Zealand Police in that regard - the training of our K9 handlers, as well as building dog kennels. They are now going to build one in Savusavu because of the busy port area. A new Detector Dog Unit will be based in Savusavu and we are now building one in Vitogo, Lautoka, for our K9 Unit. We have a total of six K9 Unit drug dogs with us. We have more than 20 K9 dogs with us at the FPF.

HON. P.K. RAVUNAWA.-It is good to hear that you are developing and deploying your K9 Units to the main port of entries. What about the entries, like Nausori Airport, Taveuni, where drugs could also come through?

Keeping a big force to look after our domestic port of entry may be expensive, but if you have one K9 dog for each of those busy airports, it will greatly help with the reduction of illicit drugs. We need to put our resources together to try to get rid of all the drugs that are in the country.

A follow-up question on that as well is, would you agree that there are labs that are producing illicit drugs in our country at the moment?

MR. A. LUTUNAUGA.- Deputy Chairperson, I will respond to the first question on the K9. Yes, we have a plan in place now, hoping to have all our K9 Units located in all the entry points that we have - formal and informal entry points.

As you know, we have a porous border, and that includes Taveuni, Levuka, Lau, Kadavu, all those are within our plan. However, we must realise that we do not have breeders here for the current capacity, to breed dogs. It takes about six months for the officers to go over to New Zealand, be trained by their New Zealand counterparts, bring the dogs over and their lifespan is three to five years.

For drug dogs, it is usually shorter because of what they are exposed to, and then they have to be retired. For the turnaround time for our dogs, we have a plan in place. I have talked with our New Zealand counterparts on that issue, and we are developing a plan so that we can effectively address what the honourable Member has raised this morning in regards to the various points of interest that we have. It is certainly in our plan.

On the second question, there is a lot of talk on that, but as far as the FPF is concerned and based on our intelligence, we have not received any report on that so far. If we do, the public will know. The drugs nowadays, you can just follow the *YouTube* and can manufacture it. Before, they used to have big factories to do that, but now you can just do it at the back of your car or in your own small rooms. It is in areas where it is very hard for the Police to penetrate, but we need information from the public to come and tell us so that we could go in and dismantle and destroy the manufacturers and cartels.

HON. P.K. RAVUNAWA.- I noticed from the last Annual Report that your Helpline 917 was not effective during that time. Has that changed now?

MR. A. LUTUNAUGA.- It is operational now. When you dial, it is at our Command Centre and is 24/7.

DEPUTY CHAIRPERSON.- My question is regarding the K9 dogs. You said they are exposed to a lot of chemicals because they are drug detector dog. Do you have the facility or the programme to ensure their wellbeing as they have a shorter lifespan – the medical assistance or the monitoring and screening of those dogs?

MR. A. LUTUNAUGA.- Deputy Chairperson, our K9 assets are also called Police Constables. Whatever the Police Constables receive, their K9s also receive that - due care and attention by the organisation. They are given day offs, they are taken to the vet, and they are given their medical. They are known as Constables then in the name of the dog.

DEPUTY CHAIRPERSON.- We have the Protection of Animals Act 1954. There was a recent case that went viral of a dog in Sigatoka regarding animal abuse, and it is an offence. What we have heard from the people is, when they go and report it, sometimes the officers are hesitant to lodge a report, so they have to show the law. There had been cases referred to us that officers at various stations, such as in Rakiraki and Labasa, who are hesitant to write reports. What do you have to say on that?

MR. A. LUTUNAUGA.- The Commissioner of Police have spoken very hard on that to the Fiji Police when going around, to ensure that every complainant who comes into the police station or police post to report a matter must be written down, it must be received. We have taken a hard stand on that, so for whoever does that and it has not been recorded or reported to us, we will take that officer to task. We have the systems and our internal affairs in place, if they have not followed the procedure. Every report should be recorded. If they do not record and we have evidence that a report was lodged and they refused to take the report, we will take them to task.

DEPUTY CHAIRPERSON.- I have tonnes of emails sent to me about cases where they are having issues with lodging reports and the behaviour of police officers. Where can we reach out to Police and forward that for your attention?

MR. A. LUTUNAUGA.- Deputy Chairperson, it is our Internal Affairs and Professional Standards Division that is headed by an Assistant Commissioner of Police. That is how vital this function is. That is why we have allocated a specialised Assistant Commissioner of Police to be responsible for Internal Affairs and Professional Standards, in taking this organisation and moving forward.

DEPUTY CHAIRPERSON.- My final question is on suicide attempts and attempted suicide for 2029. For 2019-2020, there were 128 cases of male suicide and 88 female. For 2020-2021, we had 134 male and 62 female. My concern is that you spoke about factors of crime. Can you highlight to the Committee why there is a huge number of male suicidal cases or attempted suicide?

MR. A. LUTUNAUGA.- Deputy Chairperson, you will notice that it was during the COVID19 years. It could be one of the contributing factors for the large number. We do not have the capacity to reveal what is the cause of that, but we could only say that it might attribute to that, perhaps to some extent, because of the current situation that the country was going through that time when we controlled movements. There were restricted movements and isolating

people on their own affects their mental capacity. That is one thing that we saw that increased violence as well, when they were being contained in their various isolated locations, but to say that they are merely male, I cannot give an answer to this Committee on that.

DEPUTY CHAIRPERSON.- Thank you, Assistant Commissioner. I would like to bring this meeting to an end. We highly appreciate your submission. We had a very open and honest discussion, and I sincerely thank you for availing yourselves for this meeting. We thank you for your time, and we hope that you will avail yourselves if the Committee has any further queries on this matter.

On that note, honourable Members, I would like to declare this meeting closed.

MR. A. LUTUNAUGA. - Deputy Chairperson, on behalf of the Commissioner of Police and my team, I would like to take this opportunity to thank you and invite you, if you are free to come and visit our Police Commander Training Centre, Police Mobile Force, Forensics, K-9 capabilities are open. This is a Police Force that seemed to be transparent, and we want to be seen to be transparent and be committed to serving the people of Fiji.

On that note, we wish you all the best in your future engagements as far as the Committee is concerned.

The Committee adjourned at 10.07 a.m.

Written Responses

FIJI POLICE FORCE



FPF Submission to the Standing Committee on Foreign Affairs & Defence Annual Report 2020-2021



SCOPE

- **FPF Strategic Planning Framework**
- **Review of the Financial Year 2020-2021**
 1. Police Administration
 2. Police Performance
 3. Police Finance
 4. Corporate and Command
 5. Police Operations
- **Trends analysis on achievements (10 years trend)**
- **Staff gender segregation (statistics on women leadership)**
- **Relevance on the Sustainable Development Goals, challenges and future outlook**
- **Conclusion**

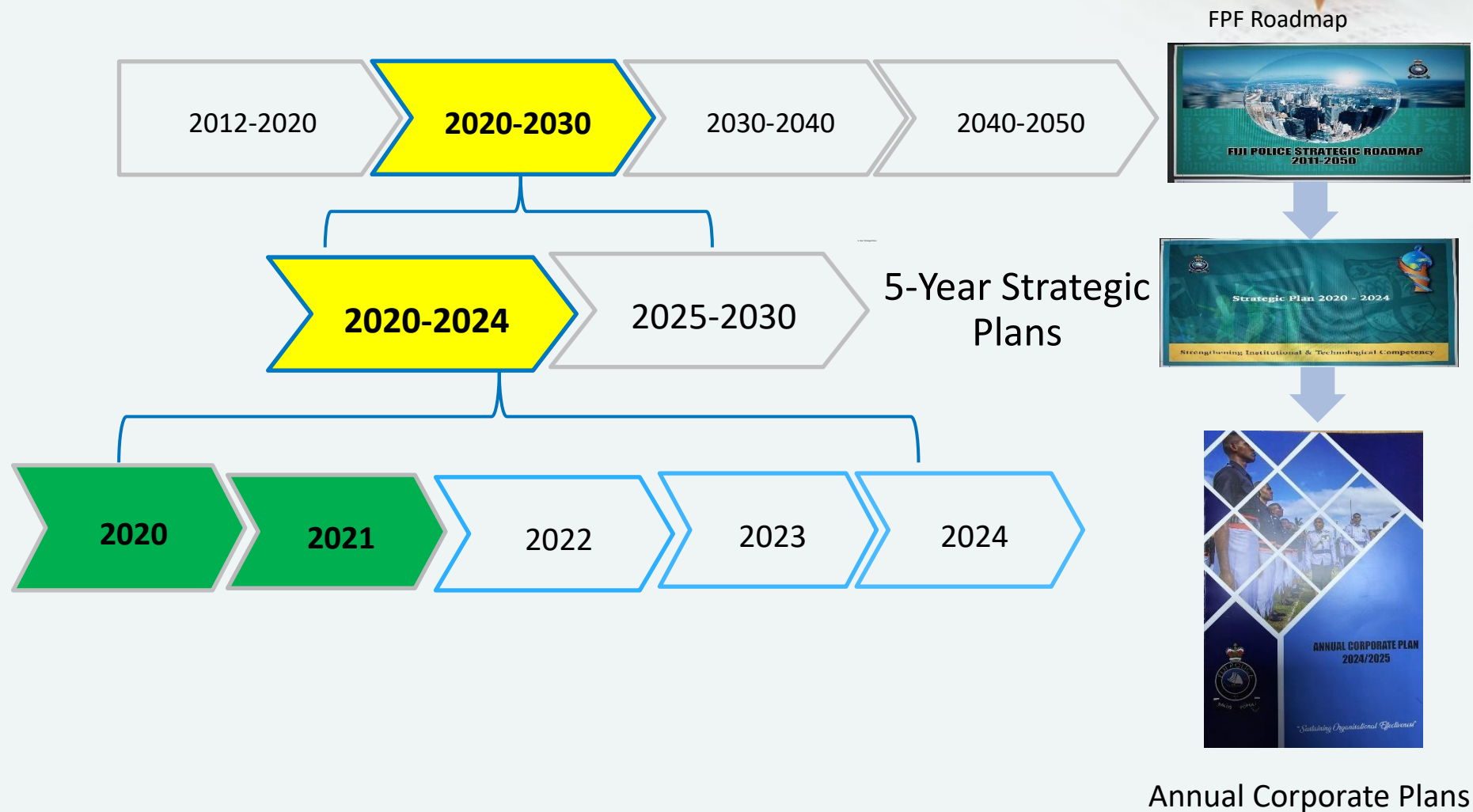


FPF STRATEGIC ROADMAP



**FIJI POLICE STRATEGIC ROADMAP
2011-2050**

CASCADING OF PLANS



**FUJI POLICE STRATEGIC ROADMAP
2011-2050**



POLICE PERFORMANCE

Linkage of Outputs with Government's

Targeted Outcomes

Targeted Outcome (Policy Objective)	Outcome Performance Indicators or measures	Fiji Police Force Outputs
Maintenance of Law & Order	Reduction in Complaints against Police by 10%	<u>Output 1</u> : Effective Crime Prevention & Control
	Reduction in overall offence rate by 10%	<u>Output 2</u> : Efficient Investigation, Detection & successful Prosecutions
	Reduction in serious offences by 10%	<u>Output 3</u> : Reliable Intelligence
	Reduction in Crime against women by 10%	<u>Output 4</u> : Road Safety
	Reduction in Crime against children by 10%	<u>Output 5</u> : Organisational Effectiveness
	No of Drug cases registered	
	Maintain the detection rate above 70%	
	Maintain Successful Prosecution Rate above 90%	
	Reduction in road fatalities by 30%	

POLICE ADMINISTRATION

- The Organisational Structure for the 2020-2021 FY comprises the following:
 - a. 1 Commissioner of Police;
 - b. 1 Deputy Commissioner;
 - c. 4 Assistant Commissioners of Police;
 - d. 15 Directors;
 - e. 4 Divisional Police Commanders
 - f. 1 Force Chaplain
- The theme for the FY was *'Preserving the Past and Securing the Future'*



- The main highlight for the Fiji Police Force (FPF) in the 20202012 FY was the onslaught of the COVID 19 global pandemic and the mitigation efforts by the FPF to address the issue. .

THE SUMMARY OF KPI ACHIEVEMENTS

Key Performance Indicators [KPIs]	Tagged to Output	Achievements		Percentage Change (%)
		Aug 2019 – July 2020	Aug 2020 – July 2021	
KPI 1: Reduce Overall Crime by 10%	1, 3	19,234	18,785	-2
KPI 2: Reduce Serious Crime by 10%	1, 3	2,416	2,541	5
KPI 3: Reduce Crime Against Women by 10%	1, 3	2,763	2,725	-1
KPI 4: Reduce Crime Against Children by 10%	1, 3	1,101	1,116	1
KPI 5: No. of Drugs Cases Registered	1, 3	1,575	898	-43
KPI 6: Maintain Detection Rate above 70%	1, 2, 3	75%	70%	-
KPI 7: Maintain Successful Prosecution by 90%	2	93.6%	94.6%	-
KPI 8: Reduction in Complaints Against Police by 10%	1, 2, 5	966	749	-22
KPI 9: Reduce Road Fatalities by 30%	4	52	37	-29





POLICE FINANCE 2020-2021FY

- There was no loss of money or revenue for the FY 2020-2021
- There was no loss of assets for the FY 2020-2021
- The established staff expenditures increased by 2.25% or 2.8m in 2021 compared to 2020 due to new recruits, payment of salary progression, re-engagement bonus, acting allowances, extra duty allowances and leave compensation.
- There was an increase of 52.9% or 4.2m in purchases of goods for 2021 compared to 2020 due to increase in court witness fees and purchase of uniforms under the stores and uniforms expenditures.





POLICE FINANCE 2020-2021FY

- Capital Construction expenditure increased by 18.94% or 4.4m in 2021 compared to 2020,. This was due to the fees and construction of Lautoka, Nadi, Nakasi & Transport pool building.
- Capital Purchase increased by 56.51% in 2021 compared to 2020 due to purchase of IT equipment's, special operations equipment's, Forensics Chemistry equipment's, Boats, engines and traffic equipment's

There was a saving of 18.2m for the year 2021 due to the following reasons:

- Vacant positions were not filled
- Officers were not paid their re-engagement bonus as they did not meet the criteria
- Officers were acting without allowance
- Officers were interdicted on half salaries





CORPORATE COMMAND

- i. Pacific's and Fiji's first to graduate from the Royal College of Defence Studies at the Defence Academy Square, London, United Kingdom.
- ii. Humanitarian role whereby 27 officers were deployed to the mission areas during the FY.
- iii. Virtual launch of the PICP Strategic Plan and the assuming of the Chairmanship of the PICP.
- iv. A 7% increase was recorded in the number of police personnel joining the FPF and the notable promotion of 300 personnel into the regular force. **Manpower total for the 2020-2021 FY was 4,812.**
- v. Operationalization of the Fiji Police National Narcotics Bureau with a manpower of 84 personnel.
- vi. The FPF Psychology Unit was established.
- vii. launch of the FPF's Strategic Plan for 2020-2024





POLICE OPERATIONS

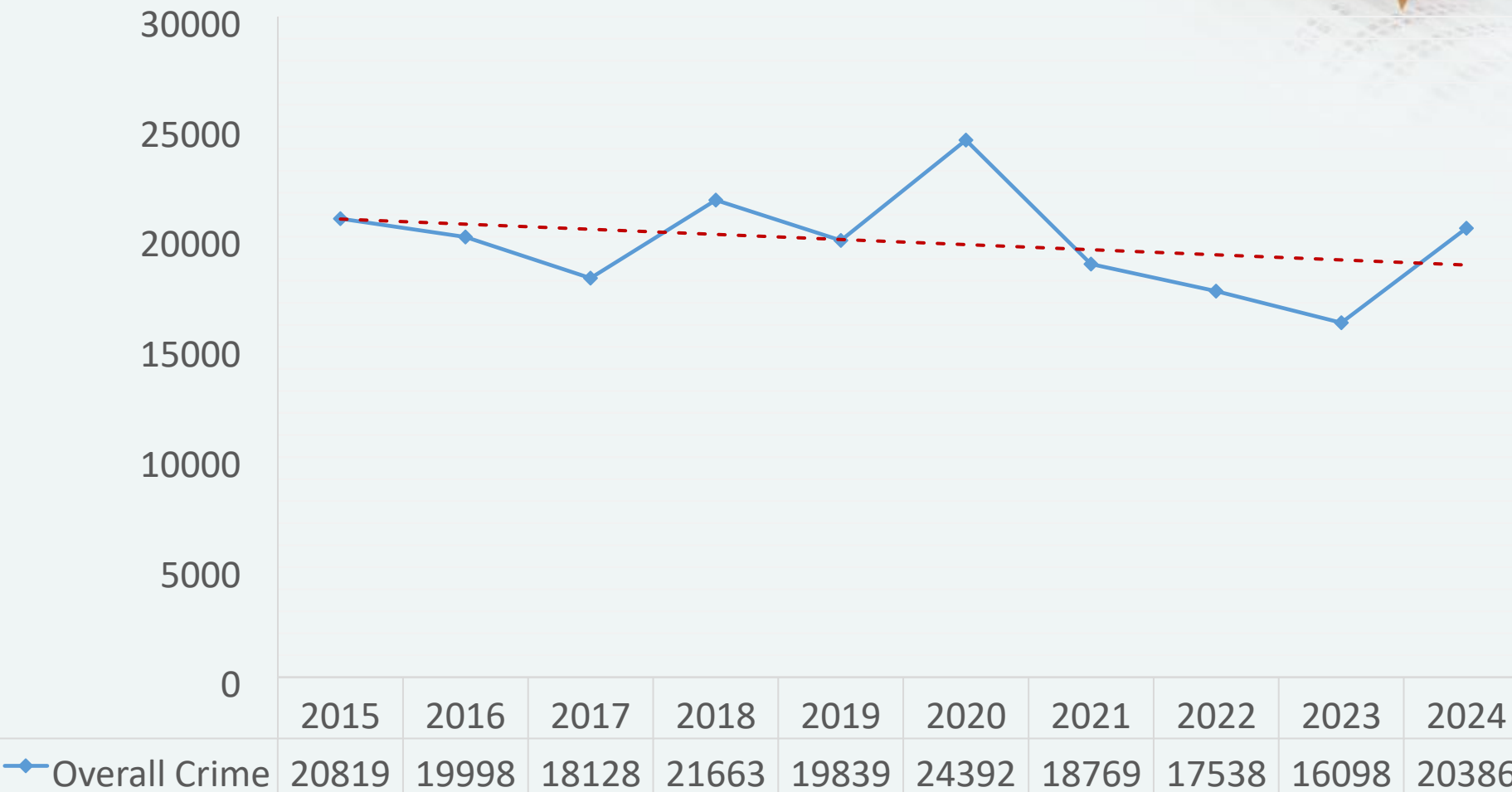
- Traffic Highlights
- Prosecution Highlights
- Police Band Engagements
- Full band equipment, traffic command vehicles and video conferencing equipment worth 1.5M received from the Peoples Republic of China
- 5.7M maritime capabilities received from the Government of Japan
- AFP and NZ Police refurbishment of Command Centers
- Customer Service Training
- Passing out of 3 batches of recruits consisting of 572 constables
- Provision of Drones for Covid and Drug Operations
- Fiji Police Medical Centre
- 4 Capital Projects worth \$21,150,463.00
- National Community Policing Symposium
- Opening of the newly constructed FPF garage at Nasese.





OVERALL CRIME TREND [2015-2024]

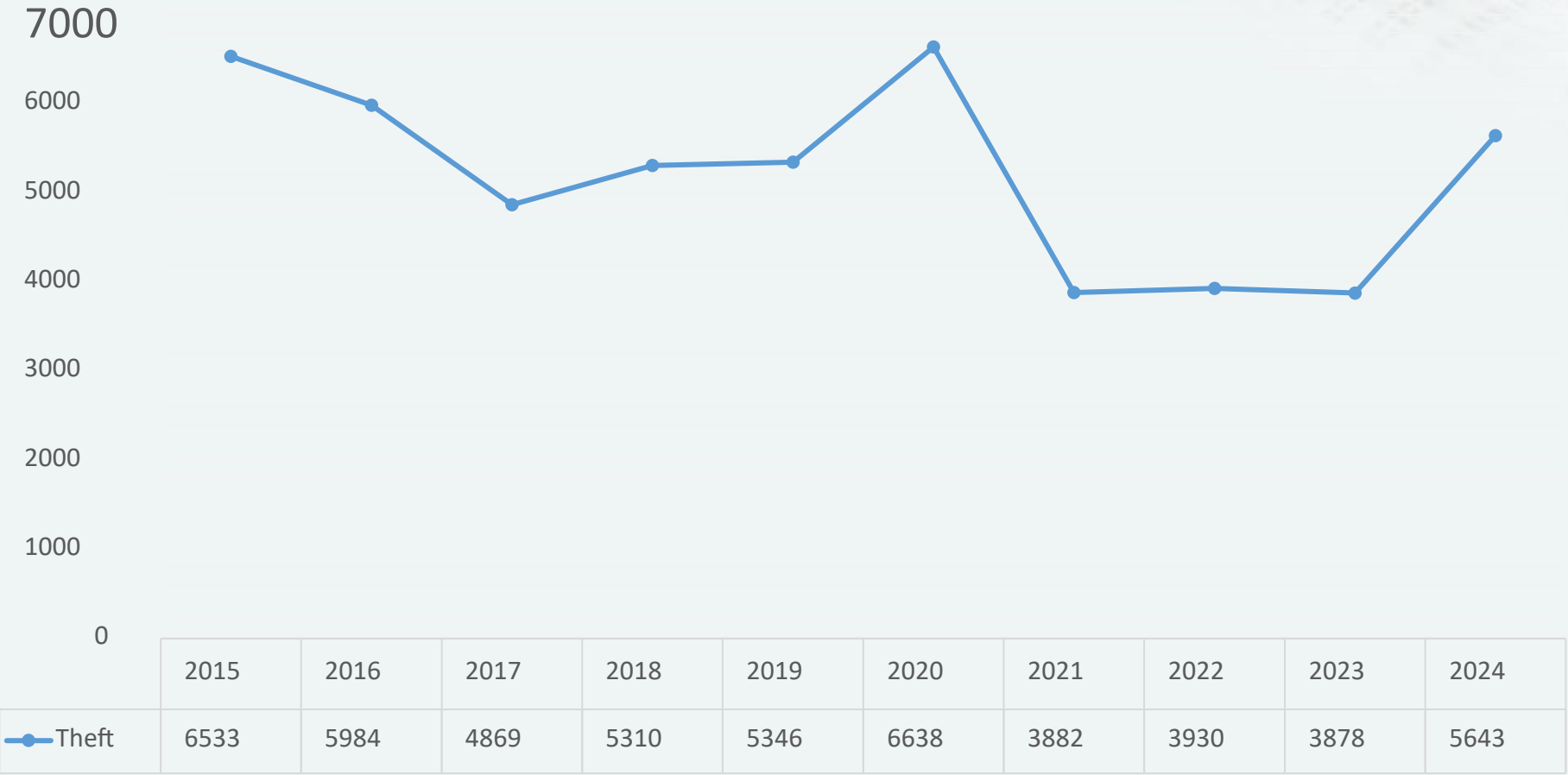
OVERALL CRIME TREND [2015 -2024]





PREVELANT OFFENCE 2015-2024

Theft





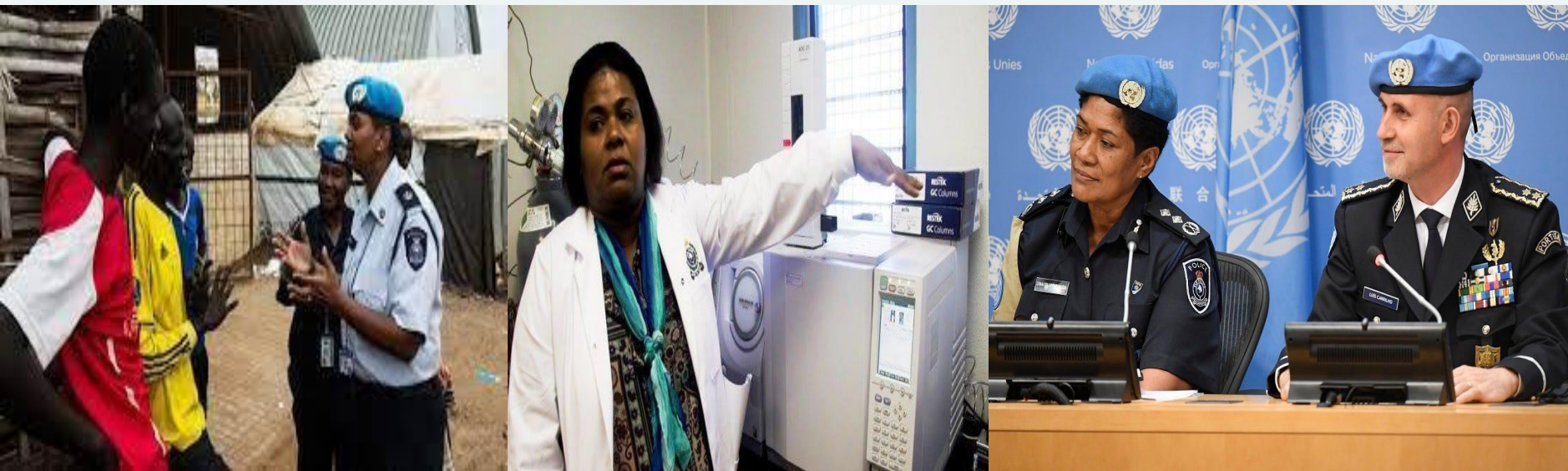
STAFF GENDER SEGREGATION FY 2020-2021

Cadre	Total personnel	Male	Male %	Female	Female %
Regular Force	4,440	3,443	78%	997	22%
Civilian Cadre	174	62	36 %	112	64 %
Special Constabulary	117	68	58%	49	42%
Government Wage Earners	74	60	81 %	14	19 %
Total	4 ,805	3 ,633	76 %	1 ,172	24 %



SUSTAINABLE DEVELOPMENT GOALS

- SDG16 focuses on promoting just, peaceful, and inclusive societies
- SDG 5 aims to achieve gender equality and empower all women and girls.





CHALLENGES 2020-2021 FY

- Police Services
- Resources & Infrastructure
- Road Fatality
- Managing Crisis operations





CONCLUSION

- The Fiji Police Force is actively contributing to sustainable development through initiatives aligned with SDGs 16 and 5, focusing on justice, peace, inclusivity, and gender equality.
- While facing challenges related to resources, public trust, and crime management, ongoing projects and government support aim to strengthen the force's capacity and effectiveness for a safer and more equitable Fiji.



END OF PRESENTATION



"Evil will only triumph when good men do nothing"

Edmund Burke

Additional Information



Response to the Standing Committee on Foreign Affairs and Defence Additional Questions

1. Are all Special Constables in Fiji provided with official accommodation?

No. According to the Police Act 1965, only regular officers are allocated Government or police quarters.

2. When did the Nadi Police relocate to the new building?

On 5 September, 2023

3. Strategic Planning and Institutional Development

The Fiji Police Force confirmed it had achieved its strategic goals for the 2012–2020 period, including leading COVID-19 curfew enforcement operations for the first time. It has begun consultations for its next Strategic Plan (2025–2030) aiming to build on progress in technology, infrastructure, and service delivery. **Where did its plan for the last 5 years go (between 2020-2025)?**

- a) The previous Strategic Plan for the Fiji Police Force 2020-2024, was implemented and monitored within the organisation. The FPF continues to focus on its five strategic output of (i) Effective Crime Prevention and Control; (ii) Effective Investigation, Detection and Prosecution; (iii) Reliable Intelligence; (iv) Road Safety; and (v) Organisational Effectiveness. Programmes and activities were developed to ensure that these outputs are achieved.
- b) Additionally, as per the FPF's strategic analysis, the focus of the strategic plan period was on 12 strategic priorities and these include:
 - 1. Provision of quality and inclusive services
 - 2. Adopting a human rights approach
 - 3. Establishing and upgrading institutional living quarters
 - 4. Improving wellness and safety
 - 5. Being responsive to threats
 - 6. Building a future workforce
 - 7. Border control
 - 8. Countering emboldened criminals and emerging threats
 - 9. Strengthening cyber security
 - 10. Addressing the increasing data on violence against women
 - 11. Data mining and responsive policing; and
 - 12. Strengthening partnership.
- c) In terms of achieving our objectives, we have envisaged to achieve all the 12 strategic priorities above. However, notable unanticipated events such as the global COVID 19 pandemic wreaked havoc in Fiji which affected our planned programmes and progress. The critical early years of 2020 (4 months) and 2021 (9 months) affected the implementation of most of our programmes. Despite this, the FPF managed to achieve most of its deliverables and had to roll-over some of our priorities to the new 2025-2029 Strategic Plan. These include strategic priorities No.s 1, 2, 4, 10 & 12.

- d) A SWOT analysis was also carried out by the Strategic Planning Office in the late 2024 to early 2025 on the implementation of the previous Strategic Plan. This is visualised below.



Technological Competence

Technology- Technological Competence	Achieved (if So what)
1 Satellite Communication	Waterpol Sea Vision Satellite– (Automatic Identification System) - Live Satellite GPS Update - Satellite Phones - Satellite Network
2 Cyber Information and Technology	CID Headquarters: - Digital Forensic Lab, - Cyber Unit
3 GPS/ GIS and E- Policing	Mobility - GPS on Vehicles Waterpol Sea Vision Satellite– (Automatic Identification System)
4 Sea Surveillance	Joint Operation with Maritime Stakeholders

Institutional Competence

Institutional Competence	Achieved (if So what)
1 Manpower	RF – 5084 SC – 176 CIV – 201 GWE - 100
2 Optimum Peacekeeping/Building and Humanitarian Capacity	<ul style="list-style-type: none"> • UNMISS - UNMISS • UNTAMS – SOUTH SUDAN • UNDOF – GOLAN HEIGHTS • UNIFSA - ABEY • UNAMI - IRAQ • MFO - SINAI • RAMSI – SOLOMON ISLANDS
3 Regionally and Internationally Recognised	<ul style="list-style-type: none"> • UN COMPOL – UNAI SI VUNIWAQA • SECONDMENTS – PCLEC (Pacific Centre of Law enforcement corporation) and Pacific Island Chief of Police Secretariat • FPA – RECOGNISED AS REGIONAL TRAINING INSTITUTION (BRC) • Bilateral Agreements

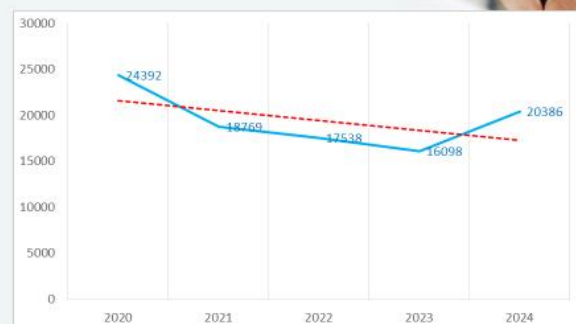
Technological Competence

S/N	CAPABILITIES	STATUS
1	Fiji Police Data Bureau and Domains	Ongoing
2	Logistics	Maritime Stations - Generators - Solar system in place
3	Mobility - Fleet Upgrade (Land and Sea)	Land and Sea - Boats (PSRU) (WATERPOL) - 46 Boats and 12 Dinghys operational. - 446 Baseline for Vehicles (Transport Pool) 2 Command vehicles, 47 maxus vans and a total of 16 Motorcycles ranging from 250cc to 900 cc
4	Police Infrastructure	State of the Art facilities - Nakasi PS - Nadi PS - Lautoka PS - Valelevu PS - Digital Forensic Lab

Technological Competence

Technology- Technological Competence	Achieved (if So what)
5 Maritime Policing	Achieved – WaterPol Maritime Station
6 Search and Rescue	PCCC – Drone PSRU -Search and Rescue Team, Divers, RIG Boats
7 Air Mobility	Consultations ongoing with Regional and International partners
8 Transport	Command Vehicle, Increased Mobility Baseline to 456
9 Tactical and Counter Terrorism	Formed Police Unit concept at PMF

OVERALL CRIME TREND 2020-2024



FPF 2024-2025 BUDGET

DETAILS OF EXPENDITURE

	Actual 2022-2023	Revised Estimate 2023-2024	Change	Estimate 2024-2025	Planned Change 2025-2026 2026-2027	
Head No. 20 - FIJI POLICE FORCE						
SUMMARY OF TOTAL EXPENDITURE						
				\$000		
1. Established Staff	140,070.6	145,475.3	35,398.2	180,873.6	0.0	0.0
2. Wage Earners	1,233.8	1,390.3	192.2	1,582.6	0.0	0.0
3. Travel and Communications	6,283.4	6,293.5	631.5	6,925.0	0.0	0.0
4. Maintenance and Operations	9,680.5	11,981.0	(792.9)	11,188.1	0.0	0.0
5. Purchase of Goods and Services	7,485.6	6,323.5	1,238.0	7,561.5	0.0	0.0
6. Operating Grants and Transfers	82.8	50.0	(50.0)	0.0	0.0	0.0
7. Special Expenditures	1,631.5	2,699.0	(920.0)	1,779.0	(50.0)	(50.0)
TOTAL OPERATING	166,468.1	174,212.7	35,697.0	209,909.7	(50.0)	(50.0)
8. Capital Construction	11,306.7	3,000.0	5,416.6	8,416.6	(5,416.6)	(5,416.6)
9. Capital Purchase	1,750.9	2,960.8	(245.1)	2,715.8	0.0	0.0
10. Capital Grants and Transfers	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL CAPITAL	13,057.6	5,960.8	5,171.5	11,132.3	(5,416.6)	(5,416.6)
13. Value Added Tax	3,382.8	4,988.9	799.2	5,788.0	(820.0)	(820.0)
TOTAL EXPENDITURE	182,908.5	185,162.3	41,667.7	226,830.1	(6,286.6)	(6,286.6)

e) PPT is attached for the latest presentation on the 2025-2029 Strategic Plan Consultation.



Response to the Standing Committee on Foreign Affairs and Defence Additional Questions

1. Can the FPF clarify whether the Vitogo Dog Unit operates with 13 k9s two of which are high-performing dogs simba and princess working in 12 hour rotation?

The current number of K9 dogs nationwide is 13. Currently there are five dogs in the Western Division, whereby two; Simba and Princess are operating from Vitogo. The other 3 dogs, from New Zealand are currently housed in the FDDU kennel in Namaka. These 3 dogs will later be transferred to the old Dog Section in Namaka once renovations by the police Building and Maintenance Unit are completed.

2. Can the Fiji Police clarify the status of the Lautoka K9 Unit, specifically the reasons for its closure due to Occupational Health and Safety (OHS) issues, and how operations are currently being conducted through outposts?

The Lautoka K9 unit was closed down and the two dogs were moved to Vitogo. Since the dog kennel was near the barracks, occupants usually complain about the continuous barking of dogs and the rowdy noise daily. Also, the stench that emanates from the kennel is very unpleasant and pervasive, and this affected the families in the barracks.

Currently there is no outposts. The 5 dogs, 2 in Vitogo and 3 in Namaka, are currently serving the division.

3. Can the Fiji Police clarify which specific unit within the Serious and Organised Crime Intelligence Division (SOCID) operates with the current annual budget of FJD \$8,000, and whether this limited funding is directly impacting operational capacity to the extent that officers are using their personal vehicles during operations?

Currently, the Transnational Crime Unit (TCU) is the unit that has being allocated with an annual budget of \$8,000.00.

Certainly, limited budget has and will certainly continue to impact SOCID operations. Police officers have from time to time, used their personal vehicles for surveillance purposes due to unavailability or the limited number of unmarked vehicles.

Please Note:

Publishing or putting this issue in the public domain could jeopardise the security of the officers using their personal vehicles as unmarked or as surveillance vehicle)

4. Can the Fiji Police clarify in which month of 2025 the CRIS (Crime Record Information System), funded by UNDP and used by the Forensic Science Service, was upgraded?

The upgrade of the Criminal Records Information System (CRIS) was not undertaken by the United Nations Development Programme (UNDP), but rather by a New Zealand contractor, Mr. Steve Sinclair of Broad IT NZ. The CRIS upgrade commenced in 2017 and was structured into four phases. The FPF is currently in the final phase of this project.

Additionally, it is also worth highlighting that the digitisation of Police Clearance applications, allowing submissions to be made online to the Criminal Records Office, is a separate initiative funded by the United Nations Capital Development Fund (UNCDF). This component is being managed under the leadership of the Director of IT of the FPF, who serves as the Project Manager.

5. Can the Fiji Police clarify the challenges faced by the Crime Scene Investigation (CSI) Unit, specifically regarding the delayed procurement of CSI tape from overseas, extended body holding periods of up to six months, and the use of shared morgue facilities? Additionally, can further details be provided on the decentralisation efforts and the nature of additional training introduced, particularly through international partnerships with Australia and Samoa?

There is no delay in the procurement of Crime Scene tapes for the CSI Unit. Since 2018, these tapes have been locally manufactured by Narseys Plastic Industries, eliminating the need for overseas procurement.

Concerning the holding of bodies in morgues, please note that bodies are only kept for identification purposes. This usually occurs when the deceased remains unidentified by next of kin or loved ones, often due to the condition of the body, where facial recognition is not possible. In such cases, bodies are held until reference samples are provided by family members to allow for DNA analysis to confirm the deceased's identity. The Fiji Police Force does not have its morgue facilities.

All post-mortems are conducted at the hospital morgues under a Memorandum of Understanding between the FPF and the Ministry of Health. Regarding forensic training, our officers are trained by local forensic experts at the Forensic Science Services in Nasova, as well as by international partners including the Australian Federal Police, New Zealand Police, the Pacific Forensic Working Group, and the Institute of Environmental Science and Research (ESR) of New Zealand.

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Standing Committee on Foreign Affairs and Defence Talanoa Session

Talanoa Sessions on the Fiji Police Force 2020-2021 Annual Report held from Monday 02 June 2025 to Friday 06 June 2025.

The Standing Committee on Foreign Affairs and Defence conducted Talanoa Sessions on the Fiji Police Force 2020-2021 Annual Report (FPF) at the Central, Eastern, and Western Divisions.

These sessions provided a platform for interested individuals and stakeholders to share their views and feedback on the services delivered by FPF.

The Talanoa Sessions were held in the following locations:

Date	Topic of Discussion	Venue	Time
Monday 02 June 2025	Talanoa session with the public and representatives from FPF, MOE and FCCC	Vunisea, Kadavu	1.15pm – 4.15pm
Tuesday 03 June 2025	Talanoa session with the public and representatives from FPF, MOE and FCCC	Rukua, Beqa	10.15am – 12.15pm
Wednesday 04 June 2025	Talanoa session with the public and representatives from FPF, MOE and FCCC	Sigatoka Town	9.00am – 11.00am
Thursday 05 June 2025	Talanoa session with the public and representatives from FPF, MOE and FCCC	Tavua Town	6.00pm – 8.00pm
Friday 06 June 2025	Talanoa session with the public and representatives from FPF, MOE and FCCC	Rakiraki Town	2.00pm – 4.00pm

Below are images taken during the Talanoa Sessions

Monday 02 June 2025 - Kavala, Kadavu



Vunisea, Kadavu



Tuesday 03 June 2025 – Rukua, Beqa



Wednesday 04 June 2025 – Sigatoka



Thursday 05 June 2025 – Tavua



Site Visit to the Tavua Policing District



Friday 06 June 2025 – Rakiraki



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