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Verbatim Report

[VERBATIM REPORT]

STANDING COMMITTEE ON FOREIGN AFFAIRS AND DEFENCE

ANNUAL REPORT

2021-2022 Annual Report

ENTITY: Fiji Police Force (FPF)
VENUE: Big Committee Room (East Wing)
DATE: Wednesday, 10th June, 2026

**VERBATIM REPORT OF THE MEETING OF THE STANDING COMMITTEE ON
FOREIGN AFFAIRS AND DEFENCE HELD AT THE COMMITTEE ROOM (EAST
WING), PARLIAMENT PRECINCTS, GOVERNMENT BUILDINGS, ON
WEDNESDAY,
10TH JUNE, 2026, AT 9.03 A.M.**

Present

- | | | |
|-----|-------------------------|----------------------|
| (1) | Hon. L.S. Qereqeretabua | - Chairperson |
| (2) | Hon. R.R. Sharma | - Deputy Chairperson |
| (3) | Hon. P.K. Ravunawa | - Member |
| (4) | Hon. V. Lal | - Member |
| (5) | Hon. T.R. Matasawalevu | - Member |

Apology

- | | | |
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| (1) | Hon. I. Tuiwailevu | - Member |
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**Interviewee/Submittee: Fiji Police Force In
Attendance:**

- | | | | |
|-----|--------------------|---|---|
| (1) | Mr. Meli Sateki | - | Deputy Commissioner of Police |
| (2) | Mr. Viliame Soko | - | Assistant Commissioner of Police Strategic Planning |
| (3) | Mr. George Lagi | - | Deputy Director Strategic Planning |
| (4) | Mr. Viliame Kava | - | PSO Assistant Commissioner Strategic Planning |
| (5) | Ms. Pauline Rasila | - | Senior Research Officer |

MADAM CHAIRPERSON.- Honourable Members and representatives from the Fiji Police Force (FPF), members of the media and the public, ladies and gentlemen; a very good morning to you all. It is my pleasure to welcome you to this Big Committee Room here in Parliament and also welcome those joining us via live broadcast.

I want to advise everyone that pursuant to the Standing Orders of Parliament, specifically, Standing Order 111, all Committee meetings are open to the public and the media. So, members of the media will probably be watching this submission from your team, and we will be probably fill in some questions from the members of the public via our live broadcast.

If there is any sensitive information relating to your submission that cannot be disclosed publicly, however, such information may be provided to the Committee either in writing or in a closed private session but this is only permitted in certain circumstances including matters relating to national security, third-party confidential information, personnel or human resource matters, and during the time when the Committee deliberates before we develop our Review Report back to Parliament.

I wish to remind honourable Members and all submittees that all comments and questions should be directed through me, the Chairperson. For viewers following this meeting live on *Facebook*, if you have any questions to the submittees this morning, please, submit those via the comments section on the *Facebook* live coverage. Please, note that only relevant questions from the public will be considered by the Secretariat and the Committee. Members of the Committee may choose to interject during your presentation if you allow us to, otherwise we can save our questions later but let us know, please.

I just want to remind everyone present that this is a parliamentary proceeding and all information provided is protected under the Parliamentary Powers and Privileges Act 2016 and the Standing Orders of Parliament. So, slander or libel of any kind will not be condoned, and all information presented to the Committee should be factual.

In terms of meeting protocols, as I had reminded all of us earlier, there are cameras on, so we ask that movement within the room be kept to a minimum during the proceeding. I ask everyone to, please, turn your mobile phones on to silent mode. I will now introduce the Members of the Standing Committee on Foreign Affairs and Defence.

(Introduction of Committee Members and Secretariat)

Honourable Members and members of the public and the media, today, the Committee will receive an in-person submission from the Fiji Police Force (FPF) in relation to the Fiji Police Force's 2021-2022 Annual Report. I now invite the representatives from the FPF to introduce themselves before you proceed with your submission. We will probably interject with questions, if you allow.

I just ask that we turn our microphones on before we speak and remember to turn them off immediately afterwards, in order not to disrupt the livestreaming and also to help Hansard and our Media Team. *Vinaka vakalevu.*

MR. M. SATEKI.- Madam Chairperson, good morning, and thank you for the opportunity for us to be before you and your Committee. Before your good self this morning are Fiji Police Force representatives.

(Introduction of Fiji Police Force Officials)

MADAM CHAIRPERSON.- Thank you, Sir. Would you like to carry on with your presentation?

By the way, I was going to leave this until after the meeting, but the Committees now need to remind all submittees and all organisations appearing before all the Committees that according to the Standing Orders of Parliament, specifically, Standing Order 121(6)(b), the Minister responsible for every organisation that is appearing before any Committee, is responsible for tabling a substantive report back to the Standing Committee based on our recommendations.

Our recommendations for your Annual Report went to your Ministry last year. We waited until yesterday to receive the replies to our recommendations, so it is going to be a little bit difficult for us to be able to ask questions based on the recommendations because we received them so late. Therefore, we are going to be writing to all Permanent Secretaries to remind them of this Standing Order because it only helps us in our job as scrutineers of organisations, to be able to hear back from the Departments and Ministries on the recommendations that we make.

According to the Standing Order, after we saw your Annual Report that you are here to give us, the 2021-2022 Annual Report, we had submitted a review report to Parliament with recommendations and we had sent the recommendations to your Ministry and it was your Ministry's responsibility to reply to those recommendations within 21 days, and that was not done. So, I just wanted to remind you about that Standing Order and that is a great help for us as scrutineers of organisations and departments. Thank you.

MR. M. SATEKI.- Madam Chairperson, that is well noted. We have come prepared this morning with a summary PowerPoint, and we also have responses to issues that have been raised within our Annual Report in question. Would you like to go through our brief presentation, or would you like to jump right into the issues that were raised within the Annual Report?

MADAM CHAIRPERSON.- Thank you, Sir. On behalf of the Committee, I think we will go for the presentation first, and that will give us time to look through the replies to our recommendations from last year.

MR. M. SATEKI.- Thank you, Madam Chairperson. Can I just confirm that this is a PowerPoint that we have shared? Can we just go through the Annual Reports.

Before your good self this morning is a summary of what we have already reported on the year in question. The presentation is really a brief component of what we have reported. The context from the operating strategic directions that we have, we are all aware that it was within the postCOVID-19 period. In preparation for all those activities, we were certainly working to ensure that we have covered the operational and crime performance of the

organisation. Also, the human resources and gender composition of the FPF, which encompasses the empowerment and genderbased violence responses that we have undertaken within the 2021-2022 financial year. Apart from covering our financial management activities that we have done, we have also outlined challenges and the strategic outlook that we had forecasted after 2021-2022.

For the context and strategic direction, as I have alluded, on the scope of this presentation, the transition year focused on stability, recovery, and our readiness. We went through COVID-19 period, and the community at large were still trying to fully recover from what they had been through. We were aware that there were some isolated areas that were affected, however, our strategic approach towards that was just to ensure that priority remains - to avoid further impact of the pandemic and to remain within the five pillars of our programme, as it is outlined on the far right.

In regard to the vision, the mission and the strategic framework of the organisation, we were able to reduce crime by 12 percent. We were also able to have a conviction rate of 94 percent, and we were also able to reach 26 percent in terms of female workforce within the organisation.

Our operational and our crime performance is before your good self, Madam Chairperson. There were 17,800 registered cases. Again, we are capturing the reduction in our overall crime - drug-related is 11 percent and 94 percent for conviction rate.

On enforcement and prosecution, there is an increase in illicit drugs cases' registration by 27 percent and 94 percent conviction rate maintained by Police Prosecution Directorate. That is due to proactive enforcement and strong prosecution, which emanated from visible public safety outcomes.

In regard to our human resources overview, the FPF manpower strength then was 5,055. Composition was 3,741 male and 1,314 female, which include our regular police officers, special constables, our civilians and our Government Wage Earners.

That is, in detail, what I have just alluded to, as well as the numbers that we have in regards to our Regular Force, our Civilian, Special Constables and our Government Wage Earners.

Madam Chairperson, on women empowerment and gender-based violence responses, we already have a Female Police Unit with an Officer responsible, and that is something that we are proud to have achieved. We have 100 female officers who were trained in our leadership workshop that we recorded within the financial year, eight female officers who were deployed

to the United Nations during the period, and more than 200 survivors who were supported through the MSP partnership that we have.

On our No-Drop Policy on Gender-Based Violence, we continue to advocate the protection of policy within the organisation in that regard.

On our SDG alignment and partnership, the FPF explicitly linked our corporate activities to Fiji's National Development Plan and the UN 2030 Agenda on international intelligence and technical partnership that we have strengthened to ensure that there is a wider reach in terms of the capabilities that we have.

Looking at financial management in terms of our capital and our operating funds, they were utilised, focussing on upgrading our police stations. We have begun digital communications and architecture to ensure that we introduce a more operational capability for the organisation. It focusses on our priority areas, on our rural and maritime infrastructure, and we focus on our fleet, digital communication and also the stations.

The challenges and strategic outlook that we would like to discuss were emerging risks that cover cyber scams. There were increases in regard to cyber scams, like online fraud and cyber harassment. This is a platform that was experienced during the reporting period, that we feel that we need to highlight.

Also, in the infrastructural need the ageing of the island's post, the equitable service delivery and maritime modernisation that we would like to have.

In terms of data modernisation, we were looking at digital records, gender, age, location, disaggregation's, and a predictive smart policing.

Madam Chairperson, some key takeaways from the presentation today is the crime rate reduction within the period. We are proud to have achieved the 26 percent female workforce and our budget of about \$183.5 million that was deployed to the organisation, we were happy that we were able to take care of law and order within the 2021-2022 period in question.

Madam Chairperson, that is what we have in terms of the brief overview of what was reported in the Annual Report that is in front of your good self and the honourable Members this morning, and we stand ready to respond to your questions.

MADAM CHAIRPERSON.- Are there any comments first from the honourable Members? Otherwise, we will go to the questions that we had sent them based on their 2021-2022

Annual Report. Just to correct what I had said earlier about the 21 days of reporting back, it was on your 2020- 2021 Annual Report that we were expecting the response from the FPF, but now that we have sent you our questions based on the 2021-2022 Annual Report, I would suggest that we go through those questions and answers because there will be some supplementary questions from honourable Members as well.

We will start with Question No. 1, which is about internal oversight and integrity frameworks of the FPF. I apologise, there are a lot of papers in front of me, but can we go straight into question and answers from honourable Members? We do have a lot of questions. Right now, honourable Members, we are in the 2021-2022 Annual Report. I know that years have passed and many things will have changed, so feel free to just update us on what we may be asking for, based on your 2021-2022 Annual Report. Thank you.

HON. R.R. SHARMA.- Thank you, Madam Chairperson. Through you, I welcome you and thank you for your presentation. In regard to complaints within the Force, especially against your own seniors, have you introduced a whistleblower policy within the Force?

MR. M. SATEKI.- Within the organisation, Madam Chairperson, we have a mechanism that communicates issues that we may regard as issues that are of interest within the organization, like whistle-blower. We have associations that exist within the organisation, and that is within our Police Act 1965.

These Associations are Inspectorate Officers Association, Subordinate Officers Association and Gazetted Officers Association. These Associations are a conduit of communicating issues within the organisation, directly to the Office of the Commissioner. It does not follow the chain of communication when it comes to Association issues.

Whilst we have a communication structure to follow to the Office of the Commissioner, this is a provision that has already been provided since the existence of the organisation. The only challenge for the organisation is to ensure that it continues to work, that we have operational associations that communicate. They are restricted to a few issues, but in terms of welfare, in terms of work-related issues, in terms of things that they feel can improve or anything that targets any senior officer, they are free to communicate because their reporting line is directly to the Commissioner. So, in terms of the whistle blower policy, we regard that as conduit that communicates such issues directly to the Office of the Commissioner.

HON. R.R. SHARMA.- Thank you. Do you have breakdown of the complaints raised within? If people are anonymous, people are willing to freely put their badge number and name and write to the Associations, and that goes to the Commissioner. What types of complaints are registered? Do you have a breakdown of this?

MR. M. SATEKI.- Madam Chairperson, we do not have that at the moment with us, but it is certainly something that we can always come back with and raise to your good self.

HON. V. LAL.- Madam Chairperson, through you, I thank you, Sir, for your presentation.

Madam Chairperson, a lot has changed from the reporting period to now - it is almost four years now, and the FPF has been in the media not for very good reasons. My question to you, Sir, is, what mechanisms have been established to protect female members from sexual harassment or assault without jeopardizing their official positions or career progression?

MR. M. SATEKI.- Madam Chairperson, we have a policy that protects our female officers within the organisation and we do not see any discouragement in terms of reporting issues. We have ensured that our female officers' component of the organisation is able to be given a fair chance for promotion. It is part of our succession plan to work towards ensuring that we have female officers represented at the hierarchy of the organisation. You will see that we already have one Assistant Commissioner who is a female officer, so that portrays. We are now talking about 26 percent female composition of the organisation then in 2021 2022, but we currently have. We did not have a female Assistant Commissioner then, but we now have a female Assistant Commissioner so that portrays progressive work that we have done to ensure that we promote female participation within the organisation.

HON. V. LAL.- Madam Chairperson, through you, in terms of recruitment, my question is, is there any mandatory obligation within the Force to afford recruitment opportunities to family members, relatives, or next of kin of serving or ex-officers?

MR. M. SATEKI.- Thank you for the question, Madam Chairperson. I believe this is an opportunity for the organisation to clarify the issue. It has been raised more often than we expect. The organisation's recruitment selection is guided by minimum qualification requirement. This is something that is more important. We do not see in our lens whether someone is related, or someone has communicated or nepotism or whatever people may have called, but what we would like to see is that those who are joining the organisation and go through the selection process are those who meet the minimum qualification requirement.

Fiji is still a small country and we are related somehow. As much as we would like to ensure that everything goes through, strictly guided by our minimum qualification requirement, we always ensure that we advocate in every awareness opportunity, for example, at roadshow that we are able to participate in, what are the requirements for anyone who would like to choose the Police Force as their career. So, it is always a surprise to us when community members are continuously communicating this through social media, targeting the

organisation for nepotism, favouritism, lack of transparency and being unfair in terms of our selection.

When we advertise to everyone, we ensure that we advertise on a platform that has the widest reach. Shortlisting is done by our system, and it is strictly compliant, in as far as whoever made it to the successful list and have met the minimum qualification requirement. A separate team works on the selection process, and a separate independent team goes in and conducts face-to-face interview. That is how we would like it to be transparent in terms of ensuring that whoever comes in and makes it to the final list of being a police officer, is more important than those who meet the minimum qualification requirement that we want, because for us, our focus is the performance of the work. If we do not choose right here, it will certainly be counterproductive when we train them and make them learn and relearn what they need to know. It will certainly be something that we will be spending more money and effort on, in preparing them to provide us with the duty that we expect them to do.

MADAM CHAIRPERSON.- If I could just ask a question based on the site visits that we had last year with Mr. Lutunauga. We travelled to Kavala in Kadavu and Rukua in Beqa where we were specifically asked about when they would have a police post in Rukua because everything goes through Navua. Additionally, because Vunisea is far away from Kavala, and with the road now being built through the length of Kadavu, it makes it much easier for the police to go into the farms where they need to check for marijuana plantations. So, can you update us on the status of police posts in Kavala and on Beqa, please?

MR. M. SATEKI.- Madam Chairperson, for the Kavala police post, it is just unfortunate that we were not able to have its construction within this financial year because of the current scaling down of our financial expenditure guidelines that has been circulated by circular. However, it is a top of our priority for the upcoming financial year. In regard to Beqa, we are still having problem with the land issue. I am glad that this question has been raised because I was the one who initially visited Beqa when the former Prime Minister officially opened the Raviravi Health Centre in Beqa.

He raised the request by the villagers then. After that, when we visited, they were not sure about the piece of land that would be made available for the police post. I went from Raviravi to Nawaisomo and then back to Raviravi, no one was willing to give a piece of land. In fact, we told them that we had to leave and they had to decide on a piece of land that they would provide, and we would certainly come back following their confirmation. So, after your visit to Beqa, we are still awaiting the confirmation of that piece of land, and I know that you are aware of that.

We already have manpower for it - it is already made available within the organisation. It is just the land issue that we are now struggling with. If we are provided a piece of land, we will certainly be moving, but the organisational priority is also shifting as the situation dictates, and we are limited in our manpower. What we are currently doing at the moment, we cannot be sparing at least 10 to a particular police post that is not constructed, so we are using them in other priority areas as we progress.

Madam Chairperson and honourable Members, for your information, the discussion about Beqa Police Post was almost a decade ago and we have made available what we need to do as a government in responding to requests from our community members. Unfortunately, it is a piece of land that has not seen the progress of that police post.

MADAM CHAIRPERSON.- I must say, though, that I am very happy to see the huge improvement to the Nalawa Police Post. Shortly after our visit, it is just amazing. It is brand new – a few buildings, actually three from the one building they used to have, so I want to thank you for working quickly to resolve that for Nalawa and that huge area that they cover.

HON. P.K. RAVUNAWA.- Through you, Madam Chairperson, I thank the Deputy Commissioner for the deliberation this morning. The 2021-2022 Annual Report highlighted strategic priorities around service delivery, crime reduction, professional standards, internal accountability and public trust.

I also noted in your presentation the reduction in crime from 12 percent. I was not sure what the denominator is; is it by months for the 12 percent? If you can explain a little more about that. Also, the 94 percent reduction on the successful prosecution of crimes that were committed, I thank the FPF for that. My question is on the effort to improve service delivery and public confidence. What measurable indicators does the FPF use to assess public trust and how has public confidence in policing improved since the 2021-2022 reporting year?

MR. M. SATEKI.- Madam Chairperson, thank you for the question. From the outset, if we look at it from where we are now, it is an area that we are currently working very hard on. We are working towards ensuring that we enjoy the trust and confidence of the community. We hear that Our Commissioner is appearing in every press conference that he is engaged with, raising the importance of enjoying this partnership because if we not, then our work is not going to be successful. We are aware that we must have the trust and the confidence of our community.

Madam Chairperson, what we are currently doing at the moment, we are monitoring on a monthly basis our indicators that we have presented to your good self and that is a collective

figure of how we are monitoring the crime rate by month, all the issues that are covered within our key performance indicators. As much as we would like to work with the community, we have segmented the community in terms of our community policing engagement to actually find out because they have different needs, wants and expectations from the FPF.

As much as we would like to ensure that we enjoy that relationship with the community, we are still facing some challenges in terms of their expectations, and the challenge is mainly that Police can never be everywhere we want. We are limited by resources, and we are limited by presence, but what we are doing at the moment is to try and ensure that we build on the relationship, trust and confidence by digitizing the organisation and moving into technology.

While it is a bit unfair to compare FPF's ratio to the community with other neighbouring countries because policing manpower in neighbouring countries is complemented by technology, for the FPF, we are more or less manual, so we are glad that the Government has given us budget for our CCTV project, which is currently ongoing from Suva to Nausori. We will soon be moving over to Nadi and Lautoka. Those are mechanisms that will help us to be more targeted and ensure that there is trust and confidence in the community in terms of how far we are going in terms of our work, because our visibility is limited because of our number.

We can see that there are a lot of rural to urban drift. We see that there are houses that are coming up where they were not, so we are trying to really posture ourselves in a way, but we are limited by numbers. We are limited by our capacity. So, this is the direction that we are taking at the moment, but we are continuing with our endeavour to ensure that we connect with our community on our community policing outreach programme.

This is something that we are doing at the moment. We have moved our recruitment selection away rather than centralising it in the CBD so that we can also gather those who have left the comfort of the city areas, city life, and have moved over to rural areas. So, these are all the approaches that we try to ensure that we collectively help and feel the heartbeat of what is happening on the ground and ensure that we push forward on trying to build the relationship with the community to ensure that we build up trust and confidence with them.

The monthly press conference by our Commissioner is a way of being transparent to the community on how we are faring in terms of the work that we are mandated to do. We believe that the media who are always invited into that session are asking questions on behalf of the community because the responses that are provided to them are responses that capture the effort of the organisation now and some forecasted activities that we would like to do, to ensure that we enjoy a partnership that we should have with the community.

HON. R.R. SHARMA.- Madam Chairperson, through you, how does the FPF monitor reports that are not lodged by the officers because there have been a lot of cases where people would claim saying, “I went to the station, the report was not lodged?” What I would think of is, "Alright, if we have a surveillance camera, how would the FPF monitor this when people come to the station, but the officer denies having lodged the report?

MR. M. SATEKI.- A very good question, Madam Chairperson. If we can recall, at every press conference that our Commissioner appeared before the media, he always mentioned that we also have a call centre and a number is always issued. Anyone who accesses our *Facebook* page will find the number there - 1681. This is our effort towards ensuring that in any case, any member of the community is not treated the way he or she deserves, they are always welcome because that call centre reports directly to my Office. It does not go anywhere else. When it comes directly to me, I ensure that the actions are done as fast and as quicker as they are expected. I follow up on issues of laxity that may have caused the delay or type of services that are not up to par.

The members of the community are welcome to report at the police station and if they feel there are some information they would like to pass through directly to the hierarchy of the organisation, they are most welcome to communicate through 1681 because it is coming directly to the Office of the Deputy Commissioner.

HON. V. LAL.- Sir, when a report is made and an officer is allocated to look into the report, sometimes the officer knows the person against whom the report is made, so he takes up the case, and the case ends up nowhere. My question is, before allocating these cases, are these officers required to declare their conflict of interest before taking up the case, or who decides which officer should take which case?

MR. M. SATEKI.- Thank you for the question, Madam Chairperson. Let us take, for example, when a report is received at a station, it is recorded and there are two registers where this report is recorded. One, in our report book, and there is a correlated record that happens in a station diary, and then the referral happens. It goes to the Unit in charge, that will certainly be allocating the report to a Unit member. The classification will determine whom the report will be given to, for example, if it is a straightforward case, then it is going to be allocated to the uniformed personnel, and if it is a crime case, then it is going to be allocated to the CID on standby. However, in terms of someone who is related, what we normally do is bring up the process that normally kicks in by the supervisor or the crime officer – a process similar to what you have raised, honourable Member.

Madam Chairperson, this is a type of communication that we ensure that there our investigation is not compromised, that it progresses and that inspection is done regularly every seven days to ensure that there is progress in the case. It is only when the suspect is not

known in the case, then there will be delays because there will be a wider approach towards the investigation. However, if the suspect is known, of course, the process is straightforward but only when the suspect is not known, then we will certainly be engaging, and it also depends on the type of offence.

Our crime scene will certainly be deployed if there is a need, our canine will certainly be deployed, our crime intelligence will be also informed so that they can also help, our community policing post that operates within the area will be involved, so there is a lot at play when a case is registered and it determines the degree of the level of cases. We assure your, honourable Member, that relationships of those who take up cases is not compromising what we should do. We assure you that that is not something that we entertain within the organisation.

HON. T.R. MATASAWALEVU.- Madam Chairperson, through you, based on the 2021-2022 Annual Report, in relation to the site visit, as Madam Chairperson mentioned about setting up the police post. I wish to raise one point about the entry points at Natovi Wharf and Ellington Wharf. Do you have a plan to set up a police post on those two sites because the entry point for Vanualevu is Ellington Wharf and Lomaiviti is Natovi?

MR. M. SATEKI.- Madam Chairperson, we have plans not only for Natovi, but Ellington is also coming up and Savusavu is a port of entry. We only wish we are given enough money to build on these ports of entry. We have worked on the piece of land that is there at Natovi and is behind the cafeteria.

We are already working, we understand the increasing number of travellers who are travelling between villages, as rightly highlighted by the honourable Member, however, we only wish that we are given the budget to build because we would also like to deploy our K9 Unit there. We are happy that a Ministry has helped us in terms of building at Nabouwalu. There is a waiting area that has already been constructed at Nabouwalu and they have also included a police post there, so we are happy about that.

On the contrary, we are not happy because we still do not have funds to try and ensure that our K9 Unit are available at these other two points of entry. We would like to have them, so it is not only our presence, but we would also like to have our capability in this area as this is an area that we would like to tighten up because it is a loose area for us. There is an increasing number of our people who are travelling, and I am sure there are those who would like to take advantage of our absence, not totally there in Nabouwalu but with the kind of number of inflows and outflows coming from Natovi, that is something that we really want to have. We only wish, honourable Member, that you can communicate, on our behalf, to ensure that we have this key component at those ports of entry.

MADAM CHAIRPERSON.- Thank you. I am just going to invite all honourable Members. I know you all have questions, so just go ahead and turn on your microphones and, please, keep an eye on each other's microphone.

HON. P.K. RAVUNAWA.- Madam Chairperson, given activities - cybercrime, narcotics trafficking and financial crime, it is good to note in your presentation this morning that there has been some investment in digitisation works at the FPF. Now, my question is based on a recent concern regarding the integrity and professionalism of the Force - lost investigation files and exhibits. There have been growing public concerns regarding reports of missing police investigation files, lost exhibits, and evidential failures of criminal proceedings. What measures are now in place to safeguard evidence, case files and for successful prosecution of cases that are reported to the FPF? You must remember that the public is listening.

MR. M. SATEKI.- Madam Chairperson, the FPF is guided by procedures and processes. We have a Unit in charge that is directly responsible at station level, at the police post level and at divisional level. All these are within their job description - the work that they are paid for, and they are expected to do. We now have an independent Internal Affairs Unit within the organisation, that is responsible for both sides, proactively and reactively, to ensure that there is strict compliance with the systems and processes.

In every week, we issue lecture topics that emanated from issues that have been raised that questions the credibility and the integrity of our work. These lecture topics are normally covered every Wednesday, to ensure that there are more governance and strict compliance to our systems and processes. It is just unfortunate that in some instances, this kind of situation happens. Whilst we do not condone it happening, there is ongoing investigation in regard to those that have breached, but there are systems and processes that we always ensure that they are followed.

Madam Chairperson, when breaches as such happen, there is a clear process. Our internal affairs investigate, but we will continue with our proactive arm to ensure that communication continues to be more targeted to those areas - the stations and districts, that are affected and to ensure that there is no repetition of such. However, it is a challenge, and it is an area that we ensure that it does not happen again.

HON. R.R. SHARMA.- Madam Chairperson, through you, because you are Police Officers, you would know in the next five or two minutes that a person has committed a crime or not, from your instincts or a gut feeling. When you know a particular person is involved in drugs when it is out there but you need strong evidence, my question is around the assessment of these investigations or cases developed or built by officers, or maybe a case goes to court and it gets

defeated and you come back to your office and think, “We did not do enough to build that case and it was defeated by a brilliant lawyer.” How do you assess these kind of cases when you know that that person is guilty, but then the court had let them go because your officers failed to probably gather all the evidence or build a strong case because you know what drugs is doing to our country and how critical it is that we cannot make a single mistake when we act on these cases? What is your viewpoint on that, Sir?

MR. M. SATEKI.- Madam Chairperson, the process for police investigation into serious cases is normally through the ODPP. When we do our investigations, we ensure that we cover as much as we can, ensure that the case is strong enough to be prosecuted in court, and then it is submitted to the ODPP, who scrutinises, and they are in a better position to let us know that the case is good to go, good to be prosecuted, and then the case is further progressed to court. If we are asked to continue with the other aspects of collection of evidence, we will certainly be doing that.

Drugs cases are certainly going through that chain of processes. However, for cases that we are prosecuting, our prosecutors are vetted and are sanctioned by the Office of the Director of Public Prosecutions (ODPP), so they determine who is credible to prosecute cases. For that, one of the hindrances that we normally face is the lack of support from the community in terms of witnesses. That was what I had alluded to earlier on. It is that relationship with the community that we always want, because it will certainly cause our cases to us.

At times, we really cannot force someone because the choice is theirs if they do not want to make a statement, but it can certainly cause our cases if we do not have that relationship. Also, our worry is that our community feels victimized by assisting us with our cases because we are not available everywhere. After that, we will move on to other places, and they will have to face whoever – those who are living. So, those are some of the things that we are working on. It is an indication to us that we need to work harder so that they live freely where they are, but sometimes we feel that these are some of the factors that are causing our cases.

Some may, perhaps, be through some level of our negligence, we admit that at times it does happen in terms of the cases that we prosecute directly, but for those that goes through the ODPP, we feel that it meets the threshold to be prosecuted in court and we feel that we have done our best in the investigation. Unfortunately, the court decides otherwise than what we have forecasted to secure.

HON. P.K. RAVUNAWA.- Thank you. I have one more question, Madam Chairperson, on corruption, professional standards and public confidence. Again, this is very important for our viewers to understand and to learn something out of this exchange.

There has been an increased public concern regarding allegations of corruption, misconduct and a growing number of internal affairs cases involving police officers. Can the FPF advise this Committee whether corruption is becoming systemic within the Force and what are some of the remedies that you are looking at in dealing with this issue if it is present?

MR. M. SATEKI.- I must say, Madam Chairperson, that corruption is not part of our organization, it is an individual who is corrupt. Again, at times it is an allegation when it is against a particular person. We have a process whereby anyone who is alleged and there is a case against a police officer on corruption, there is credible evidence, after that process through the ODPP, there is a process for the person to be set aside from work. He is suspended from work to allow proper administration of the investigation. This is the process that we have.

However, sending someone directly home without having credible information, without evidence and without being sanctioned from an independent oversight, like ODPP, is something that we do not encourage. Otherwise, no one will be left to do the work because everyone that reports against any police officer, the police officer is expected to be sent home. There is no merit in sending someone home.

That is the process that we are taking, to ensure not only the report against, because anyone is free to say whatever they are entitled to say as of now - there is a lot of complaints, there is a lot of reports against police officers, but our internal process is currently taking care of those to ensure that the independent oversight is sanctioned by the ODPP before we act. I would like to also reiterate, otherwise, you will not see any other police officer because any report that comes, the expectation is for them to leave the organisation to allow for investigation.

However, we would like to see that there are some reasonable grounds to continue with the investigation and that the process starts to ensure that there is some credibility in what we do and there is some meaning in what we are trying to do. We respect every report that is coming in, in terms of corruption. Corruption is not part of FPF. We are looking at it as a personal act, and there is a process to ensure that this particular officer who has been reported, once we ensure that the preliminary investigation is done, forwarded to the independent sanction by the ODPP and then if there is a case to answer, if there is some merit, some evidence on the case, the process commits, in our endeavour to ensure that there is successful prosecution in court, even if it is about any of our senior police officers.

HON. R.R. SHARMA.- Madam Chairperson, through you, based on that, are police officers subject to audits because, like you have said, people would come and try and bribe the officer in a scenario, for example, declaration of assets or audits of unexplained wealth, a lot of cars,

double storey houses, et cetera? Do you have any mechanism that audits officers and even Members of Parliament, I think it is for anyone in the enforcement and anyone who gives approval will be subject to bribery or can be? Does the FPF have any sort of this mechanism?

MR. M. SATEKI.- Madam Chairperson, we do have that. The drugs that come to Fiji widened the scope of our investigation to cover those areas. Certainly, if there is a report against a particular police officer, the investigation goes as wide as possible. It covers all those areas.

We already have a network; we are already partnering with Fiji Financial Intelligence Unit (FFIU) and Fiji Revenue and Customs Service (FRCS). We are looking at our transnational crimes front which works on an inter-agency approach that helps us in regard to your question. Yes, it is within the radar of our investigation. When I receive an investigation of that nature at the organisation, our investigation goes as wide as that.

For your information, Madam Chairperson, we also have a Forensic Accountant within us, who gives us advice in terms of any reports for that matter that comes into or against the organisation. We also have our Digital Forensic Unit who working on it, our Cybercrime Unit, so it is a holistic approach towards investigating any corruption report on our police officers.

Also, our partners, the Australian Federal Police and the New Zealand Police, are also helping in regards to all these, so I can assure that it is well-coordinated - we leave no stones unturned when we are doing an investigation and we assure that our process covers as wide as expected in terms of ensuring that there is proper and thorough investigations on any corruption cases that are reported, whether it is a police officer or whether it is members of the community.

MADAM CHAIRPERSON.- Thank you, Sir. I note that we only have a few minutes left, so I will probably ask my question first, and then I will open the floor up to the other Members of the Committee.

I wanted to ask specifically about your asks when it comes to budget consultations and your budgeting cycle during the year. Over the past five years, I just wanted to know what key budget priorities has the Force consistently submitted to the Ministry of Finance, and which critical funding remain unmet?

During our site visits last year, we went to Nasova. We visited Forensics and the Departments and Units that are there. My question right now based on the next budget cycle, is your Digital Forensics Unit adequately equipped for the crime trends that we are currently facing? You talked about your Forensics Accountant, but what about your actual Digital Forensics Unit, are they capable of keeping up with the crime trends now?

MR. M. SATEKI.- Madam Chairperson, let me start with your first issue with regard to budgets for the last five years. We would like to say that we are thankful to the Government that our budget has been increasing since 2021-2022 - the period in question. Whilst we appreciate the increase, it has direct correlation with the need. Our infrastructure deteriorates at a faster frequency than we expect. The change of equipment that we issue to our officers is something that we must do in every financial year. The cost of services or the cost of goods is also something that implies on our expenditure. Whilst we would like to spend the Fiji Police budget more on proactive, we are dragged into our reactive aspects of our work. We understand the reaction is what attracts a lot of concern because of the investigation outcomes, but our focus is more on our community engagement programmes. We would like to spend more fund on that.

We know that the outcome cannot be realised today or next week, it will be after a certain period of time, but that is a focus for us. Our focus is to finance more activities that we are engaging in with our communities, a focus that we work together with other Ministries in Government to secure employment to our youth, to engage our youth. These are the types of focus that we have within our budget because our Business Plan and Annual Corporate Plan in every financial year expect activities that are directed towards that area.

You have raised a very important issue in regard to building up the capacity of our Digital Forensics Unit. Currently, we can say we are happy with what we have and the assistance that has been provided to us by our partners - New Zealand Police and, particularly, Australian Federal Police, but for how long will we be relying on them? We are all aware that because of more offences, we will be committed to that platform, which is a platform that evolves. It is a journey towards moving into digitalisation. The platform that is applicable now will certainly evolve in a fortnight. So, it is an area that will certainly require us to continue to train and continue to live so as to be on par with what is happening in the digital and technological world.

We will always welcome any assistance that Government can provide us but, in the meantime, we are happy with what we are provided with from our partners, but we would like to ensure that our Government takes this up as a Government responsibility, to ensure we build up the capacity for our Digital Forensics Unit.

There is a shift - there is no more offence committed now whereby they are leaving their fingerprint on the site. No one is doing that now. We have moved to forensic evidence, which is still physical, but the trend now is moving into digital, so this is a shift. We will welcome assistance with our forensic evidence; we will also welcome any assistance toward the digital aspect of our evidence. We will appreciate any assistance in that regard and whilst I am saying that we are happy with what we have at the moment and that can only be valid for a short

period of time. I am sure that in the next financial year, there will be a new dimension because it is a cat and mouse game every time. So, once we jump in and become aware of the platform that they are using, certainly they move into other areas.

MADAM CHAIRPERSON.- I will ask the honourable Members to, please, make this your final question.

HON. V. LAL.- Madam Chairperson, through you, on our last site visit, we visited a lot of Police Stations throughout the country. We found that a lot of Police Stations were not OHScompliant. Thank you for the maintenance work at Nalawa Police Post. Tavua Police Station was also in a very bad state. My question is, how is the FPF addressing occupational, health and safety issues?

MR. M. SATEKI.- Madam Chairperson, this is a very challenging question to respond to because we cannot lie to your goodself. You have visited and it is not only the FPF. I believe if we appear in front of your good self with other Ministries, they will also be talking about the same. So, it is a challenge to maintain the aged infrastructure that we have.

We try to extend and we try to renovate the buildings because population increases, but these are some of the challenges that we are currently facing. We understand that we are also limited in terms of the funds that we are provided with, but when we are given finance, it is a priority within the priority that we normally do. If there is another activity, because the FPF works according to the situation that warrants our attendance, even though it is not directly budgeted for. These are some of the things that have denied us in ensuring that we maintain the infrastructure.

I can say, Madam Chairperson, that our infrastructure now was built then, so that means it cannot support the work that we should be doing. However, what we are trying to do is to, at least, maintain it. We have different levels of maintaining our aged infrastructure. Some are even worse than what you have said, and I know that those become more a priority than those that are still standing. It is an area that we would like to see that we improve upon, but it is a work in progress for the FPF. It is always in our budget submission when we present it to the Government but, unfortunately, we will just have to work within what we are provided with.

HON. P.K. RAVUNAWA.- Madam Chairperson, this is my last question. I thank the Acting commissioner for his assurance and all the efforts taken in reinforcing our public confidence in the Force, which is critical for Fiji right now. Our Recommendation No. 4, you would notice that the Committee recommends some investment in equipping the officers. I will only speak on one, which is a body cam. In looking at the sophistication in the crime dimension space in

Fiji right now, is there any specific action being taken to restore this public integrity in their exchange with officers on the ground? Thank you.

MR. M. SATEKI.- Madam Chairperson, a very interesting question and I welcome that. As I have already alluded to in moving into technology, there is also a need to ensure that there is legislation that allows us to utilise this technology. We are happy about the progress that our Police Act is now on, and we are looking forward to ensuring that the process is completed. That will certainly allow us to have some level of flexibility to use technology that was not allowed for us because that was also not covered.

In regard to our bodycam, we are already sampling it at the moment, on how best that can be achieved. However, there are also factors that surround it. It is not only looking at the body camera *per se*, but there are machines that we need to download, there are databases that we need to keep those records. So, when we look at body cam, it is something that we already considering a part of us because it will certainly ensure the credibility and the integrity of every action that a police officer does, especially for those who are in our front line and, particularly, those who are always being targeted doing highway duties and traffic duty. So those are the areas that we are already thinking, planning to ensure that they are equipped with this, but we want to ensure that we move when we have the authorised infrastructure and legislation, so that we do not find ourselves, again, on the other side of the complaint or the other side of losing cases when we do what we are not legislated to do.

MADAM CHAIRPERSON.- If you have no other question, I will pass the microphone on to honourable Sharma.

HON. R.R. SHARMA.- Madam Chairperson, a very quick question regarding the Forensics Department. I will speak for myself; I was logged out of my real and authentic *Facebook* and *Instagram*, which is my political page, since 18th May. I found out from the Cyber Unit, and a briefing was done regarding Iranians trying to hack meta. Apparently, I am receiving codes, five to six digit codes, of Iranian numbers through *Telegram*. I think this is the first time I have gone public regarding the suspension of my accounts, which I am trying to get back through the FPF.

One thing that really bothered me was a case of an 18-year-old who posted a family photo but using AI, was stripped naked and pornographic videos or photos were made. How can we really combat crimes that are part of AI generation? What partnerships are built to combat these sorts of crimes, especially, affecting really young children, who have just started their academic career and the kind of mental pressure they would be under scrutiny and humiliation, so a quick and short answer on AI-generated crimes.

MR. M. SATEKI.- Madam Chairperson, that is a very valid question as it is an area that has become a language for now. AI becomes a language for now. When we look back at the capacity that we have built, it was built on the other platform, the other capacity that we normally have. However, with AI now in play, this has become an area where we are relying on our partners.

I believe AI should not be only Police's concern; it should be a holistic Government concern. Now, we are working with our Online Safety Commission, and it is something that we are also working with our partners on because it has already thrived and we are benchmarking on best practices in terms of investigating.

However, given that I am responding to the question, I would like to seek your assistance, Madam Chairperson. This is an area that the FPF, and also if the legislation can also cover, to ensure that we are better protected because we do not fully understand what AI is capable of. It is unfolding in front of us, unfortunately, on a platform that is viewed by everyone. I would request assistance. It should be a collective approach, to ensure that there is a policy or a legislation that ensures the whole country is protected.

Whilst we are building up in terms of our investigation capacity, there should also be some projections. The perimeters should be limited. Otherwise, if it remains an open game – an open opportunity for everyone to enjoy whatever they do, they will certainly be maximising the capacity of these kinds of platform, and that is not good. It will become more than what we are discussing at the moment. So, I seek your assistance, Madam Chairperson, in that regard, that we should have a holistic Government approach. Furthermore, the capacity for investigators must also be built up immediately because we are living in a globalised world and it is already here.

HON. T.R. MATASAWALEVU.- Madam Chairperson, my question is a serious one and is relating to the death of a Police Officer in Lami. Investigation is ongoing; however, the public are raising their voices now. Can you elaborate on that?

MR. M. SATEKI.- Madam Chairperson, we are aware that we are not in a position to talk about anything as it is already before the Court. However, something we can assure the general public that we are working hard on is to ensure that justice prevails in the process. Unfortunately, we are really not in a position to divulge anything more than that. Our apologies for that, Madam Chairperson.

MADAM CHAIRPERSON.- Thank you very much. So, it is up to me now to bring this meeting to a close.

Honourable members, I thank you for all your questions. I only regret that we did not have enough time to ask all the questions that I could see going around your head, your minds and your brains. I thank the FPF, especially Deputy Commissioner of Police and your Senior Team, for making the time to appear before us. I want to also say that the Committee looks forward to receiving FPF's formal response to the Committee's Review Report on the Fiji Police Force 2021-2022 Annual Report within the prescribed timeframe of 21 days after we table our report back to Parliament. The Committee trusts that the response will address the findings and the recommendations contained in the Report, and that will assist Parliament in its ongoing oversight role.

With that, I wish to sincerely thank you all for giving us your time today, for answering the questions that we have, and we look forward to your continued engagement should the Committee require any further information. I, therefore, close this meeting. *Vinaka*.

The Committee adjourned at 10.14 a.m.

Written Response



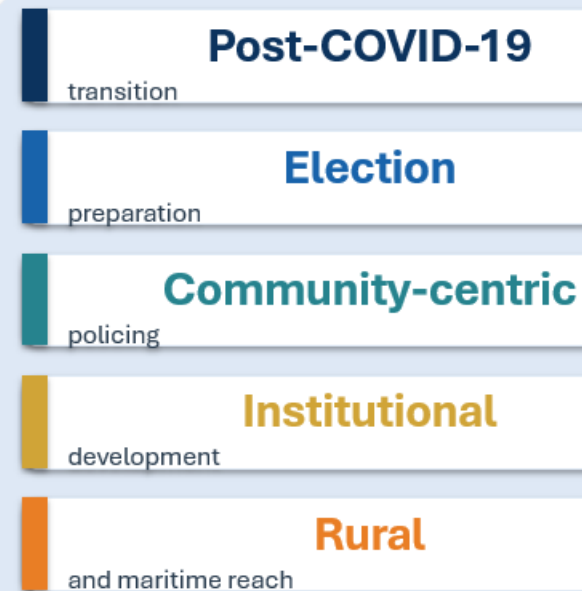
Fiji Police Force

**Annual Report
2021–2022**

Presentation to the Standing Committee on Foreign Affairs & Defence

Wednesday 10 June 2026

1. Operating context and strategic direction
2. Operational and crime performance
3. Human resources and gender composition
4. Women empowerment and GBV response
5. SDG alignment and partnerships
6. Financial management
7. Challenges and strategic outlook



Context and Strategic Direction

A transition year focused on stability, recovery, and readiness

The 2021–2022 fiscal year was a significant transition period as the Fiji Police Force navigated post-COVID-19 recovery.

FPP managed nationwide security and civil order while preparing for the 2022 General Election.

Service delivery emphasised community safety, resilience, and continued institutional strengthening.

Five program pillars

General Administration and Policy

Human Resources and Institutional Development

Crime Management

Basic Policing and Operations

Security and Intelligence

Vision, Mission, and Strategic Frame

Vision

Recognised, Respected, Resilient,
Responsive, and Vibrant Police Force

Mission

Creating a safe and secure Fiji in
accordance with best practices,
standards & technological innovations

crime reduction

12%

conviction rate

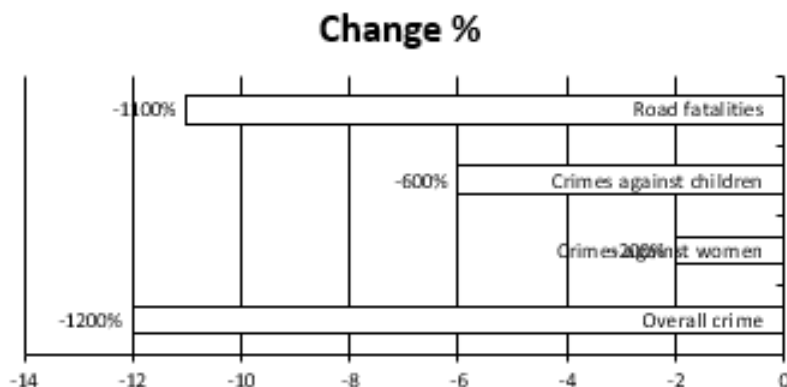
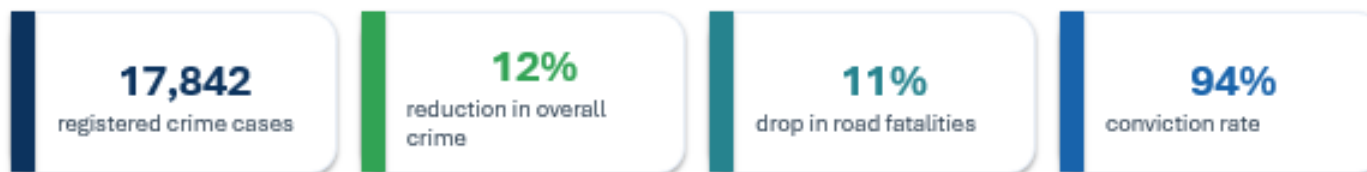
94%

female workforce

26%

Operational and Crime Performance

Headline results from FY2021–2022



Crime reductions suggest effective community-centric policing and proactive operations.

The year combined public safety management with election readiness and national recovery responsibilities.

Enforcement and Prosecution

27%

increase in illicit drug case registrations

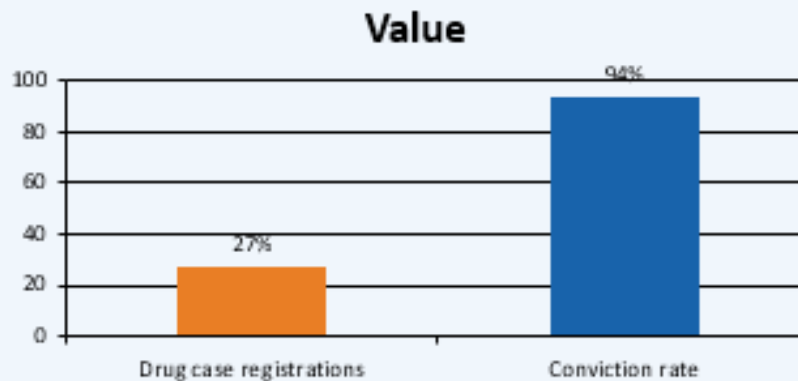
Driven by aggressive proactive enforcement and targeted raids

94%

conviction rate maintained by Police Prosecution Directorate

Drug case growth is presented as an enforcement output rather than evidence of higher consumption.

High conviction performance points to strong case preparation and judicial coordination.



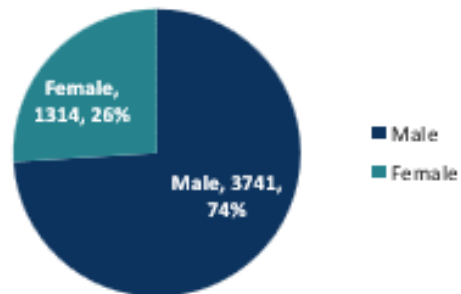
Operational message:
Proactive enforcement + strong prosecution = visible public safety outcomes

Human Resources Overview

Total manpower strength: 5,055



Headcount



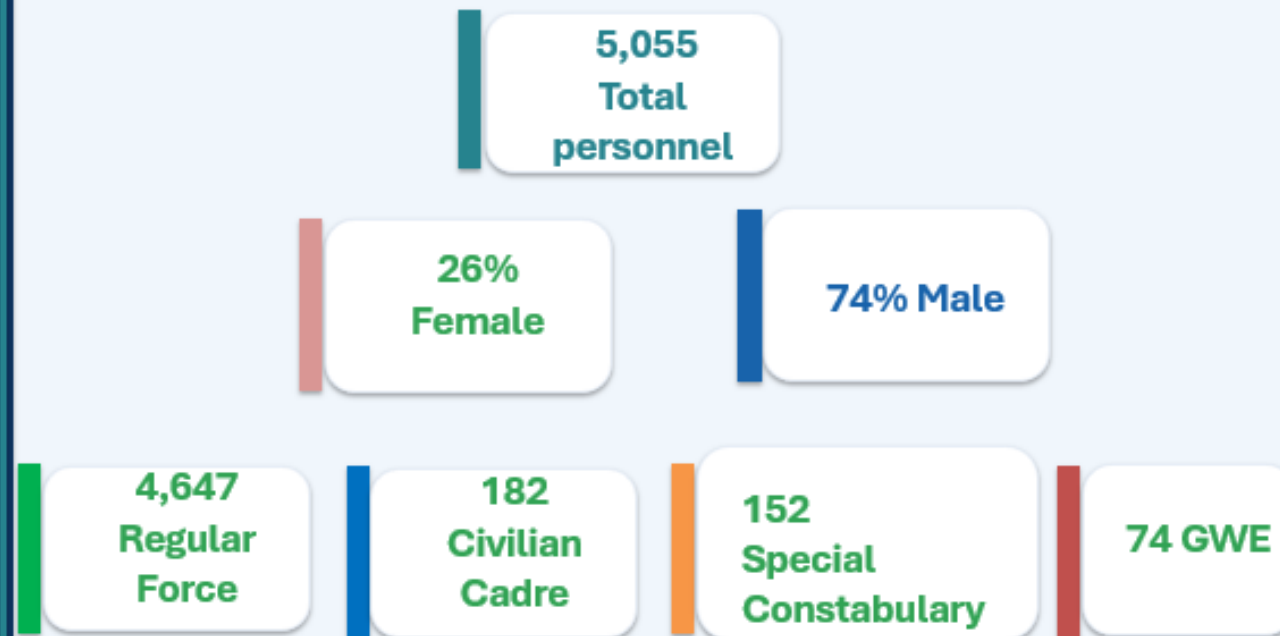
The workforce spans Regular Officers, Special Constabulary, Civil Servants, and Government Wage Earners.

Women represented 26% of the total workforce at year-end.

The Regular Force was close to its localized target for women in active uniform service.

Source: user-provided summary

**Police Staff
2021-2022**



Women Empowerment and GBV Response

1st

Female Formed Police
Unit instructor
ASP Mereani Vasakula

100

female officers trained
in leadership workshop

8

female officers on UN
deployments
7 to UNMISS, 1 to UNAMI

200+

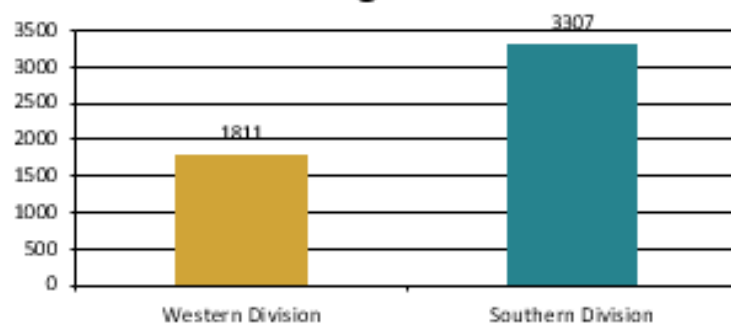
survivors supported
through MSP
partnership

GBV Policy

No Drop Policy

Women advocacy & Protection
policy

Programs



Gender equality was embedded
through leadership development,
operational opportunity, and survivor-
support partnerships.

The FPF aligned with Fiji's National
Action Plan to Prevent Violence Against
All Women and Girls.

SDG Alignment and Partnerships

SDG 5



Gender Equality

Women's recruitment, tactical inclusion, and domestic violence awareness

SDG 16



Peace, Justice and Strong Institutions

Human-rights policing, crime reduction, and conviction outcomes

SDG 17



Partnerships for the Goals

Collaboration with INTERPOL, AFP, and New Zealand Police

The Force explicitly linked corporate activity to Fiji's National Development Plan (2017–2036) and the UN 2030 Agenda.

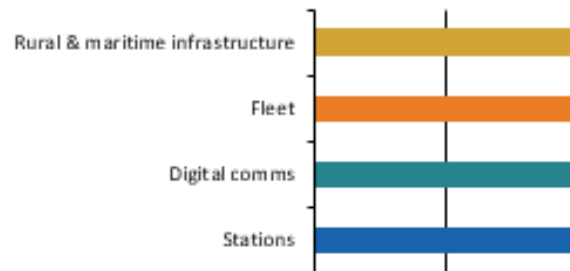
International intelligence and tactical partnerships strengthened institutional reach and capability.

Financial Management

FJD 183.5M

revised budget allocation

Priority areas



Capital and operating funds were used for police station upgrades.

Digital communications architecture was introduced to improve operational capability.

New fleet vehicles supported mobility and responsiveness.

Infrastructure expansion strengthened access to policing in rural and maritime communities.

Challenges and Strategic Outlook

Emerging risks

- Cyber scams
- Online fraud
- Cyber-harassment

Infrastructure needs

- Aging outer-island posts
- Equitable service delivery
- Maritime modernization

Data modernization

- Digital records
- Gender/age/location disaggregation
- Predictive smart policing

Key Takeaways

FPF demonstrated measurable public safety gains while building a more inclusive and modern institution

Operationally, the Force recorded lower crime, fewer road fatalities, and strong prosecution outcomes.

Institutionally, it advanced women's leadership, international deployment, and GBV response partnerships.

Strategically, the next phase centers on cyber capability, outer-island infrastructure, and better data systems.



THANK YOU

Additional Information



Fiji Police Force

Submission to the Standing Committee on Foreign Affairs & Defence on the 2021-2022 Annual Report

SCFAD QUESTIONS FOR THE FIJI POLICE FORCE 2021-2022
ANNUAL REPORT

1. Please provide an update on the implementation status of recommendations arising from the Committee's Review Report on the Fiji Police Force 2020-2021 Annual Report, tabled in Parliament on 18 July 2025. [Review-Report-of-the-Fiji-Police-Force-2020-2021-Annual-Report](#). (APPENDED – refer to page 95)

2. Please provide an update on the proposed Police Posts for Beqa Island and Kavala, Kadavu, including timelines for implementation.

CURRENT STATUS AND ISSUES

Beqa Island

- **Status:** No land has been allocated or offered for the Police Post site.
- **Issue:** Without gazetted or formally granted land (lease or allocation), no site surveys, detailed design, approvals, or tendering can commence.

Kavala (Kadavu)

- **Status:** Preliminary works have been undertaken; project is included in the 2026–2027 programme.

3. What key lessons were learned from the COVID-19 pandemic, and how have these informed the Force's operational preparedness for future emergencies?

The COVID-19 pandemic significantly reshaped the operational landscape for the FPF. Transitioning from traditional law enforcement to front-line public health enforcement forced the FPF to re-evaluate how it manages personnel, handles logistics, interacts with local communities, and maintains a distinct chain of command.

3.1 Key Lessons Learned from the Pandemic

The challenges of managing national lockdowns, border quarantine zones, and public health mandates highlighted several vulnerabilities and operational insights. These include:

- **Fragility of workforce continuity:** Operating on standard shift rotations proved highly risky. If an officer at a station/unit/formation tested positive, entire shifts or stations faced sudden containment and isolation, threatening to paralyse police services.
- **Burnout and logistics under high demand:** Transitioning to grueling 12-hour shifts to enforce containment zones, border checkpoints, and food ration distributions placed extreme physical and mental stress on personnel. The FPF lacked immediate, self-contained infrastructure to house and isolate on-duty officers away from their families.
- **Procurement of Logistic Support:** Provision to operate within Declared Emergency clauses in line with Financial Instructions and is not reflected in FPF Finance Manual Order.
- **Risk of public friction and reputational damage:** Enforcing heavily restrictive health protocols (like mask mandates and curfews) inherently increased friction between the police and the public. The FPF recognised that crisis response requires high levels of community trust to be effective, rather than relying solely on punitive enforcement.
- **Manual Operation:** Systems manually operated. Lack digitisation
- **The crucial need for inter-agency synergy:** A health crisis cannot be policed in a vacuum. The pandemic underscored that the FPF must seamlessly integrate with the Ministry of Health and Medical Services, the Republic of Fiji Military Forces (RFMF), and international development partners (like the UNDP and the New Zealand and Australian governments).

3.2 How Lessons Have Informed Operational Preparedness

a) Implementation of “work bubble” and welfare infrastructure

To guarantee continuity of service during biological or environmental crises, the FPF institutionalised the concept of operational work bubbles. Backed by partners like the UNDP and the New Zealand Government, the FPF invested in localised, dedicated

resting quarters, bunk beds, and bedding. This ensures that during a crisis, officers can work, rest, and isolate safely within their operational bubbles, mitigating the risk of cross-contaminating other shifts or bringing infections home to their families.

b) Modernisation & Digital Transformation

The bottleneck of traditional paperwork and physical contact during a crisis accelerated a pivot toward digital law enforcement. The FPF has stepped up its digital infrastructure, incorporating advanced information and communications technology, such as specialised digital equipment for Video-Recorded Interviews (VRI) – 31 installed. This digitizes early-stage criminal procedures, reducing face-to-face contact dependencies while protecting human rights and transparency during lockdowns or restricted-movement scenarios.

c) Institutionalising Community Policing

Recognising that community compliance is driven by trust, the FPF heavily prioritised community-oriented frameworks. The proposed Police Bill places community policing at the core of future law enforcement strategy. This legal framework establishes a highly structured network connecting divisional commands, police stations, and localised, elected Community Policing Committees. By embedding police posts deeply within cultural and faith-based institutions, the FPF establishes pre-existing communication channels to smoothly disseminate information and manage logistics during future disasters.

d) Clear Legal Chain of Command

Crisis situations can occasionally blur the lines between civilian policing, military aid, and government ministries. Legislative updates confirm that during any officially declared State of Emergency, the FPF remains strictly under the direct command of the Police Commissioner. This preserves a clear, independent, and legally defined chain of command, ensuring that emergency operations can pivot instantly without bureaucratic

confusion or jurisdictional overlap with other responding agencies.

4. Please provide an update on security screening and enforcement activities at wharves, jetties, and other maritime entry points.

- a) The Fiji Police Force Border Unit is responsible for security screening and enforcement in major ports of entries, including Nadi International Airport, Nausori Airport, and Labasa Airport.
- b) The INTERPOL 24/7 (I24/7) database is used by the FPF INTERPOL Unit at the Nadi International Airport only. The I24/7 database is used to:
 - Screen foreign nationals against INTERPOL NOTICES (e.g., stolen passports, wanted persons, international fugitives);
 - Support border security and immigration screening.

This system is currently operational only at Nadi International Airport for air arrivals, thus creates a significant maritime security gap as foreign nationals arriving by sea (yachts, private vessels, inter-island vessels with foreign crew/passengers) are not screened against I24/7 at wharves and maritime ports of entry.

- c) Transnational criminals, wanted persons, or those using stolen travel documents can potentially enter via maritime routes without being flagged by INTERPOL systems.
- d) There is an urgent need to incorporate the INTERPOL I24/7 screening system at all wharves and maritime ports of entry in Fiji, including Suva Port, Denarau, Lautoka, Savusavu, Levuka, Rotuma, and other designated ports of entry and key inter-island wharves where foreign vessels or foreign crew may arrive.

This would bring maritime screening on par with air arrivals and close a critical loophole for transnational crime.

- e) Under Fiji Customs law, all overseas-arriving vessels (including yachts and small craft) must:

- Give a minimum 48-hour pre-arrival notice to Customs, Ports Authority, Immigration, Health, and Biosecurity.
 - Report first to a designated Customs Port of Entry (e.g., Port Denarau, Suva, Lautoka, Vuda by appointment, Savusavu, Levuka, Rotuma).
 - Clear within 24 hours of arrival in Fiji waters; until cleared, vessels must fly the Q flag and await Health/Customs clearance.
- d) At Suva Port and other strategic locations, Fiji has deployed TruNarc and First Defender chemical analysers (narcotics, explosives, hazardous substances detectors) to support rapid screening.
- e) Customs enforcement is active at wharves and ports:
- FRCS has intensified enforcement against yacht concession abuse and other breaches, with penalties up to \$25,000 or 10 years' imprisonment.
 - Obstruction or threats against Customs officers is a serious offence under Section 123 of the Customs Act.
 - At the airports, the FPF Border Unit works with Fiji Immigration, Fiji Revenue and Customs Service (FRCS), Health and Biosecurity, and the Interpol Unit (for international watchlist screening). This creates a structured, multi-agency border security model for air arrivals, including:
 - Identity and travel document checks,
 - Narcotics and contraband screening,
 - Interaction with Interpol I24/7 for foreign nationals.

However, this Border Unit model is currently limited to airports and does not extend to wharves, jetties, or maritime ports of entry. This leaves a significant maritime security gap, as:

- Foreign nationals arriving by sea are not covered by the same Border Unit's presence, processes, or oversight.
- Maritime entry points lack a dedicated, specialised border policing unit with standardised procedures comparable to those at the airports.

- f) Police WATERPOL and joint wharf/jetty operations. The FPF WATERPOL Unit (based at Draunibota, Lami) functions as a maritime command and search-and-rescue centre and is equipped with vessel-tracking capabilities via the Australian Federal Police-funded Command Centre.

Joint enforcement activities at maritime entry points include:

- Regular snap raids on inter-island vessels to curb drug movement between islands, conducted jointly by:
 - Divisional Operation team/Drug Squad,
 - K9 Unit,
 - WATERPOL, and
 - Fiji Revenue and Customs Service (FRCS).
- Notable example: a joint operation in Suva Harbour where officers boarded a vessel before it berthed at Narain Jetty, resulting in the seizure of marijuana.
- These raids are ongoing and regular, relying on shipping company cooperation. However,
 - The WATERPOL Command Centre and wharf screening capability are not yet fully resourced for comprehensive, 24/7 coverage of all >300 islands and domestic wharves.
 - There is no dedicated Border Unit equivalent for maritime entry points.
 - There is no integration of INTERPOL 24/7 screening for foreigners at wharves and maritime ports.

5. What recruitment policies, governance arrangements, and oversight mechanisms are in place to ensure that police recruitment processes are conducted transparently, fairly, and based on merit? In light of public perceptions and allegations that recruitment decisions may be influenced by personal relationships or familial connections within the Force, what safeguards are in place to prevent conflicts of interest, favouritism, or nepotism, and how does the Force ensure the integrity and credibility of its recruitment processes?

- 5.1.1 The FPF operates under a formal, structured recruitment framework defined in the *Recruitment Procedure Policy (HR/11/26)*, March 2026), rooted in the Constitution of the Republic of Fiji 2013 (Section 129), Police Act 1965, Employment Relations Act 2018, General Orders 2011, and Force Standing Orders.
- 5.1.2 A core principle is the Open Merit Recruitment System (OMRS), described as a neutral and impartial method that selects candidates based on competence, qualifications, knowledge, skills, experience, and fitness rather than favour or connection. As an Equal Employment Opportunity provider, the FPF explicitly commits to eliminating discrimination based on colour, religion, ethnicity, gender, or other protected attributes, while actively promoting diversity.
- 5.1.3 The policy applies uniformly to all entry streams: Regular Force recruits, Officer Cadets, Special Constables, Civilian Staff, General Wage Earners, and Contracted Officers. Mandatory eligibility criteria apply to all applicants, including Fiji citizenship (with rare exceptions approved only by the Commissioner), a clean criminal record, and a legal requirement to declare all information as true and accurate.
- 5.1.4 Every recruitment cycle follows a standard sequence: public advertisement in print, broadcast media, and official digital channels; multi-stage screening including document verification, physical assessments, written aptitude tests, and medical or psychological evaluations; structured interviews; background checks; and formal selection and induction. This consistency ensures that every applicant is measured against the same standards and processes.
- 5.1.5 Governance is clearly defined and separated across different roles to prevent control by any single individual. The Commissioner of Police (COMPOL) holds ultimate authority as the Policy Owner and approves all vacancies and recruitment cycles, acting on advice from senior leadership, the Directorate of Human Resource Management (DHRM), and the Directorate

of Training & Education (DTE). Day-to-day responsibility for the policy lies with the Assistant Commissioner of Police – Administration (ACP/A), who chairs key recruitment panels.

5.1.6 Two distinct bodies manage selection: the Recruitment Board, which conducts interviews and is composed of senior officers including the ACP/A, Director HRM (DHRM), Director Training and Education (DTE), and Commandant Fiji Police Academy; and the Selection Board, which makes final recommendations for appointment to the COMPOL. For civilian roles, separate panels are formed that include line supervisors and independent members to ensure relevant expertise and objectivity. DHRM and DTE jointly develop Standard Operating Procedures detailing the exact requirements for each recruitment stream, ensuring alignment with both policy and legal obligations. This division of responsibilities means advertising, screening, interviewing, and selection are handled by different teams, reducing the risk of undue influence.

5.1.7 Internal oversight is built into every stage of the process through multi-layer verification. All assessments, interview scores, and decisions are documented and retained, creating an audit trail that can be reviewed later.

5.1.8 External oversight comes through compliance with Fiji Public Service regulations and government instruments, ensuring alignment with broader public sector standards. The policy itself includes a mandatory review clause, requiring updates whenever relevant legislation changes or when the Commissioner identifies a need for improvement. These mechanisms collectively ensure that processes remain aligned with legal requirements, are open to scrutiny, and operate consistently over time.

5.2 In light of public perceptions and allegations that recruitment decisions may be influenced by personal relationships or familial connections within the Force, what safeguards are in place to prevent conflicts of interest,

favoritism, or nepotism, and how does the Force ensure the integrity and credibility of its recruitment processes?

- 5.2.1 To address concerns about improper influence, the policy establishes strict rules and enforceable consequences. A fundamental requirement is that every applicant must certify that all information provided is true and complete; any false declaration, withholding of relevant facts, or falsification of documents is classified as a criminal offence, resulting in immediate termination, disciplinary proceedings, cost recovery measures, or prosecution under law.
- 5.2.3 For staff involved in recruitment, there is an explicit obligation to declare any personal, familial, or close relationship with an applicant; anyone with such a connection is automatically disqualified from participating in that selection process. Selection criteria are objective, measurable, and published in advance, with no provision for discretionary or undefined preferences; appointments are only made from publicly advertised vacancies through standardised procedures, and no direct or closed appointments are permitted.
- 5.2.4 All candidates in a given cycle undergo identical tests, interviews, and assessments, and decisions are made collectively by panels rather than individuals, with outcomes formally recorded and minuted. Every claim made by applicants including qualifications, employment history, and character references is independently verified with issuing authorities or third parties.
- 5.2.5 Recruitment opportunities are made accessible nationwide through public advertising and recruitment drives in both urban and rural areas, preventing access being limited only to those with existing connections within the organisation. Reserve lists of successful candidates remain valid for only three months; any recruitment after that period requires fresh advertising and screening, eliminating the possibility of lists being used to favour individuals later.

Ensuring Integrity and Credibility

5.2.6 The integrity of the process is guaranteed through standardisation, independence, and clear accountability. Because the same rules apply to all cadres and ranks, and every step follows documented procedures, the process is consistent and fair by design. Independence is reinforced by including non-command or external members on selection panels and by verifying medical fitness, criminal history, and qualifications through agencies separate from the recruitment team. Enforcement is rigorous: staff found to have favoured relatives or associates face misconduct proceedings or dismissal, and any appointment proven to be improper or influenced by relationships is declared void.

5.2.7 Transparency is maintained by publishing vacancies, criteria, and general outcomes, and by ensuring all records are available for audit or review. A zero-tolerance approach is applied to breaches, with violations treated as serious misconduct or criminal acts under the *Police Act*, *Employment Relations Act*, and related laws. Through these measures, the FPF ensures that recruitment decisions are based entirely on merit, that public trust is upheld, and that allegations of nepotism or favouritism are actively prevented and addressed.

6. How does the Fiji Police Force investigate and address allegations of bribery and corruption involving police officers, particularly during traffic enforcement operations?

6.1 The FPF operates under a strict zero-tolerance policy towards bribery, corruption, and abuse of authority, supported by clear procedures, dedicated internal units, and independent external oversight all of which apply specifically to high-risk areas like traffic enforcement. Internally, all complaints, reports, or intelligence regarding misconduct are received, recorded, and managed by the Internal Affairs & Professional Standards (IAPS) Unit, bodies fully independent from operational commands and reporting directly to the Commissioner of Police.

6.2 These teams have full authority to investigate any officer regardless of rank, and are supported by the Criminal Investigations Department, forensic specialists, and financial

investigators where improper gain is suspected. In traffic-related cases, inquiries focus on allegations such as accepting payments to waive fines, overlook offences, issue unauthorised permits, or alter official records; investigators gather witness statements, review patrol logs and digital records, cross-check financial transactions, and may conduct covert operations or integrity testing to establish facts.

- 6.3 Where evidence supports the allegation, the matter is referred to the Office of the Director of Public Prosecutions for legal guidance and potential court action, while internal disciplinary proceedings run in parallel to address breaches of policy or discipline.
- 6.4 External oversight is a key part of the system, ensuring independence and public confidence. The Fiji Independent Commission Against Corruption (FICAC) holds statutory power to investigate police officers, and routinely handles cases involving bribery, misuse of office, or corruption including those arising from traffic duties. FICAC can conduct its own inquiries, subpoena evidence, lay criminal charges, and prosecute without being subject to police authority, while the recently introduced Fiji Police Bill 2026 establishes an independent Disciplinary Tribunal to review internal decisions and hear appeals, further guaranteeing fairness and accountability. All serious or high-profile cases are shared with both FICAC and the ODPP to ensure transparency and compliance with legal standards.
- 6.5 To reduce risk in traffic enforcement specifically, the FPF has put in place targeted safeguards and standardised procedures. All fines, notices, and permits are issued electronically or from official, traceable books, with copies retained centrally. Unrecorded payments or informal agreements are strictly prohibited.
- 6.6 Officers are rotated frequently between posts and duties to prevent long-term relationships or patterns of corruption, while supervisors conduct random spot-checks and reviews of

enforcement activity. The public can report concerns through multiple channels including a dedicated hotline, online forms, mail, or direct contact with FICAC; all reports are acknowledged, investigated, and followed up, with legal protections in place for whistle-blowers. Every traffic officer also receives mandatory training on ethics, anti-corruption laws, and correct procedure, with regular refreshers to reinforce standards and expectations.

- 6.7 When allegations are proven, the response is firm, consistent, and clearly communicated. Internally, sanctions range from formal warning, demotion, or transfer to immediate dismissal; any finding of bribery or corruption leads to automatic termination. Criminal proceedings follow, where convicted officers face fines, imprisonment, and permanent disqualification from any public service role; any money or benefits gained through misconduct are recovered, and compensation may be ordered.
- 6.8 Outcomes are summarised and published where appropriate to demonstrate accountability and deter others. Beyond investigation and punishment, the FPF actively prevents corruption through rigorous vetting at recruitment, ongoing integrity assessments, and regular reviews of procedures to close gaps or weaknesses all underpinned by a policy commitment that every officer is responsible for maintaining the highest standards of honesty, fairness, and professionalism in all duties, especially those involving direct interaction with the public.

7. What measures are in place to ensure transparency and accountability at police checkpoints, including the use of body cameras, surveillance and real time recording, vehicle-mounted cameras, or other monitoring technologies?

- 7.1 The FPF has established clear policies, operational standards, and technological measures to ensure all police checkpoints operate transparently, accountably, and within legal boundaries, with specific focus on recording, surveillance, and evidence integrity. All activities at checkpoints are governed by the *Police Act 1965*, *General Orders*, *Force Standing Orders*, and

the *Fiji Police Bill 2026*, which set out mandatory procedures, rights of the public, and rules for the use of recording equipment. Every checkpoint must be authorised, clearly marked, and supervised by a senior officer, and all interactions, inspections, and enforcement actions are required to be fully documented and recorded, creating a complete and auditable record of every operation.

- 7.2 Recording and monitoring technologies form a core part of these measures, with a phased rollout designed to cover all traffic and security operations. Vehicle-mounted cameras and dash-cameras are already standard equipment on all patrol and enforcement vehicles, continuously capturing video and audio during duty hours, including at checkpoints; footage is automatically stored, date-stamped, and cannot be altered or deleted by individual officers, with access restricted only to authorised oversight and investigation teams. The FPF is pursuing the use of body-cams to be worn by police officers conducting operations including traffic officers.
- 7.3 In addition, **fixed surveillance cameras** are installed at strategic locations feeding real-time footage to the Police Coordination and Command Centre in Suva, where supervisors can monitor activity, verify compliance, and respond immediately to any irregularities or complaints. All systems comply with privacy laws, recording only within the scope of official duties and retaining data for fixed periods as required by law.
- 7.4 Recordings are treated as official evidence and used for audits, complaint investigations, disciplinary hearings, and court proceedings; they are also shared with independent bodies such as the Fiji Independent Commission Against Corruption and the Office of the Director of Public Prosecutions when required, providing external verification of conduct. Standardised reporting requires every checkpoint to log all stops, searches, and actions, matching written records to video evidence to ensure nothing is omitted or misrepresented.

7.5 Oversight is reinforced through regular audits, spot-checks, and independent reviews. The IAPS conduct unannounced inspections, compare records against footage, and investigate any gaps or inconsistencies; they also receive and respond to public reports directly, with a dedicated hotline and online channels available 24 hours a day. Training is mandatory for all personnel, covering correct use of technology, legal limits, and the obligation to act fairly and transparently. Together, these measures ensure that checkpoints are visible and open to scrutiny, and that any abuse, bribery, or improper conduct can be identified, proven, and addressed, maintaining public confidence and upholding the integrity of policing services.

8. Over the past five years, what key budget priorities has the Fiji Police Force consistently submitted to the Ministry of Finance, and which critical funding needs remain unmet? Please provide the Fiji Police Force Budget submission to the Ministry of Finance in the last five years.

8.1 Key Budget Priorities Submitted to Ministry of Finance (Past Five Years) and Critical Unmet Funding Needs

YEAR	2021- 2022	2022- 2023	2023- 2024	2024- 2025	2025- 2026
FPF Sub.	\$349.3M	\$280.5M	\$312.0M	\$332.9M	\$407.0M
MoF Est.	\$184.3 M	\$182.6M	\$183.7M	\$226.8M	\$240.0M

8.2 Key Budget Priorities Consistently Submitted

Over the past five years, the FPF has consistently submitted the following key budget priorities to the Ministry of Finance:

PRIORITY	BUDGET SEG	STATUS
Reform & Restructure	SEG 1	Consistent priority; essential for operational continuity

Subsistence Allowance	SEG 3	Always underbudgeted — recurring gap between approved allocation and actual operational needs
Force Education Program	SEG 2/3	Consistent priority for capacity building and training
Witness and Suspects Meals	SEG 3	Critical operational need for court processes and detention
Stationery	SEG 3	Essential administrative and operational requirement

Further, Capital Construction focus on addressing aging infrastructures by building new institutions (PS & CP) and capital purchase on water capabilities for maritime surveillance and ICT equipments and networking.

9. The 2021-2022 annual report notes a 12% reduction in overall crime, from 20,239 cases in 2021 to 17,842 cases in 2022. What key operational strategies, enforcement initiatives or community-based interventions contributed to this reduction, and have these measures remained effective in addressing current crime trends?

9.1 Registered crime cases fell from **20,239** in FY 2020-21 to **17,842** in FY 2021-22, a reduction of **2,397** cases or **12%**. The five-year trend is set out below.

	Y20-21	Y21-22	Y22-23	Y23-24	Y24-25
Registered Crime Cases	20,239	17,842	16,138	19,139	19,820
Year-on-Year Change	—	-12%	-10%	+19%	+4%

9.2 The 12% reduction in overall crime during FY 2021-22 was attributed to a combination of targeted enforcement, community engagement, and operational factors, including the following:

- High-visibility patrol operations were intensified across all five Divisions, conducted in parallel with COVID-19 enforcement operations including roadblocks, curfew hour monitoring, Public Health Infringement Notice (PHIN) service, and snap roadblock operations. These contributed to a deterrent effect on opportunistic offending.
- Community policing remained the principal tool for addressing crime in the community. Programmes under the DUAVATA framework centred on school awareness, youth programmes, community awareness, domestic violence awareness, farm visitations, house-to-house visitations, hotel visitations, mobile and beat patrols, and visitations to ex-offenders and high-risk criminals. Crime Prevention Committees were also revived across all Divisions.
- Preparations for the 2022 National General Elections required the FPF to review the Election Training Manual and train personnel in election-related policing duties. This institutional readiness effort also strengthened the general operational and administrative capacity of the Force.
- Enforcement of Domestic Violence Restraining Orders (DVROs) remained a priority, with Breach of DVRO cases increasing from 348 to 368, reflecting active monitoring and compliance action. DVRO enforcement was further supported by targeted domestic violence awareness activities carried out by Community Policing officers in all Divisions.
- A significant reduction in 'Failure to Comply with Orders' cases — from 3,096 in FY 2020-21 to only 5 in FY 2021-22 — accounts for a substantial portion of the overall decline and reflects the lifting of COVID-related compliance offences rather than a structural change in crime levels.
- Proactive drug enforcement operations — including drug raids in Lomaiviti, Vanua Levu, and Kadavu, and operations conducted by the PSRU in Gau, Kadavu, Keiyasi, Koro, and Beqa — contributed to a 27% increase in drug cases registered (from

938 to 1,194), reflecting intensified detection activity. A total of 224,479 marijuana plants were uprooted during the FY, with a total weight of 10,433.53kg.

- The Traffic Control Division conducted 107,406 random breath tests, intercepted 289,498 vehicles, and booked 54,249 drivers for speeding offences. Road fatalities reduced by 11% from 37 to 33 cases, demonstrating sustained traffic enforcement impact.
- Inter-agency collaboration domestically and internationally was a defining feature of the FY. The FPF worked closely with the Ministry of Health and Medical Services (MoHMS), Land Transport Authority, Fiji Revenue and Customs Service, and the Fiji Navy, among others, to maintain operational effectiveness across multiple concurrent priorities.

9.3 Category-Level Analysis: FY 2020-21 vs FY 2021-22

While overall figures declined, the reduction was not uniform across all offence categories. The table below provides a summary by major category.

MAJOR OFFENCE CATEGORY	Y20-21	Y21-22	CHANGE
Offences Against the Person	5,123	4,867	-5%
Offences Against Property	6,476	6,843	+6%
Sexual Offences	1,018	1,298	+28%
Fraudulent Conduct	519	463	-11%
Offences Against Admin. of Lawful Authority	419	413	-1%
Offences Against Other Acts	4,457	1,687	-62%
Other Miscellaneous Offences	2,231	2,266	+2%
Grand Total	20,243	17,842	-12%

Notably, Sexual Offences increased by 28%, with significant rises across Rape (+71 cases), Indecent Assault (+113 cases), Sexual Assault (+87 cases), and Defilement offences. Property Offences rose by 6%, driven primarily by increases in Burglary (+190 cases), Robbery (+154 cases), and Aggravated Robbery (+140 cases).

9.4 Sustained Effectiveness: FY 2022-23 to FY 2024-25

The downward trend continued into FY 2022-23, with registered cases reducing further to 16,138. However, crime levels rose in FY 2023-24 (19,139 cases) and FY 2024-25 (19,820 cases), approaching pre-reduction levels. This trajectory indicates that while the strategies deployed during FY 2021-22 produced measurable short-term gains, sustaining those reductions has required continued adaptation of enforcement approaches in response to evolving crime patterns, particularly in sexual offending, robbery, and burglary. The FPF continues to implement and refine these initiatives accordingly.

10. Despite the reduction in overall crime, serious crime increased by 22% during the reporting period. What categories of serious offences primarily contributed to this increase, and what targeted measures have been implemented to address these offences?

10.1 Notwithstanding the 12% overall reduction in registered crime, the FPF recorded a 22% increase in serious crime during FY 2021-22, rising from 2,727 cases to 3,320 cases, an increase of 593 cases. The divisional breakdown is tabled below.

Table 1 Divisional Breakdown

Division	Aug 20 – Jul 21	Aug 21 – Jul 22	% Change
South	1,155	1,561	+35%
West	869	880	+1%
East	304	332	+9%
North	293	297	+1%
Central	106	250	+136%

TOTAL	2,727	3,320	+22%
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The Central Division recorded an increase of 136% (from 106 to 250 cases). The FY was a challenging one for the Central Division as COVID restrictions were lifted, with the re-opening of night clubs and businesses such as kava shops and food stalls contributing to heightened social activity and associated crime risks. The Southern Division accounted for the largest absolute increase with 406 additional serious crime cases.

10.2 Definition and Composition of Serious Crime

For the purposes of this report, '**Serious Crime**' comprises the following offence categories as classified by the FPF:

- Rape, Attempted Rape, and Assault with Intent to Commit Rape
- Defilement of persons aged 13 to 16 years
- Murder
- Robbery-related offences (including Aggravated Robbery and all attempted variants)
- Burglary-related offences (including Aggravated Burglary and all attempted variants)
- Theft of Motor Vehicle
- Arson and Attempts to Commit Arson
- Setting Fire to Crops and Growing Plants

10.3 Offence-Level Breakdown: FY 2020-21 vs FY 2021-22

The following table presents the full serious crime breakdown for the two comparative financial years.

OFFENCE	AUG 20 – JUL 21	AUG 21 – JUL 22
Rape	288	359
Attempt to Commit Rape	17	38
Assault with Intent to Commit Rape	2	4
Aiding to Commit Rape	5	0
Defilement (13–16 years)	147	158

Murder	6	23
Robbery	170	324
Aggravated Robbery	152	292
Attempted Robbery	8	7
Attempted Aggravated Robbery	4	1
Burglary	1,767	1,957
Aggravated Burglary	96	80
Attempted Burglary	14	18
Attempted Aggravated Burglary	0	3
Theft of Motor Vehicle	32	35
Arson	12	10
Attempts to Commit Arson	6	8
Setting Fire to Crops and Growing Plants	1	3
TOTAL	2,727	3,320

10.4 Key Drivers of the Increase

The most significant contributors to the 22% increase in serious crime were:

- **Robbery-related offences:** Total robbery cases rose from 334 to 624, an increase of 290 cases or 87%, with Robbery increasing by 154 cases and Aggravated Robbery by 140 cases. This was the single largest driver of the serious crime increase.
- **Burglary-related offences:** Total burglary cases increased from 1,877 to 2,058, an increase of 181 cases or 10%, with Burglary alone accounting for 190 additional cases.
- **Rape:** Rape rose from 288 to 359 cases (+71), Attempt to Commit Rape from 17 to 38 cases (+21).
- **Murder:** Cases increased from 6 to 23 cases, an increase of 17 cases.

- **Defilement (13–16 years):** Cases rose from 147 to 158, an increase of 11 cases.

10.5 Contributing Factors and Targeted Responses

The increase in serious crime during this period is attributable to several factors:

- **Post-COVID economic pressures and border reopening:** The reopening of Fiji's national borders in December 2021 and the lifting of restrictions coincided with heightened economic hardship. The relaxation of movement controls removed constraints that had suppressed certain categories of offending, particularly robbery and burglary, while also introducing border-related security pressures requiring enhanced monitoring.
- **Improved reporting and recording:** Enhanced community awareness campaigns, the Organised Crime Unit's victim support mechanisms, and the availability of specialised units including the Child Abuse and Sexual Offence Unit resulted in higher rates of crime reporting, particularly for sexual and family violence offences.
- **Population and urbanisation factors:** Increased urbanisation and the re-opening of commercial and entertainment venues, particularly in the Central and Southern Divisions, placed additional demand on policing resources. The Central Division saw a 136% increase in serious crime as social activity resumed at scale.

10.6 Targeted Enforcement Measures

In response to the increase in serious crime, the FPF implemented and maintained the following targeted measures during and beyond the FY:

- The PSRU conducted dedicated Surge Operations in the Eastern, Central, and Western Divisions, targeting high-crime zones and yielding arrests. Impact Mobile Patrol operations covered identified red zones across the Southern, Central, and Eastern Divisions, supplemented by snap roadblocks and foot patrols.

- Drug and serious crime operations were conducted by the PSRU in Gau, Kadavu, Keiyasi, Koro, Vanua Levu, and Beqa, with high productivity in arrests and drug seizures.
- The Organised Crime Unit's, Child Abuse and Sexual Offence Unit and Juvenile Bureau managed the increased caseload of rape, defilement, and child-related matters, with a victim-centred investigation approach and Video Recorded Interviews (VRIs) conducted for human rights compliance.
- The Narcotics Bureau improved maritime enforcement through joint operations with the Fiji Navy and Fiji Revenue and Customs Service, monitoring drug delivery routes including maritime corridors. A total of 4,049 drug surveillances and 170 drug raids were conducted during the FY.
- Inter-agency collaboration was strengthened with the Office of the Director of Public Prosecutions, resulting in a 94% successful prosecution rate across all Divisions for the FY.
- The Intelligence Bureau produced 5,199 intelligence reports and conducted 365 briefs to the Commissioner of Police, providing timely intelligence to inform operational responses to serious crime trends.
- The FPF expanded community-level engagement specifically targeting youth programmes, ex-offender visitations, and high-risk criminal profiling, particularly in the Central and Southern Divisions where serious crime increases were most pronounced.

The FPF acknowledges that addressing serious crime requires sustained, multi-faceted engagement across enforcement, prevention, and community partnership, and remains committed to reducing serious crime in line with its strategic objectives.

11. The report records a 12% increase in crimes against children. What factors contributed to this increase, and what measures are currently being implemented to strengthen child protection, investigation and victim support services?

11.1 Contributing Factors Behind the 12% Increase

A. Drastic Surge in Sexual Offences

The core driver behind the rising numbers is a massive, localised spike in sexual offenses against minors rather than generalised physical crimes.

- **Indecent Assault** cases climbed from 110 to 189, marking a **71.8% surge**.
- **General Sexual Assaults** nearly doubled, leaping from 85 to 158 cases (an **85.9% increase**).
- **Rape and Defilement (Ages 13–16)** cases both experienced steady volume increases, rising to **250 cases** and **154 cases** respectively.
- **Abduction with intent to have carnal knowledge** also rose by 20%, shifting from **80** to **96 cases**.

B. High Vulnerability of Female Minors

The increase is highly gender-skewed. Offenses against **female children** rose sharply from **931 to 1,055 cases** (a **13.3% increase**), meaning young girls bore the absolute brunt of the escalating crime wave and accounted for nearly **70%** of all child victims in FY 2021–2022.

C. Severe Divisional Spikes (Particularly Urban Areas)

Geographic tracking highlights that institutional and environmental changes in specific Divisions significantly influenced the numbers:

- The **Central Division** saw reported cases effectively double, rising from **67 to 135 cases (+101.5%)**.
- The **Northern** and **Southern Divisions** also logged substantial increases (+52 and +51 cases, respectively).
- This points to localised spikes or a sudden, dramatic improvement in reporting mechanisms within specific metropolitan and rural corridors.

D. The Domestic Nature of Abuse

- Cross-referencing the underlying victim-suspect variables shows that a critical mass of these offenses occurred within trusted environments. The leading recorded relationships in the dataset include **stepparents, uncles/aunts, biological parents, and cousins**, indicating that the breakdown of safety within

the home and immediate family structures remains a primary structural driver.

11.2 Measures Being Implemented to Strengthen Services

To directly combat the specific data-driven realities outlined above, targeted operational measures are actively being structured across protection, investigation, and support systems:

A. Strengthening Investigations & Specialised Policing

- **Refocusing on Sexual Offense Units:** The FPF is channelling resources into specialised sexual crime and child protection officers as there is a huge increase in sexual related offences.
- **Targeting hotspots/red zones:** With cases doubling in the Central Division and rising by **30%** in the North, tactical investigative teams are being redistributed to match these emerging geographic pressures.
- **Child-Centred Interviews:** Personnel are trained in trauma-informed interviewing techniques designed specifically for children (0–17 years old) to ensure high-quality evidence is gathered without causing secondary trauma.

B. Enhancing Child Protection & Prevention

- **Gender-Targeted Prevention Programs:** Given that female minors represent the vast majority of victims, prevention and awareness programs in schools and communities are heavily integrated with gender-based violence (GBV) response frameworks.
- **Safe-Environment Monitoring:** Because family and domestic networks represent the highest risk factor in the data, multi-agency referral networks involving teachers, social workers, and medical officers are being strengthened to identify early signs of abuse within the home.

C. Victim Support Services

- **Integrated Crisis Centers:** Jurisdictions are expanding "one-stop" support centers where medical aid,

immediate psychological counselling, and legal statements can be processed simultaneously, reducing the burden on the child.

- **Dedicated Legal Advocacy:** Ensuring that young victims particularly those navigating complex cases involving family members have independent legal aid representation to protect their welfare throughout the judicial process.

12.0 Crime against women reduced by only 2%, falling short of the organisational target of 10% reduction. What key challenges continue to hinder progress in reducing gender-based violence and domestic violence cases, and what strategies are being implemented to address these challenges?

12.1 Key Challenges Hindering Progress

A. The Entrenchment of Spousal and Intimate Partner Violence

In the year 2021/22, the leading categories for offenses against female victims are overwhelmingly driven by intimate partners:

- **Husband/Wife:** 530 cases
 - **De Facto Relationships:** 173 cases
 - **Boyfriend/Girlfriend & Ex-partners:** 50 combined cases
- Intimate partner dynamics account for the single largest share of violence, showing how deeply rooted domestic conflicts are and how difficult they remain to deter through standard policing alone.

B. High Volume of Severe Physical Grievances

While minor drops occurred, the raw volume of physical injuries remains excessively high. **Assault Causing Actual Bodily Harm [ACABH]** only dropped marginally from **1,841** to **1,811** cases. The persistent volume of this single offense indicates that physical retaliations remain a default method for conflict resolution within households.

C. Alarming Escalation in Sexual Assaults and Rape

While physical assaults peaked, sexual offenses against women experienced a severe counter-surge, heavily undermining the **10%** reduction goal:

- **Rape cases** spiked from **70 to 105** (a **50% increase**).
- **Indecent Assault** cases rose from **71 to 102** (a **43.7% increase**).
- **General Sexual Assaults** increased from **25 to 38**.
- **Attempted Rape** doubled from **8 to 16 cases**.

D. Prevalent Hotspots/Redzones

The divisional breakdown shows that while some divisions managed to lower case numbers, others faced major surges that erased those gains:

- **Central Division:** Suffered a major increase, with female victimisations jumping from **366 to 538 cases (+47%)**.
- **Southern Division:** Rose from **1,827 to 2,027 cases (+11%)**. These divisional increases completely cancelled out the moderate reductions achieved in the Western and Eastern Divisions.

12.2 Strategies Implemented to Address These Challenges

The following strategies are being actively deployed:

A. Strict Enforcement of "No-Drop" Policies

- **Eliminating Reconciliation Pressures:** Because intimate partner violence (Husband/Wife/De Facto) dominates the data, police departments strictly enforce "No-Drop" Policies. This ensures that once a domestic violence report is formally lodged, the investigation and prosecution proceed regardless of familial or cultural pressure to withdraw the charges.
- **Bypassing Traditional Settlement Systems:** Officers are directed to route domestic disputes entirely through the criminal justice system rather than allowing customary out-of-court settlements, which often leave female victims vulnerable to repeat offenses.

B. Upgrading Specialised Sexual Offences Unit

- **Asset Relocation to Surge Zones:** In response to the 50% spike in rape cases and the 47% caseload jump in the Central Division, specialised **Sexual Offenses Units** is being heavily reinforced with dedicated investigative resources.
- **DVRO Monitoring:** Systems are being upgraded to track and enforce Domestic Violence Restraining Orders (DVROs) more aggressively, ensuring that repeat offenders face immediate arrest if they violate separation parameters.

C. Strengthening Institutional Integration and Support

- **Crisis Care Co-location:** Integrating police response frameworks with medical and legal support systems allows victims of severe physical and sexual abuse to receive prompt medical care and forensic documentation in a safe environment.
- **Targeted Community and Urban Policing:** Rather than relying on generalized public awareness campaigns, localized community policing teams are deploying targeted interventions directly into known hotspot zones across the Central and Southern Divisions to disrupt cyclical domestic violence.

12.1 Further, over what timeframe does the Force anticipate achieving its 10% reduction target? Please also outline the referral pathways and support mechanisms available to victims of gender-based violence, particularly noting the unique challenges experienced during the COVID-19 pandemic when many victims were confined with their abusers due to public health restrictions.

12.1.1 To bridge the gap left by falling short of the short-term organisational target, the long-term strategic trajectory is tied directly to the **Fiji National Action Plan (NAP) to Prevent Violence Against All Women and Girls.**

- **Phase 1 Framework:** The current structural framework spans **five years**, targeting systemic interventions through dedicated outcome indicators and baselines.
- **The 10-Year Goal:** Broad organisational and state targets aim to achieve the permanent 10% reduction, and move toward full elimination by utilizing two

sequential five-year strategic cycles. This puts the anticipated horizon for embedding these preventive and structural drops securely across the division networks over a multi-year phased implementation.

12.1.2 Formal Referral Pathways and Support Mechanisms

Fiji operates under the structured **National Service Delivery Protocol for Responding to Cases of Gender-Based Violence (GBV)**. This protocol maps out a survivor-centered, multi-sector pathway designed to ensure that a victim can enter the network at any point and receive seamless, wrap-around support:

A. The Crisis and Counselling Entry Point

- **National Domestic Violence Helpline (1560):** A 24/7, toll-free crisis line directly resourced by the state and civil society partners to provide immediate psychological first aid and reference mapping.
- **Child Help Line 1235** – A 24/7 toll-free line for children to contact professional counsellors who are ready to listen to children's problem and guide them in getting the help they need and deserve.
- **Civil Society Care Providers:** The **Fiji Women's Crisis Centre (FWCC)** and **Medical Services Pacific (MSP)** act as foundational pillars, offering safe-house placements, trauma counselling, and physical protection monitoring.

B. Legal and Enforcement Pathways

- **Fiji Police Force Command and Specialised Units:** Victims can report directly via the 24-hour Emergency Lines (**917 / 919**) or regional Command Centers. Cases are immediately routed to specialized **Sexual Offenses Units (SOU)** or Domestic Violence teams to initiate the "**No-Drop**" protocol. Our new Call Centre line **1861** is another avenue.

- **Legal Aid Commission:** Provides state-funded, pro-bono legal counsel to assist survivors in navigating the courts, fast-tracking the acquisition of **Domestic Violence Restraining Orders (DVROs)**.

C. Clinical and Healthcare Services

Post-Rape and Forensic Care: Managed via major public medical centers (like the Wellness Center for Women at CWM Hospital) and specialised clinics run by MSP. They ensure rapid access to emergency contraception, pap smear and forensic medical evaluations that hold high evidentiary value in court.

12.1.3 Unique Challenges Documented During the COVID-19 Pandemic

The public health restrictions implemented to curb the global pandemic amplified existing domestic inequalities and presented unprecedented challenges for child and gender protection frameworks:

- **Enforced Confinement with Perpetrators:** Lockdowns and strict curfews physically trapped victims inside households alongside their abusers. This environment stripped survivors of their typical escape routes, such as seeking temporary refuge with extended family or community networks.
- **Confined environment:** Because abusers monitored their victims' movements and electronic device usage continuously within the home, many women and children were physically unable to safely call the **1560 or 1325 helplines** or walk into a local police station to log complaints. This forced a structural suppression of reporting, even as actual violence rates intensified.
- **Economic Strain as a Violence Multiplier:** Widespread job losses, particularly across highly feminised informal sectors and tourism supply chains eroded victims' financial independence. This economic dependence made it significantly more

difficult for survivors to leave abusive domestic settings.

- **Operational Strains on the FPF:** Police assets were heavily split between standard criminal enforcement and public health boundary management (such as staffing containment checkpoints), which initially strained response times for non-emergency domestic calls.

13.0 What is the approved holding capacity of police cells nationwide, and what challenges, if any, does the Force face in relation to overcrowding, infrastructure, detainee welfare, and compliance with human rights standards?

13.1 Nationwide, the FPF has an approved official holding capacity of approximately 680 detainees across all stations, posts, and divisional centres, based on standardised cell layouts, safety regulations, and human rights compliance requirements set out in the Police Act 1965 and Force Standing Orders. This figure is designed to ensure every person held has adequate personal space, ventilation, sanitation, and separation from others, including distinct areas for men, women, juveniles, and vulnerable persons. Major stations such as Suva, Lautoka, and Labasa have the largest capacity, while smaller posts have limited holding space intended only for short-term detention before transfer or court appearance.

13.2 Overcrowding remains the most persistent and widespread challenge, with actual numbers frequently exceeding approved limits by between 30% and 60% across the country, and in high-volume centres sometimes far more. This is driven by high arrest volumes, delays in court scheduling and case processing, limited transport to transfer detainees, and pressure on the **Corrections system to receive remanded persons**. The result is that cells designed for single or small-group occupancy often hold many more people, leading to lack of sleeping space, poor air quality, and insufficient access to toilets and washing facilities, which creates risks to health, safety, and dignity.

- 13.3 Infrastructure is another significant concern: many police cells are decades old, built to outdated standards, and suffer from deteriorating structures, inadequate lighting, poor ventilation, leaking plumbing, and limited or no separate facilities for women, juveniles, or those with disabilities. Some facilities lack secure segregation areas, meaning different categories of detainees may be held together, contrary to policy and legal obligations.
- 13.4 Detainee welfare is directly affected by these conditions. Shortages of basic supplies such as bedding, clean water, soap, and medical supplies are common, and access to proper healthcare is limited, especially in rural or remote locations. Overcrowding also increases tension, risk of conflict, and spread of illness, while supervision becomes more difficult for officers, raising safety risks for both detainees and staff. There are also challenges in meeting human rights standards, particularly regarding personal space, humane conditions, and legal protections. International principles and Fiji's own Constitution require that detention respects dignity and avoids inhuman or degrading treatment, but current conditions in many centres fall short of these benchmarks. Separation requirements are not always met, and delays in bringing detainees before a magistrate or transferring them to corrections facilities mean people are held in police custody longer than permitted or intended.
- 13.5 The FPF recognises these issues and is working with government, the Fiji Human Rights and Anti-Discrimination Commission, and international partners to address them. Measures include phased upgrades to older facilities, better planning of arrest and release procedures, improved transport arrangements to speed transfers, and stricter monitoring of occupancy levels. However, progress is constrained by funding limits, the scale of infrastructure need, and systemic delays in the wider justice system. The policy is clear that cells are for temporary holding only, and reducing overcrowding and improving conditions

remain key priorities to ensure compliance, safety, and respect for every person in custody.

14. The Central Division recorded increases in overall crime, serious crime, and crimes against women. What operational, demographic, or socio-economic factors contributed to these increases, and what corrective measures have been implemented to address them?

14.1 The Central Division is the most populated division in the country that was recorded in 2021 under the Household Income and Expenditure Survey (HIES). However, Central Policing Division becomes the hub of movement because of the main CBD and house government institutions that hands out support/aid. The country was faced with the COVID 19 Pandemic that caused a lot of operational challenges and also socio-economic challenges that brought about a high amount of unemployment. The following factors are some of the contributing factors that led to the increase in the overall crime, serious crime and crimes against women.

14.2 Operational:

An intensified police operation or awareness to communities could be a contributing factor that led to members of the public coming forward and being confident to report cases in resulting in the increase in overall crime.

14.3 Lack of Technology:

The shift of the criminal landscape from traditional crime to the modernised crime such as cybercrime, online scams, online transaction thefts and telecom fraud through advance technology proved to be a driving factor in the surge of crime in the Central Division with the division being the commercial hub. The FPF is not equipped with the proper resources to combat these crimes. CCTV are now being installed in strategic locations for surveillance.

14.4 Lack of Visibility:

A lack of foot patrol officers led to a surge in opportunistic property offences (theft and robbery) and an increase in

loitering at night. Police were very mindful of the second wave and was very cautious in ensuring manpower is available for mitigation. Allocation of 1,000 personnel has help addressed shortfalls.

14.5 Uplift of Curfew and Lockdowns:

After the COVID pandemic, this drastically increased nighttime mobility and public gatherings directly resulting in a rise in alcohol fueled assaults, property crimes and domestic related offences.

14.6 Demographic

The COVID 19 pandemic drove about a high level of unemployment and lockdowns throughout the country. People were confined to homes and some to containment areas. This brought frustration to people to an already problematic issue of unemployment and cost of living which forced youths to turn to criminal activities and opportunistic crimes just to provide food for their families. The national data shows that a significant number of offenders are unemployed, that was a driving factor to a surge in crime.

14.7 Socio Economic:

The COVID 19 Pandemic brought unemployment and financial insecurity that pushed people towards criminal activities. Although restrictions were uplifted and restored normalcy, it brought rise in opportunistic property related offences.

14.8 Domestic and Emotional Stress:

There was significant rise in crimes against women. Economic hardships, stress and confinement were major contributions to domestic violence with families.

14.9 Corrective Measures

The FPF has taken the following measures to address the above factors;

- a) **DUAVATA Concept:**(Drawing Unity Amongst Various Agencies Through Acceptance Concept)

- i. The FPF has reinforced and has strengthened its community policing initiatives under the DUAVATA concept to use the *vanua*, religion and sports as a way to bridge the gap between the police and the community. Working in partnership with the *vanua* and religious groups by conducting awareness during community programs and also during the church services to show the community that we are one.
- ii. In an avenue to attract youths, community policing officers are approaching through organised sports to encourage youths to participate and focus on the sports activities rather than the criminal activities and also the use of the Fiji Police marching band to promote the concept. Awareness is being conducted in communities on crimes regarding MPAISA and other related online scams to curb the online fraud.

b) Enhanced Inter – Agency Cooperation

- i. Solesolevaki MOU with AFP to strengthen bilateral partnerships, security capabilities and address vulnerable capabilities. Under this MOU, AFP would provide guidance and training for intelligence gathering, human resources and strategic operational planning.
- ii. The FPF also formed a partnership with Shop n Save for a technology – focused agreement integrated external CCTV cameras from supermarkets with the Police Coordination Command and Control Center to improve public safety.

c) Police Presence

The FPF in the best interest of maintaining Law and Order, addressing the issue of lack of visibility and manpower, recruited 189 recruits to undergo the Basic Recruits Course Batch 63 in the reporting period. After the completion of the course, recruits were posted across the divisions to boost the manpower on the front line including the Central

Division. This was an effort to combat crime by maintaining high visibility in highly densely populated areas.

d) **Improved Technology resources**

The FPF continues to strive to combat modern crime with investments put into training of officers, creating a Cybercrime and Digital forensic unit specifically to tackle the modern crime.

15. Detection rates declined from 71% in 2021 to 69% in 2022, falling below the organisational target of maintaining detection above 70%. What were the principal factors contributing to this decline, and what measures are being implemented to improve investigative capacity, case management, and detection rates?

15.1 Principal Factors Contributing to the Decline in Detection Rates

There was a significant 12% reduction in overall crime during the 2021–2022 fiscal year, the overall detection rate declined to 69%, falling just short of the 70% target.

15.2 The report identifies several key challenges that hindered the FPF's ability to meet its detection targets:

- **Resource Constraints:** There were notable challenges in the provision of manpower, vehicles, and adequate office space. (Page 59 of the AR)
- **Technological Sophistication of Crime:** Offenders are increasingly using technological advancements to commit crimes, which complicates traditional investigative methods.
- **Societal and Economic Pressures:** The FPF had to maintain its level of response against a growing population and various social and economic pressures. (Page 6 of AR)
- **Operational Overload:** Police personnel were required to run normal routine operations parallel with COVID-19 operations, while also preparing for the National General Elections.
- There was a **27%** increase in the number of drug cases registered.

15.3 Measures Implemented to Improve Performance

i. Improving Investigative Capacity

The FPF is investing in several areas to bolster its investigative strength:

- **Specialised Training and International Cooperation:** The FPF collaborates with strategic partners in Australia, New Zealand, China, the USA, and INTERPOL for specialised training in areas such as maritime law enforcement, leadership, and humanitarian response.
- **Fiji Police Academy (FPA) Accreditation:** The FPA achieved full registration with the Fiji Higher Education Commission, ensuring that training standards are recognised and are of high-quality.
- **Dedicated Investigative Courses:** The FPF conducts specific training including the Investigator's CID Level I, II, Field Investigation Course, and Basic Prosecution Course to upskill officers.

ii) Enhancing Case Management

Efficiency in handling dockets and records is being addressed through:

- **Digitisation of Records:** The HRM and registry services are moving toward **digitising records** for easier storage, review, accessibility, and retrieval.
- **Systematic Monitoring:** Specialised units like the Economic and Organised Crime units have implemented strategies to enhance case management and monitoring systems.
- **Regular Docket Inspections:** Strategies include the timely submission of cases to the ODPP for advice and ensuring regular inspection of dockets by supervisors.

iii) Increasing Detection Rates

To push detection rates back above the 70% target, the FPF focuses on:

- **Forensic Science Services:** The FPF relies heavily on DNA analysis (which detected 239 cases in the FY) and fingerprint processing (with 16,629 fingerprints processed for arrested persons).
- **Intelligence-Led Policing:** The FPF utilises synchronised intelligence and surveillance to guide operational responses and drug raids.
- **Community Policing (DUAVATA):** This remains the "principal tool" for addressing crime, fostering partnerships between the police and the community to improve information

gathering and crime prevention. An emerging threat will be community selling vital information to social media users for monetary benefits rather than to Police to support investigation.

16. What additional resources, specialised training, or legislative support does the Fiji Police Force require to effectively combat narcotics, cybercrime, misinformation, and emerging transnational threats?

16.1 To effectively combat narcotics, the following measures have been undertaken:

- **Digital forensics & Open-source intelligence (OSINT) platform:** a regional-capable forensic lab (for device imaging, malware analysis, rapid toxicology for novel synthetics) plus OSINT toolsets to map misinformation and criminal networks.
- **Maritime surveillance suite:** long-endurance drones, satellite-linked monitoring, coastal radar and high-speed interceptors to police the EEZ and inter-island routes.
- **Reporting & Evidence infrastructure:** a secure anonymous "Pacific Watch" public-reporting portal, expanded evidence storage, encrypted communications, and jammer-resistant operation kits.
- **Detection & Logistics:** narcotics detector dogs at major ports/hubs, forensics consumables, laptops/servers, external hard drives and secure cabinets.
- **Dedicated unit resourcing:** establish a fully staffed specialist narcotics/transnational-crime unit with office space, vehicles, and recurring operating budget; create a Source Fund and Surveillance allowance for capital and recurring costs.

16.2 Specialized training

- **Digital Forensics & Cyber investigations:** courses on device decryption, dark-web tradecraft, evidence preservation, and OSINT analysis tied to MLAT procedures.

- **Financial Intelligence & Crypto Tracing:** AML, forensic accounting, and cryptocurrency tracing to follow proceeds and disrupt syndicate finance.
- **Cyber-psychology & Narrative Management:** training in how misinformation forms, strategic public communication, and narrative de-escalation to protect operations and public order.
- **Covert Surveillance & Tactical Intelligence:** modern physical surveillance, tracking, and covert-ops tradecraft integrated with intelligence analysis.
- **Joint Interoperability & Exercises:** sustained exchange programs and multi-agency exercises with AFP, NZ Police, Interpol, DEA, and regional partners to embed regional SOPs.

16.3 Legislative support

- **Modernize policing statute:** enact the Fiji Police Bill 2026 (replace Police Act 1965) to grant clear legal authority for lawful digital tracking, covert surveillance, and intelligence-led operations.
- **Cybercrime & misinformation laws:** define cyber-sabotage and criminalized weaponized disinformation while protecting free expression and create expedited legal pathways for urgent digital evidence preservation.
- **Social-media administrator accountability:** legal framework requiring administrators of significant local groups to remove verified malicious content threatening public safety, with safeguards against abuse.
- **Streamlined MLATs & Tech cooperation:** fast-track mutual legal assistance and binding agreements with tech companies and partner states for rapid cross-border access to digital evidence.
- **SOP Updates & Oversight:** update SOCID and related SOPs to reflect new tradecraft and legal powers, plus independent oversight and privacy safeguards.

17. Road fatalities reduced by 11% during the reporting period. Which road safety initiatives and enforcement strategies contributed most significantly to this outcome, and how is their effectiveness being measured?

17.1 The 11% reduction in road fatalities during the 2021–2022 reporting period marked a critical operational success for the FPF. This outcome was primarily driven by a strategic pivot toward **integrated, data-informed traffic enforcement** and enhanced inter-agency collaboration, moving away from isolated, reactive policing.

17.2 Core Road Safety & Enforcement Initiatives

The reduction in fatalities was largely achieved through four highly targeted operational strategies;

a) Joint Traffic Enforcement Operations (FPF & LTA)

Rather than operating independently, the FPF institutionalised coordinated deployments with the Land Transport Authority (LTA). These operations targeted high-risk, peak-travel corridors across the Western, Northern, and Eastern divisions. By combining the statutory powers of both agencies, teams simultaneously tackled driver licensing compliance, vehicle roadworthiness, and moving traffic violations.

b) High-Visibility Highway Patrols & Snap Checkpoints

The FPF shifted its deployment model to maximise police visibility on accident-prone "black spots" along the Kings and Queens Highways. Instead of relying solely on fixed, predictable checkpoints, traffic units utilised snap checkpoints, short-duration checkpoints. This unpredictability disrupted high-risk behaviors, specifically curbing speeding and driving under the influence of alcohol during late-night and early-morning windows.

c) Targeted Speed and DUI Crackdowns

Speeding and impaired driving remain the leading catalysts for fatal crashes in Fiji. During this period, the FPF optimised the use of digital breathalyzers and speed-radar equipment. Enforcement campaigns were heavily synchronized with local calendars, ramping up intensity during national long

weekends, major school sporting tournaments, and festive seasons when inter-city travel peaks.

d) **Strict Driver Accountability via "Show Cause" Escalation**

To deal with habitual traffic offenders, the FPF tightened its intelligence-sharing pipeline with the LTA. Data on drivers with repeated safety violations was shared with the LTA which made it easier to issue formal warnings, suspend licenses, or cancel them entirely for high-risk individuals before their behavior resulted in a fatal accident.

How Effectiveness Is Monitored & Measured

MEASUREMENT METRIC	EVALUATION METHOD & PURPOSE
Statistical Fatality Tracking	Comparative analysis of monthly and annual road death tolls against the baseline target (the FPF Corporate Plan targets a progressive reduction in road fatalities).
Enforcement Yield Analysis	Monitoring the volume and specific types of Traffic Infringement Notices (TINs) issued to determine if driver behavior is shifting or if violations are concentrated in specific divisions.
Geo-Spatial Black Spot Audits	Mapping crash locations to evaluate whether high-visibility deployments are successfully shifting accident clusters away from historically dangerous stretches of highway.
Recidivism Interdiction Rates	Tracking the number of drivers referred to the LTA for license suspension or cancellation, measuring the effectiveness of removing habitual offenders from Fiji roads.

18. Provide a breakdown of the 259,000 traffic awareness programmes and over 107,000 random breath tests conducted during the reporting period. How does the Fiji Police Force assess the

effectiveness of these awareness and enforcement initiatives in improving road safety outcomes?

- a) 259, 224 Media Awareness Breakdown
The following awareness initiatives were conducted throughout the four divisions:
 - i. Media Awareness and Radio Talkback show;
 - ii. School awareness programmes;
 - iii. Daily awareness to drivers encountered on the road; and
 - iv. Community Awareness by our Traffic and Community Policing Team.
- b) 107, 406 Random Breath Test were conducted throughout the four divisions using the 100 Roadside Testing Device and 32 Analysis Instrument which resulted in **1,315** Drivers arrested.

It is acknowledged that the KPI target of 30% reduction in road fatalities was not achieved. However, the recorded 11% decrease constitutes a demonstrable progression towards the stated objective.

19. Community Policing initiatives included school awareness programmes, youth engagement activities, domestic violence awareness, and community visitations. How does the Force evaluate the effectiveness of these programmes in strengthening crime prevention and public confidence?

- 19.1 The FPF evaluates the effectiveness of Community Policing initiatives including school awareness programmes, youth engagement activities, domestic violence awareness campaigns, and community visitations through a structured combination of quantitative measurement, qualitative feedback, operational data analysis, and ongoing monitoring, all aligned with the goal of strengthening crime prevention and building public confidence. The outcome is **reducing Overall Crime by 12%** and **reducing crime against women by 2%**.
- 19.2 At the core of the evaluation framework is the systematic collection and analysis of operational and crime-related data. The FPF tracks changes in reported crime levels, offence types, and incident rates in areas where these programmes are active, comparing results against baseline figures and regions where engagement has been limited. For example, it assesses whether

youth-related offences, school-based incidents, or domestic violence reports decrease following targeted interventions, and records trends in repeat offences or community disputes resolved without formal legal action.

- 19.3 Data is also gathered on participation levels, including the number of events held, schools and communities reached, attendance figures, and demographic coverage, to ensure initiatives are accessible and reaching intended groups. This information is compiled and reviewed regularly by the Research and Policy Directorate, alongside divisional commanders, to identify patterns, measure reach, and determine where resources or approaches need adjustment.
- 19.4 Qualitative feedback is equally important, as it captures changes in public perception, trust, and understanding. The FPF obtains this through formal and informal channels: structured surveys and questionnaires distributed to students, parents, community leaders, and participants after events; focus group discussions with youth groups, women's organisations, and village representatives; and feedback collected during community meetings, consultations, or visitations.
- 19.5 Officers also maintain written reports and reflection notes after every engagement activity, recording observations on community attitudes, levels of cooperation, and specific concerns raised. In addition, the Force monitors media coverage, social media commentary, and complaints received to gauge how the public views police efforts and whether there has been a shift from seeing the Force only as enforcers to viewing them as partners in safety. Feedback from partner organisations such as schools, non-governmental bodies, social services, and government ministries is also reviewed to assess how well programmes align with community needs and whether collaborative relationships have improved.
- 19.6 Specific indicators are used to measure progress in each programme area. For school and youth initiatives, evaluators look at improvements in student knowledge of laws and safety,

reduced truancy or anti-social behaviour, increased willingness among young people to seek police assistance or report concerns, and stronger relationships between youth officers and schools.

- 19.7 For domestic violence awareness programmes, success is measured by increased reporting of incidents, greater awareness of support services, improved coordination with welfare agencies, and evidence that communities are intervening earlier or supporting victims more effectively.
- 19.8 For community visitations, key measures include higher levels of public cooperation in crime prevention, more information being shared with police, fewer unresolved disputes, and direct feedback that residents feel safer and more confident in police responses.
- 19.9 Evaluation is not a one-time process but is built into the ongoing management of community policing. Results are reported to senior leadership and the Commissioner of Police, and are used to update Standard Operating Procedures, refine programme content, and reallocate resources to the most effective activities.
- 19.10 Independent oversight is also provided by bodies such as the Fiji Human Rights and Anti-Discrimination Commission, which reviews whether initiatives are inclusive, respectful, and responsive to community rights and needs. Ultimately, the effectiveness of these programmes is judged by two main outcomes: whether they contribute to a measurable reduction in crime and disorder, and whether the relationship between the Force and the public becomes more trusting, cooperative, and mutually supportive.

20. While the workforce increased to 5,055 officers, the Report records 219 vacant positions. Which operational areas or specialised units are most affected by these vacancies, and what impact do staffing shortages have on service delivery and operational effectiveness?

- 20.1 The operational areas and specialised units that are affected or have been created through attrition and promotions are the organization's Uniform Branch, Traffic Unit, and Criminal Investigation Department in HQ or in the division, as well as WATERPOL, Pathology, and K9 units.
- 20.2 These vacancies or staffing shortages affect the organisation's services and operational effectiveness in the following areas.
- i. Frontline personnel (UB) on visibility (General duties) and community policing (patrol & awareness programs).
 - ii. Investigations (Specialised & Technical Unit).
 - iii. Traffic Control (Investigations & awareness programs).
 - iv. Special Tactical Unit.
- 20.3 Acting continues in vacant positions as specialised unit takes time to fill, pro-long sick leave, UN Mission and Overseas Training over 30 days. The impacts on service delivery result in longer response times as there are fewer officers on duty to attend emergency calls. Officers will be fatigued due to overtime, physical and mental, and staff will be in a reactive rather than a proactive mode, resulting in delays in investigations.
- 20.4 The organisation addressed the decrease in vacancies through a recruitment drive of police officers and civilian staff, as well as through promotions.

21. Female officers accounted for approximately 26% of the total workforce. What measures are being implemented to improve gender representation across the Force, particularly within leadership positions and specialised operational roles?

The 26% of female staff is a significant achievement for the organisation. The Commissioner of Police has acknowledged the contributions and the implementation of female representation in the FPF while also observing the UN gender equality principles with peacekeeping deployments of female officers, overseas training for women in policing and higher education, higher management-ranked positions in

administrations and operations, and women's advisory networks.

22. The Report records 266 cases of attrition and 1,331 acting appointments during the reporting year. To what extent do these figures reflect workforce planning challenges or delays in substantive appointments, and what measures are being taken to strengthen workforce stability, retention, and succession planning?

- 22.1 The organisation is in a dilemma on retention and on workforce planning challenges that require a review of job analysis, salary progression that is in line with market value, succession planning policy, higher education policy, and improving working conditions with infrastructure in police stations and posts in rural and urban areas.
- 22.2 These challenges require government funding for infrastructure, human resources, and capabilities to strengthen the workforce in meeting operational and service delivery in the organisation and the community.

23. The Psychology Unit attended to 1,653 officers during the reporting period. What were the most common mental health and welfare concerns affecting officers, particularly during and after the COVID-19 pandemic, and what support mechanisms are available to promote officer wellbeing?

- 23.1 Officers are trained to handle danger and stress at work. However, they break down when their home life becomes chaotic. When marriages and families fall apart, officers lose their safe space and their main emotional protection.

23.2 The Two Halves of the Crisis

The crisis was driven by two worlds colliding:

- i. **The Work Side** (The Catalyst): Officers faced long hours at checkpoints, the constant fear of catching or spreading the virus, and the stress of enforcing strict lockdowns under heavy public scrutiny.
- ii. **The Home Side** (The Multiplier): Instead of a safe haven, home became a second battleground. Long hours led to

arguments, neglected family duties, infidelity, and a total breakdown of communication.

When the family structure broke, officers lost their sense of purpose, the very reason they were enduring the hardships of the job.

23.3 The Destructive Cycle

The data shows a clear downward spiral:

- i. **Work Overload:** Long hours and virus risks drain the officer.
- ii. **Home Withdrawal:** The officer avoids family duties or uses work to escape home problems.
- iii. **Family Warfare:** Severe marital fights and broken trust destroy any peace at home.
- iv. **Mental Collapse:** Exhausted at work and fighting at home, the officer has nowhere to rest, leading to a complete breakdown.

The New Mission: Treating an officer just for "work burnout" while ignoring a failing marriage does not work. To keep the police force ready for future crises, the FPF is focusing on actively supporting and protecting officers' marriages and families.

24. Occupational Health and Safety investigations recorded 11 fatalities and 66 injury investigations during the reporting period. What were the primary causes of these incidents, and what measures have since been implemented to strengthen occupational health, safety, and risk management practices within the Force?

CAS ES	HQ		SD		CD		WD		ED		ND		TOT AL	
DEA THP OL														

Injury Whilst At Work													
Total													

24.1 Number of Cases Lodged at the Ministry of Employment in 2025 & 2026

The above table shows the number cases lodged at the Ministry of Employment by respective Welfare and Admin officers from respective divisions from January to December 2025 and from January to May 2026.

24.2 DEATHPOL

Below are the list of sicknesses suffered by our officers, causing deaths during their service

CAUSES OF DEATH	2025	2026 JAN - MAY
Heart	05	13
Kidney	03	-
Diabetes	-	2
Motor Vehicle accident - Labasa	01	-
Cancer	03	-
Stroke	02	-
Total	14	15

24.3 Causes of Injury Whilst at Work

Listed below are the cases whereby officers were injured whilst at work.

SRL #	INJURIES	2021	2022
1)	Assault By Suspects	18	15
2)	Motor vehicle accident	9	10
3)	Injured whilst working	29	26
4)	Injured whilst playing /training	2	4
5)	Injured during drug operation	-	1
	TOTAL	58	56

- Above table shows that most cases consisted of victims of Assault (includes cases of attending to reports of drunkards, effecting/resisting arrest, escorting suspects etc). Hence the need for modern policing tools to effectively conduct arrest to minimize the reflected increase.
- On injuries whereby officers were travelling in motor vehicles or motor cycles, (whereby they were bumped or off-roads due to the watery and slippery road conditions), officers were advise to take severe precaution whilst driving (Reflector jacket to be worn all the time, driver alertness and minimizing on speeds).
- In work areas, officers injured through slips/fall, officers were warned on the need to take more precautionary measures such as placing signage and warning signs in required workplace.
- Officers taking part in official sporting events such as rugby and soccer, where injuries sustained on body parts (Knee, shoulders, face etc), officers need to be screened well on their fitness before part taking in sports.

24.4 Measures Implemented

- i. **Strengthen Officers Health and Wellness Programs**
Fiji Police Force conducts regular medical screenings, annual health assessments, fitness programs, and health awareness campaigns focused on lifestyle-related diseases. Officers identified as being at high risk have been referred for early medical intervention, ongoing monitoring, and appropriate treatment to help prevent serious health complications.
- ii. **Enhance Workplace Violence and Officer Safety Controls**
The Fiji Police Force has equipped officers with modern policing tools, provide regular defensive tactics and conflict de-escalation training, and ensure access to appropriate personal protective equipment (PPE) to address suspects assaulting officers in due execution of duty.
- iii. **Improve Road Safety Measures**
Regular defensive driving training is compulsory for all police drivers and motorcycle riders to enhance road safety awareness and driving skills. In addition, routine vehicle inspections, compliance with speed limits, consistent use of seatbelts and reflective safety gear, and strict adherence to established road safety protocols are reinforced to minimize the risk of accidents and injuries.
- iv. **Strengthened Hazard Identification and Risk assessment at workplaces**
Police stations and other facilities conduct regular workplace inspections, maintain high standards of housekeeping, install appropriate safety signage, and provide staff with manual handling training to help identify and control hazards, reduce the risk of injuries, and promote a safer working environment.
- v. **Improve Sports and Physical Training Safety**
Conduct of safety brief before and after training session. Training sessions to be conducted under the supervision of qualified instructors.

vi. **Enhance OHS Awareness and Reporting**

Regular Occupational Health and Safety (OHS) training and awareness programs is conducted across all Divisions to enhance officers' knowledge of workplace hazards, incident reporting requirements, and risk prevention strategies. Welfare and Administration Officers continues to monitor workplace incidents, ensure timely reporting, and maintain compliance with applicable OHS legislation and organizational safety standards.

vii. **Establish a Health Promotion and Stress Management Program**

The Fiji Police Force has strengthened its commitment to officer wellbeing by implementing stress management programs, providing access to counselling and psychological support services, promoting mental health awareness initiatives, and encouraging employee wellness activities.

viii. **Continuous Monitoring and Review**

The Occupational Health and Safety (OHS) Unit will undertake quarterly reviews of injury and fatality trends to identify emerging hazards, assess patterns and risk factors, and evaluate the effectiveness of existing control measures. The findings and recommendations to be reported to senior management to support evidence-based decision-making, strategic planning, and the effective allocation of resources for workplace health and safety initiatives.

25. The Report notes that 402 police vehicles were grounded during the reporting period, compared to 36 vehicles in the previous year. What factors contributed to this significant increase, and what measures have been implemented to improve fleet management, asset maintenance, and operational mobility across all divisions?

25.1 It was due to police vehicles involved in accidents and vehicles have lost value over time due to wear and tear, usage, and are becoming outdated. These are police own vehicles and not government leased vehicles.

25.2 **Measures taken** - Police officers involved in accidents appear before tribunal, dismiss or terminated. Police officers attended the Defensive Driving Course and refresher courses for safer driving skills and attitude. Likewise, the FPF is pursuing modernising its vehicle fleets, upgrading maintenance on police fleets, and implementing strict accountability policies.

26. Complaints against police reduced by only 0.3%, significantly below the organisational target of 10% reduction. What are the most common complaints made against police officers, and what accountability, disciplinary and oversight mechanisms are in place to address misconduct and strengthen public confidence in the Force?

26.1 The most common complaints made against police officers in 2021 -2022 are:

i. Conduct Prejudicial to Good Order

- a) Unprofessional conduct, poor attitude, and discourteous behavior.
- b) Excessive use of force, and assault
- c) EMA

ii. Negligence of Duty

- a) Failure to attend to complaints and reports promptly.
- b) Failure to take appropriate initial action on reported incidents.
- c) Failure to provide updates or feedback to complainants.

iii. Absence Without Leave

- a) Failure to turn up for duty

iv. Disobedience of lawful orders

- a) Failure to comply with regulations and operational directives.
- b) Failure to comply with established operational procedures and Force Standing Orders.

26.2 Disciplinary and oversight mechanisms to address misconduct and strengthen public confidence in the Force:

- a) Counselling and corrective guidance;
- b) Written warnings;

- c) Formal reprimands;
- d) Suspension from duty;
- e) Demotion in rank;
- f) Financial penalties where permitted;
- g) CP's warning letter and fine
- h) Dismissal from the Fiji Police Force;

Ends

Appendix

QUESTION 1**Response to the SCFAD on the Fiji Police Force 2021/22 Annual Report**

1. The Committee recommends that FPF strengthens its internal oversight and integrity frameworks by enhancing grievance redressal mechanisms, public complaints tracking, and disciplinary transparency, ensuring full documentation of all complaints including animal cruelty, while upholding impartiality and accountability in all operations (reference to points 3.3.1, 3.3.3, 3.3.7, 3.3.14, 3.3.15, 3.3.20).

The Fiji Police Force (FPF) and the Ministry of Policing have been undergoing significant structural and legislative updates to address oversight, transparency, and public accountability.

The response to these recommendations is primarily driven by the ongoing **"Uplift Programme"** (conducted in partnership with the Australian Federal Police) and the sweeping reforms introduced in the **Fiji Police Bill 2026**.

In view of the enhancing grievance redressal and public complaints, the FPF has expanded the avenues for public complaints to ensure accessibility and better tracking. There are channels to access police services where the public can lodge complaints against police and against police services. These include:

- a) Toll-free lines (917), Crime Stoppers (919), direct walk-ins, official letters to the Commissioner, and social media such as Facebook and Instagram.
- b) Email address on the Fiji Police website where the public can email and the media team will respond;
- c) Toll Free number (1681) for all complaints and emergencies

On discipline and transparency, the FPF under the newly tabled Police Bill 2026, an independent three-member tribunal is being established to handle appeals against internal disciplinary decisions. To guarantee impartiality, the tribunal is chaired by a judge (appointed by the Chief Justice), alongside one civilian representative and one non-serving individual with prior policing

experience. It operates independently of the FPF command structure.

To address specific operational failures including severe complaints like animal cruelty, unwarranted violence, or human rights abuses, the FPF has reformed its ground-level policing frameworks:

To address specific operational failures including severe complaints like animal cruelty, unwarranted violence, or human rights abuses, the FPF has reformed its ground-level policing frameworks. The old “Use of Force” policy has been reviewed and has included the Tactical Options Framework with strict definitions of risk assessment using the *Threat, Exposure, Necessity, Response (TENR)* model. This guarantees that specialized complaints, ranging from structural human rights violations to specific acts of cruelty, are documented with legal thresholds that satisfy Fiji's commitments under the *UN Convention Against Torture*.

2. The Committee recommends that urgent attention be given to human resources, remuneration reviews and housing provisions, particularly in underserved areas. The Committee further recommends parity in pay for specialised roles including K9 handlers. (reference to points 3.3.4, 3.3.19, 3.3.20, 3.3.21, 3.3.22, 3.3.24).

The year 2025 saw the establishment of a standalone Ministry of Policing and the structural shifts and reporting by the FPF to its line ministry.

The FPF received a \$13.5 million budget increase, bringing its total allocation to \$240.3 million. Crucially, the bulk of the FPF budget (\$180.8 million) is explicitly ring-fenced for personnel salaries and direct officer support.

The FPF is currently reviewing the salaries and allowances of specialised officers in the fields such as the K9 Dog Handlers, Digital Forensic officers, Cybercrime Analysts and Forensic Sciences officers. The FPF will work on incentives for rural and maritime police officers

In addition, the Fijian Government invested around \$40 million to strengthen the FPF by an additional 1,000 personnel to take the full strength of the Police Force to more than 6,550 across all ranks. Phase one was allocated \$19.5million to recruit 538 new officers in the 2025/26 Financial Year with the aim to improve community safety, police mobility, and national visibility. Phase 2 will be rolled out in the 2026/27 Financial Year.

Moreover, upgrades were provided for operational buildings and minor repair works were carried out in police quarters.

3. The Committee recommends a Job Evaluation Exercise (JEE) be conducted as soon as practicable as the last one was conducted in 2003. (reference to points 3.3.4, 3.3.20, .3.26).

The FPF recognises that the last comprehensive JEE for the FPF was conducted in 2003, and since then, evolving operational demands and changes in the national context have further highlighted the importance of a timely review. The FPF has submitted a Cabinet Paper on the Fiji Police Force Job Evaluation Exercise to parliament through the Minister for Policing in December last year, 2025 and is still awaiting the Ministry's advice.

4. The Committee recommends that greater investment is made in equipping officers with non-lethal technologies, modern surveillance tools, and body cameras, while accelerating the Police Act review to enable the use of modern weapons. (reference to points 3.3.9, 3.3.10, 3.3.20, 3.3.22).

The primary vehicle for non-lethal technologies, modern surveillance tools, and body cameras is the Fiji Police Bill 2026, which officially replaced the outdated *Police Act 1965* to legally accommodate modern technologies and regulate the use of force. The new legislation directly reconciles the need for modern law enforcement tools with strict human rights parameters: The previous 1965 Act had no legal provisions or guidelines governing the use of modern weapons, drones, or digital intelligence.

The 2026 Bill establishes strict legal limits on the use of deadly force and firearms. It mandates that any force used must be

strictly proportionate to the immediate situation, aligning operations with the *UN Basic Principles on the Use of Force and Firearms by Law Enforcement Officials*.

The new law also legally binds officers to exhaust non-violent and non-lethal methods before escalating to weapons, restricting lethal force exclusively to situations involving an imminent threat of death or serious injury.

To bridge the gap between verbal commands and lethal firearms, the FPF has revised its frontline tactics; the Tactical Options Framework, was developed in collaboration with the New Zealand Police and this framework officially integrates a structured tier of non-lethal technologies into daily policing. Officers have been trained on the *Threat, Exposure, Necessity, Response (TENR)* model, which dictates when and how non-lethal defensive tools (such as pepper sprays, batons, and physical restraint techniques) can be legally and safely deployed to minimise injuries to both the public and officers.

Backed by the Australian Federal Police (AFP), the FPF is actively upgrading its central IT and communication infrastructure to build the backend storage networks required to sustain a nationwide body-camera rollout. However, currently, body-cams are only worn by Personal Protection Officers (PPOs) during national meetings and escort duties for official delegates.

The FPF worked alongside the Office of the Solicitor-General to include specific clauses in the 2026 Bill that establish the legal admissibility of drone surveillance footage in court. This enables the legal use of unmanned aerial vehicles (UAVs) for tracking illegal maritime activities, monitoring remote farming regions (such as illicit marijuana cultivation sites in Kadavu), and handling urban crowd control without over-deploying physical personnel.

5. The Committee recommends that training and recruitment frameworks continue to evolve with support for ongoing professional development, updated certifications, and accredited instructor qualifications. (reference to points 3.3.11, 3.3.20).

The FPF has transformed the Fiji Police Academy (FPA) from a basic instructional institute into a legally recognised, quality-assured tertiary training institution. The Fiji Police Academy has successfully secured its registration certificate with the Higher Education Commission (HEC) Fiji (Registration No: RGN 0072/21. This legally binds the academy to national quality assurance benchmarks. Backed by the HEC, the academy is actively auditing and converting its internal courses into accredited certificate, such as the 'Certificate IV in Policing' which is the current qualification gained for new recruits now after they successfully completed their six months training.

Otherwise, the FPA continues to deliver professional development courses such as the Basic and Advanced Prosecutions Courses, Basic Intelligence Course, CID Investigation Course to name a few. Promotional courses (Constable's Qualifying, Corporal Qualifying, Sergeant's Qualifying, Inspector's Qualifying and Superintendent's Qualifying courses) for police officers are core courses one must undertake to advance his/her career in policing. Police officers continue to attend training locally and internationally.

6. [The Committee recommends that community policing initiatives be reinforced through consistent participation in local meetings, expanded stakeholder networks \(including schools and agriculture offices\), and strengthened DUAVATA implementation in high-crime and rural areas \(reference to points 3.3.12, 3.3.19, 3.3.21\).](#)

The FPF considers Community Policing as the backbone for crime reduction. The response to the Committee's recommendations is driven directly by the newly tabled Fiji Police Bill 2026, the Strategic Plan 2025–2029, and the operational revitalisation of the DUAVATA framework which emphasises unity, collective will, and shared responsibility.

Community policing is directly entrenched into daily policing activities and all police officers are community policing officers.

Under the outdated 1965 Police Act, community engagement was ad-hoc and left to the discretion of individual station officers, however, the Fiji Police Bill 2026 shifts community policing from an operational choice to a statutory obligation whereby police officers at all community posts are empowered to actively help

local neighborhoods establish formal, elected Community Policing Committees. These committees are granted the legal flexibility to dictate their own structure and local rules while working directly alongside the police.

Also, there is great accountability and Divisional Police Commanders become legally responsible for coordinating and evaluating community initiatives, requiring them to submit regular assessments directly to the Commissioner to measure community trust and crime reduction.

The Community Policing unit continues to target red zones and have actively pivoted DUAVATA resources to address specific needs specifically in rural and maritime areas. The "Restore Blue" Partnership, in collaboration with the UNDP and UN Women, hundreds of frontline officers in high-pressure corridors (like the Western Division) have undergone specialized training workshops to ensure community engagement balances human rights with active crime prevention.

The FPF recognises that modern crime, especially the rise of illicit drug trades and juvenile delinquency, cannot be solved by the police alone. Engagement has been systematically broadened across key socio-economic sectors such as NGOs, Civil Societies, Faith Based Organisations, farmers, cultural institutions, schools and government agencies for a DUAVATA Multi-Stakeholder Network. Moreover, the FPF Community Policing units have intensified targeted safety networks within schools across Fiji, focusing heavily on zero-tolerance campaigns regarding the consumption and sale of illicit substances among youth, paired with modules from the Online Safety Commission.

In deep rural farming communities, the FPF maintains operational links with rural district advisory councils and local agricultural offices. This helps track livestock theft (rustling), secure isolated communities, and tap into local knowledge networks to identify illicit agricultural cultivation (such as marijuana farms in remote terrain like Kadavu).

Under the DUAVATA model, station officers-in-charge are mandated to maintain constant communication links with traditional cultural structures and local religious groups to ensure that problem-solving relies on community mediation before escalating to formal arrests.

7. The Committee recommends that the K9 Unit be expanded, resourced with more vehicles and handlers, and permanently deployed in high-traffic and high-risk regions like the Northern Division, Lautoka, and ports, ensuring full operational coverage and maintenance support (reference to points 3.3.13, 3.3.25, 3.3.20).

There is an expansion and tactical decentralisation of the K9 Unit in the Western and Northern Divisions especially at the airport and wharves to specifically support police at these borders in countering illicit drugs and border-related narcotics seizures. General patrol, narcotics-detection dogs and Explosives Detector Dogs are on standby to intercept inter-island and inter-state drug trafficking.

The FPF's capacity expansion is directly built upon the Fiji Police Partnership Programme (FPPP) with the New Zealand Police Dog Section. Under this partnership, K9 handlers from the FPF underwent rigorous certified courses at the New Zealand Police Dog Training Centre. These officers not only graduate as certified handlers in basic tracking, but in high-demand, triple-discipline fields such as Narcotics detection, Cash (currency tracking), and Firearm detection. The newly trained dogs are provided directly by the New Zealand Police to ensure premier genetic tracking traits.

8. The Committee recommends that the Government prioritise legislative amendments to support the operational use and legal admissibility of drone surveillance footage under the revised Fiji Police Act 1965 and allocate adequate funding for police operations in remote areas, including hardship allowances, PPE, sanitation, communication tools, and transport logistics. The Committee further recommends streamlining legal processes for drug exhibit destruction in consultation with the Ministry of Environment and expanding support for alternative livelihood programmes in partnership with the Ministry of Agriculture to

reduce drug dependence in rural communities (reference to point 3.3.17).

The Fiji Police Bill 2026 completely rewrites the legal parameters for digital evidence. Under the new Bill, the legal gap regarding modern tracking has been eliminated and police can now legally apply for judicial *Covert Surveillance Warrants* and *Tracking Device Warrants* allowing undercover monitoring, electronic tracking, and airborne drone recording.

The law establishes clear forensic parameters and includes "Forensic Analyst Certificates" to ensure that digitally captured data, including unmanned aerial vehicle (UAV/drone) surveillance footage of illicit remote activities stands up as fully admissible primary evidence in court.

The FPF is pursuing the procurement of specialised Personal Protective Equipment (PPE) for narcotics raids and improve basic sanitation infrastructure at rural stations.

The FPF is systematically upgrading remote communication tools, moving toward satellite-linked digital dispatch systems such as STARLINK during operations to cover maritime networks where cellular signals fail.

To prevent corruption and storage vulnerabilities (such as the risk of exhibits being tampered with or stolen from exhibit storage rooms, the ODPP and FPF now use Section 30 of the *Illicit Drugs Control Act* to secure rapid pre-trial destruction orders from the High Court. In major historic disposals such as the burning of over 4 tonnes of seized methamphetamine and 5 tonnes of rural marijuana plants, the FPF coordinates directly with court-appointed magistrates and health/environmental monitors to conduct the incineration of drugs.

The FPF, through its community policing initiatives continues to integrate with relevant stakeholders in assisting villagers diversify and find alternatives in farming rather than depending on drugs farming and cultivation.

9. The Committee recommends that the establishment of new police posts, such as the ones proposed in Kavala, Kadavu and Rukua Village, Beqa, be prioritised through formalized village-government

coordination to improve presence in geographically isolated communities *(reference to point 3.3.18)*.

The establishment of the Beqa Community Post has been prioritised; however, land acquisition and handover could not be harmonised with the communities of Beqa. Numerous site visits had been undertaken by the police, whereby various sites have been identified by the Beqa community, however, it seems that the land issue still persists as the main problem and until today nothing has eventuated.

For Kavala, Kadavu, the project has been rolled-over and has been initiated in the 2025/26 Financial Year. It is envisaged that the project will be completed in the 2026/27 Financial Year.

10. The Committee recommends that the Diving Unit receives a dedicated budget to procure essential safety gear, decompression equipment, alongside establishment of diving-specific allowances reflecting the high-risk nature of underwater operations *(reference to point 3.3.23)*.

The FPF fully supports allocating a dedicated budget to equip the Diving Unit with the necessary safety gear and advanced decompression equipment which are critical for minimising risks associated with underwater missions. The Diving Unit, which is under the auspices of the Commanding Officer, Police Mobile Force, operates under the police Operations budget and the procurement of essential safety gear for the unit is part of the operations procurement plan.

11. The Committee recommends that legislative gaps affecting forensic operations especially around DNA collection and record expungement be urgently addressed, and that all divisions are equipped with adequate forensics tools, training, and staffing to support criminal investigations nationally and regionally *(reference to points 3.3.26, 3.3.27)*.

The old Police Act of 1965 did not cover modern science. To address this issue, the new Fiji Police Bill 2026, was introduced which gives police authority and a clear legal right to collect DNA and fingerprints from suspects. Also, it allows the Police Commissioner to quickly test officers or staff at a crime scene to rule them out as suspects. In protecting the crime scenes,

Forensic teams now have the legal power to lock down a crime scene, open locked items, and block people from entering so evidence is not ruined or tampered with.

To protect people's privacy, the new 2026 Police Bill has strict rules about deleting data. If an employee leaves the FPF, all of their DNA samples and biometric data must be permanently deleted within 12 months. Once a digital profile is created, the raw physical sample (like blood or saliva) must be destroyed so the state cannot keep it forever.

On equipment, the Forensics Department though resourced, still needs more updated equipment to address issues of modern science effectively.

The FPF is moving forensic tools out of the main capital city (Suva) and into smaller regional divisions. Officers continue to undergo training and currently, the FPF has hired more scientists for their DNA lab, which means they can test evidence locally instead of sending it away to Australia or New Zealand, which used to take months. Also, since Fiji has the best labs in the region, Fijian forensic teams are also being trained to help other nearby Pacific Island countries with complex cases.

12. [The Committee recommends that SOCID, and Forensics receive increased budget allocations to expand capability in drug interdiction, synthetic drug monitoring, border security, and criminal investigations backed by legislative amendments to align with international standards \(reference to points 3.3.24, 3.3.26\).](#)

The FPF prioritises boosting capabilities for the Serious Organised Crime and Intelligence Department (SOCID) and the Forensics Science Services.

The budget increase of \$13.5 million in the 2025/26 financial year assisted the FPF in its drug operations. The FPF procured advanced laboratory gear so scientists can quickly test and identify man-made drugs (like "ice" or synthetic opioids) right here in Fiji, instead of sending them overseas. SOCID has been given long-range drones and tracking software. This allows undercover officers to spy on illegal boats along the coast and monitor suspected drug houses safely from the air. Multi-agency collaboration is key in the fight against drugs and local authorities, with regional and

international bodies are now working together to address the issue on drugs.

13. The Committee recommends that critical infrastructure upgrades be prioritised across key police stations, such as Nadi, Vitogo Dog Unit, Nalawa, and Tavua with a focus on proper sanitation, air conditioning, barracks, safe evidence storage, and suitable working conditions to support officer performance (reference to points 3.3.20, 3.3.21, 3.3.22).

Critical infrastructure upgrades has been prioritised in police stations that need upgrade. One of which is the Nadi Police Station that was officially opened in November 2025. The new police station is built to serve the growing population in Nadi, the expansion of new businesses and the growing tourism industry.

Tavua and Nalawa Police Stations serve large rural and interior communities. Minor repairs and maintenance were carried in the two stations.

14. The Committee recommends that vehicle provision and transportation allowances be expanded across divisions to reduce officers' out-of-pocket expenses for duty-related travel and to enhance mobility in rural and emergency deployments (reference to points 3.3.20,3.3.22).

The FPF recognises that reliable vehicles and appropriate transportation allowances are essential to ensure that officers can perform their duties efficiently, especially in rural and remote areas where travel distances are significant and infrastructure may be limited. Enhancing mobility directly contributes to faster response time, improved presence, and better community engagement. The FPF supports measures to increase the fleet capacity and operational support, alongside reviewing and adjusting transportation allowances to fairly compensate officers for duty-related travel expenses. This commitment aligns with broader efforts to improve logistical support and operational readiness across all divisions, ensuring officers are well-equipped to meet diverse policing challenges.

The FPF will collaborate closely with relevant government agencies and stakeholders to secure additional funding and streamline vehicle allocation processes. Emphasis will also be placed on maintaining vehicles in good condition and deploying them strategically to maximise coverage and operational impact.

15. The Committee recommends that closer collaboration be pursued with the Ministry of Agriculture to address livestock-related offences, road hazards, and stray animal enforcement, alongside an urgent review of outdated fines and land use regulations (reference to points 3.3.19, 3.3.21).

The FPF fully supports these initiatives and recognises that livestock-related offences and stray animals pose significant challenges to road safety and community well-being, particularly in rural and agricultural areas. Stronger coordination with the Ministry of Agriculture will enable a more integrated approach to managing these issues, combining police enforcement with agricultural expertise and regulatory oversight.

16. The Committee recommends that the Ministry of Education and the Police strengthen joint action on school-based drug awareness and juvenile intervention, while expanding youth engagement and deterrent programmes in tourist-heavy regions like Sigatoka (reference to point 3.3.19).

The FPF recognises the critical importance of collaborative efforts with the Ministry of Education to develop and implement comprehensive drug awareness programs within schools.

The FPF has existing programs such as the Crime Stoppers Fiji Scholastic Program that empowers students to stay informed and work cooperatively with relevant stakeholders to maintain safe learning environments. Also, through community policing, police officers continue to create awareness in schools, in communities, communities and villages on drugs and its effects on students' lives. The FPF also reach out to popular tourist locations such as Sigatoka and conduct awareness campaigns to youths and organise programmes to deter them from engaging in drugs and related criminal activities.



1. Does the organisation provide transport assistance for officers required to work beyond normal working hours, including transportation to and from their residences? If so, what policies or arrangements are in place to facilitate this support?

Certainly, the Fiji Police Force (FPF) provides transport assistance and allowances for officers who are required to work beyond normal operational hours, late shifts, or emergency extensions. Since police officers operate under a distinct framework compared to standard civil servants, their operational support is governed by a mixture of statutory regulations and internal administrative directives.

Under Regulation 9 of the Police Regulations 1965, police officers in Fiji are paid a standard Extra Duty Allowance at a rate of 12.5% of their base salary. Unlike regular civil servants who claim hourly overtime, the EDA is a consolidated allowance built into the police pay structure. It explicitly compensates officers for the structural inconveniences of policing, including irregular hours, extended shifts, and the routine necessity of traveling to and from work outside of normal public transportation operating hours.

The FPF aligns with the broader Fiji Government Transport Policy and Public Service General Orders whereby Duty Officers are authorised to utilise official police vehicles to drop officers home safely, provided a vehicle is available and not actively tied up in a critical field response. Otherwise, there are service trips available from 0545hrs in the morning, mid-day until the last shift at 2300hrs at night for the Suva-Nausori corridor. Similar arrangements take place in other policing divisions.

2. The Police Post in Raiwaqa (*next to Hot Bread*) has been closed for the past two months, please provide an update on the operation of the Police Post.

- a) The Grantham Community Police Post was established in 2001 and serves a high-density, crime-prone suburb with a catchment population of approximately 5,000 residents. The building was constructed by the Fiji National Provident Fund, who is also responsible for all utility costs including water and electricity. The FPF pays for telecommunication.

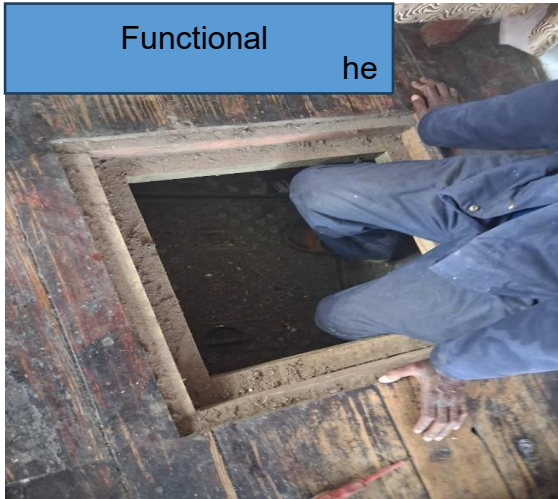
The post's operational jurisdiction encompasses:

- Residential & Informal Sectors: Milverton Road, Grantham Road, Ratu Mara Road, Falvey, Aidney, Beddoes, Shalimar Street, Lagilagi Housing, and the Wailea, Jittu, Lagilagi, and Veiquwawa informal settlements.
 - Educational Institutions: Two primary schools, one secondary school, and five preschools.
 - Commercial Sectors: The Raiwaqa Industrial and Commercial Hub.
- b) While the facility is vital for localised crime prevention and community engagement, years of deferred maintenance by both the property owner, the Fiji National Provident Fund (FNPF), and the Fiji Police Force (FPF) have resulted in severe structural deterioration.
- c) Recent inspections have revealed that the facility which is physically affixed to the side of the FNPF owned Grantham Plaza poses immediate risks to personnel and visitors. The building currently fails to meet mandatory Occupational Health and Safety (OHS) standards due to the following critical deficiencies:
- The police post is structurally positioned directly above an active, functional sewerage line, resulting in ongoing effluent spillover.
 - Active and severe roof leakages.
 - Compromised electrical wiring and associated hazards exacerbated by water ingress.
 - Persistent, foul sewerage odors and a lack of adequate ventilation.
 - Extensive mold growth and substandard sanitation conditions, creating an environment ripe for bio-contamination.
- d) Under Section 9(2) of the Health and Safety at Work Act 1996 (HASAWA), the Fiji Police Force is legally obligated to provide, maintain, and promote a working environment that is safe and entirely devoid of risks to health. The ongoing exposure of police personnel to untreated sewage, toxic mold, and structural hazards constitutes a direct breach of these statutory duties. It severely compromises officer well-being, diminishes staff morale, and undermines professional service delivery to the public. Thus the reason why it has been closed for the past two months. (pictures annexed)
- e) The officers who were serving under the Grantham Police Post are currently operating from Raiwaqa police Station. These officers continue with their normal roles and responsibilities and have been deployed to cover their areas

of operation along Grantham road towards the junction of Khasanji and Jittu junction as well as the informal settlements at Jittu estate and Lagilagi housing. Community policing activities such as home and business visitations are also carried out by the Grantham Police Post Officer and his team.

Annexure







Can the Fiji Police Force clarify whether the current container structure at the Legalega Police Post is intended to serve as a permanent facility, and if so, what measures are being taken to address community concerns regarding its condition, misuse, and suitability for policing functions?

Response:

The old container structure at the Legalega Police Post is not owned, nor used and neither manned by the police. The community placed the container there themselves for their own use.

Police Logo have been removed.

Police will appreciate a partnership project to have a caravan so that they can move and be used as temporary base in red spot areas. Conduct visitation, profiling, awareness and community meetings to establish or revive crime prevention committees [CPC].

