



MINISTER FOR POLICING AND COMMUNICATIONS

Honourable Minister Ioane Naivalurua

Monday 24 November 2025
response to the written question 265/2025

The Honourable Speaker Sir,

The termination and demotion of officers in the FPF are governed primarily by the Police Act 1965, related regulations (such as the Police Regulations 1965), and the general disciplinary powers granted to the Commissioner of Police under the 2013, Constitution of Fiji specifically under Section 129(7). These actions are fundamentally disciplinary measures taken against officers for breaches of discipline or other serious issues affecting their suitability for service.

The authority to impose penalties, including demotion and termination (dismissal), rests primarily with the Commissioner of Police.

Disciplinary action, including the most severe penalties of demotion or dismissal, is instituted for a range of reasons, generally categorised as:

- Disciplinary Offences (Misconduct)
- Breaches of discipline prescribed in regulations and are often classified based on severity. These offences typically include:
 - Neglect of duty
 - Insubordination or disobedience to orders
 - Corrupt practices (e.g., bribery, abuse of office)
 - Conduct prejudicial to good order and discipline of the FPF
 - Breaches of internal policies
 - Conviction by any court for a criminal offence, and
 - Discharge for inefficiency/unsuitability (non-disciplinary grounds).

The Commissioner also has the authority to discharge (terminate) a police officer for non-disciplinary reasons, such as:

- Medical Unfitness: If the officer is pronounced by a government medical Officer to be mentally or physically unfit for further service,
- Loss of efficiency: If the Commissioner considers the officer unlikely to become or has ceased to be an efficient police officer, and
- Public Interest: If the Commissioner considers it desirable in the public interest that the officer should be discharged.

Any disciplinary action resulting in demotion or termination follows a fair and transparent process as per the Police Act & Subsidiary Legislation and the FPF's Disciplinary Policy,

which involves investigation, formal charge, right of reply, decision and penalty, judicial review.

From 1 January 2023 to 30 October 2025, the FPF terminated the services of 78 officers, most of whom did not follow proper systems and processes of resignation and overseas travel.

From 2023-August 2025, about 80% of the police officers who were terminated deserted the FPF and resigned once they were overseas.

Majority generally dismissed themselves for not adhering to the proper systems and processes of resignation in the FPF.

Most of the police officers left for employment in the New Zealand Corrections Services during this period.

Table 1 FPF Termination & Demotion (1 January 2023-30 October)

Year/Month	Termination	Discharged on Medical Grounds	Total
2023-2024	30	4	34
2024-Aug 2025	33	2	35
Aug 2025	4	0	4
September 2025	2	0	2
October 2025	3	0	3
TOTAL	72	6	78

Demotion in Rank

There was no demotion in rank during the period in review.