

*Theme: Institutional Stabilisation*

# ANNUAL CORPORATE PLAN 2025/26







Compiled by  
Directorate of Strategic Planning, Statistics, Research & Development Division  
15th August, 2025

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FIJI POLICE FORCE

## **Annual Corporate Plan 2025/2026**

## TABLE OF CONTENTS

CONTENTS	PAGE NO.s
1. Commissioner's Foreword	01
2. Corporate Profile <ul style="list-style-type: none"> <li>- 2025/2026 Corporate Philosophy</li> <li>- Vision</li> <li>- Mission</li> <li>- Values</li> </ul>	02
3. Legislative Authority <ul style="list-style-type: none"> <li>- Functions &amp; Responsibilities of the Commissioner of Police</li> <li>- Functions of the Force</li> <li>- References - Mandate</li> <li>- Fiji Police 2025/2026 Expenditure Approved Outputs</li> </ul>	03 - 04
4. Organisational Command, Control and Communications Structure	05
5. Strategic & Corporate Planning Process	06
6. Linkages to Government's Strategic Priorities	07
7. Organisation Outputs and Performance Targets	08 - 47
8. Ministry of Finance Deliverables and Indicators 2025/2026	48
9. Fiji Police Force 2025/2026 Budgetary Provision <ul style="list-style-type: none"> <li>- Summary of total expenditure</li> <li>- Capital Construction</li> <li>- Capital Purchase</li> </ul>	49 - 50
10. Fiji Police Training Plan 2025/2026	51
11. Fiji Police Force 2025 - 2026 Annual Corporate Plan One page glance	52
12. Glossary of Terms	53
13. Code of Ethics	54



## COMMISSIONER'S FOREWORD



**Rusiate Tudravu**  
Commissioner of Police

The Fiji Police Force's (FPF) Annual Corporate Plan (ACP) for the 2025/26 Fiscal Year outlines the goals and the direction that the organisation is gearing towards in providing safety, peace and service to our communities. We aspire to stabilise our efforts and bring back the trust, confidence and respect as we gradually immerse into the modern and digital era of policing.

Achieving this stability requires a collaborative and inclusive approach characterised by strong leadership, steadfast accountability, robust policies and legislation, comprehensive remuneration frameworks, and the broad uplift of the organisation to meet the complex policing environment. The activities outlined in this plan are shaped by key initiatives including the Uplift Program strongly supported by the Australian Federal Police, the Fiji National Development Plan 2025-2029 and Vision 2025, the extensive consultation across all policing divisions, and a thorough review of past strategic efforts.

Our operational activities are also aligned with the FPF's Strategic Roadmap 2011-2050 on the decade theme of 'Stabilising through Continuous Development' and the FPF Strategic Plan 2025-2030 which is guided by the theme, "Resilient Institution through Technology Innovation and Partnership."

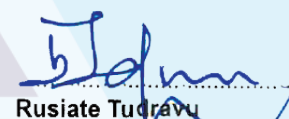
The commitment engrained in the ACP is driven by the corporate theme of "Institutional Stabilisation", a theme appropriate, given the ongoing comprehensive efforts to reform, restructure, and reset the FPF to meet modern policing demands and national expectations. We acknowledge the government for the budget allocation of \$240.3 million to empower and equip the FPF in navigating through a rapidly changing social and operational policing environment. This investment will be directed towards five strategic outputs:

- Effective Crime Prevention and Control;
- Efficient Investigation, Detection, and Prosecution;
- Reliable Intelligence;
- Road Safety; and
- Organisational Effectiveness.

These outputs are then operationalised through twenty support strategies and twenty core strategies. The effectiveness of the FPF's implementation of strategies will be measured through nine Key Performance Indicators (KPIs). However, the maintenance of law and order shall remain the overall outcome of the FPF.

We will remain committed to the fight against drugs, the strengthening of our porous borders at domestics and international entry points and addressing internal issues such as the restructure and reform, capacity building, promotions and job retention, and a modernised approach to employees' welfares.

Therefore, in commissioning our Corporate Plan, I urge and encourage all members of the FPF, to embrace this document, engage collectively with our partners, stakeholders, and communities and work together in partnership in achieving our goals. I extend my best wishes to all staff for a successful and meaningful 2025/26 Fiscal Year.

  
**Rusiate Tudravu**  
Commissioner of Police

18th August, 2025

# CORPORATE PROFILE

## CORPORATE THEME

### *INSTITUTIONAL STABILIZATION*

## VISION

A Safe and Secure Fiji for All

## MISSION STATEMENT

To Protect and Serve our Communities through Professional Policing and Strong Partnership

## CORPORATE VALUES

**Professionalism** *Excellence in service and conduct*

**Integrity** *Honest, fair and ethical in all actions*

**Respect** *Dignity and fairness for every person*

**Inclusiveness** *Equal treatment for all*

**Compassion** *Care and understanding in our service*

**Courage** *Standing firm to protect our communities*

## LEGISLATIVE AUTHORITY

### FUNCTION OF THE COMMISSIONER OF POLICE

Subject to Section 129 (3), (5), (7) and (8) of the 2013 Constitution, the Office of the Commissioner of Police has the following responsibilities and functions:

- (a) the organization and administration of the Fiji Police Force
- (b) the deployment and control of its operations
- (c) to appoint persons to the Fiji Police Force
- (d) to remove persons from the Fiji Police Force
- (e) to take disciplinary actions against persons in the Fiji Police Force
- (f) with the agreement of the Minister of Policing has the authority to determine all matters pertaining to the employment of all staff in the Fiji Police Force including
  - (i) terms and conditions of employment;
  - (ii) qualification requirements for appointment and the process to be followed for appointment which must be open, transparent and competitive selection based
  - (iii) salaries, benefits and allowances payable in accordance with the approved budget; and
  - (iv) total establishment or the total number of staff that are required to be appointed in accordance with the budget as approved by Parliament.

### FUNCTIONS OF THE FORCE

Pursuant to Section 5 of the Fiji Police Act 1965, the Fiji Police Force is accountable to the Government and its people for the Safety and Security of all. The Fiji Police Force has the duty to:

1. Protect Life and Property
2. Preserve the Peace
3. Prevent Offences
4. Detect and Apprehend Offenders and
5. Enforce all Laws and Regulations

### REFERENCES

1. Constitution of the Republic of Fiji 2013
2. Police Act 1965
3. National Development Plan 2017 - 2036
4. National Security Strategy [NSS] 2025
5. Internationally Ratified Treaties, Protocols, Conventions, MOU/MOA
6. Crimes Act 2009
7. Criminal Procedure Act
8. Land Transport Authority Act
9. Force Standing Orders
10. Fiji Procurement Act 2010
11. Financial Administration Act 2009
12. Financial Instructions 2005
13. Financial Management Act 2004
14. Fiji Police Strategic Roadmap 2011 to 2050
15. Financial Manual 2005
16. Occupational Health and Safety at Work Act 1996



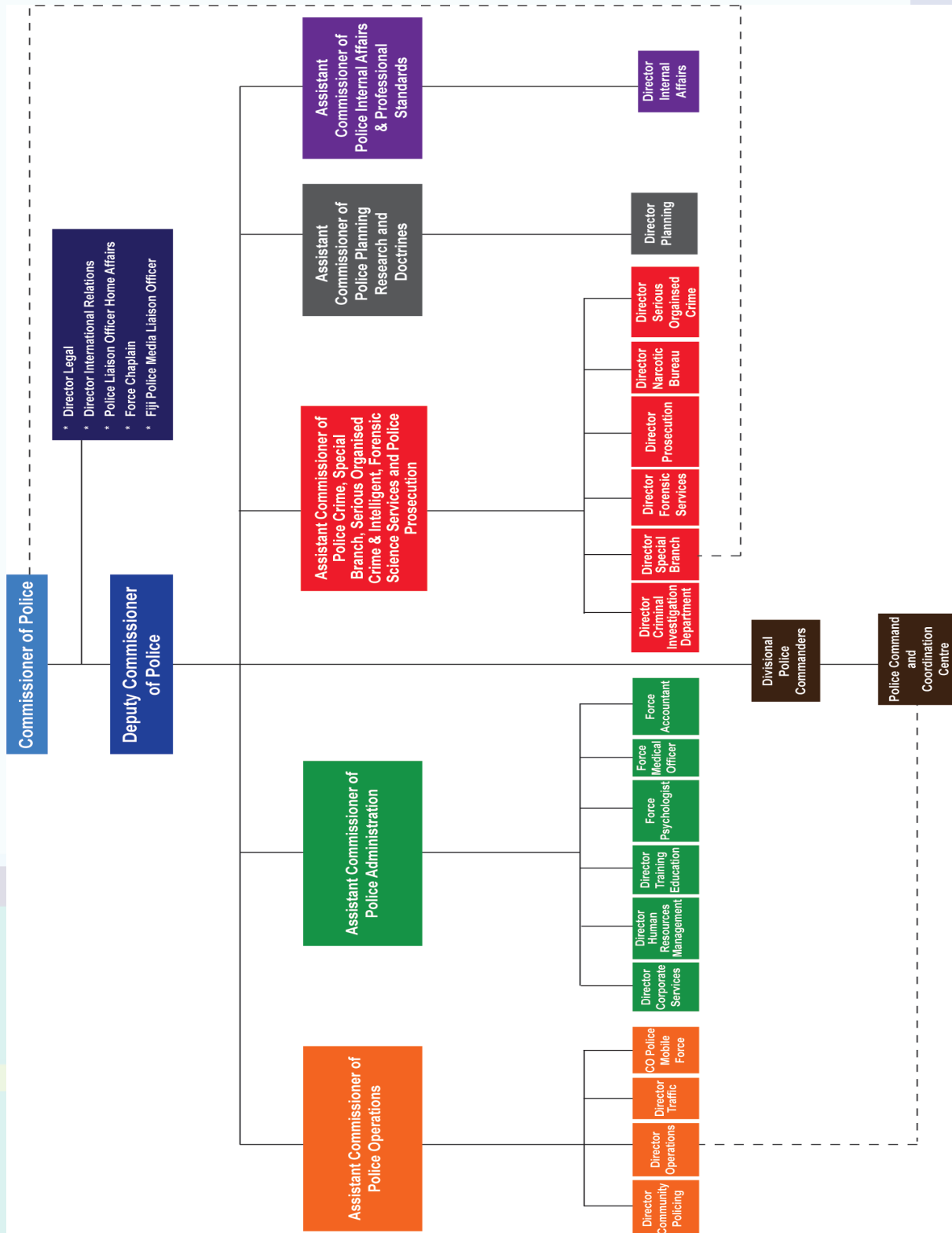
2025/2026 Expenditure for the Fiji Police Force towards achieving the following Outputs as approved by the Ministry of Finance.

**Table 1: 2025/2026 Approved Outputs**

NO.	DESCRIPTION
1.	Effective Crime Prevention and Control
2.	Efficient Investigation, Detection and Successful Prosecution
3.	Reliable Intelligence
4.	Road Safety
5.	Organisational Effectiveness

# ORGANISATIONAL COMMAND, CONTROL & COMMUNICATION STRUCTURE

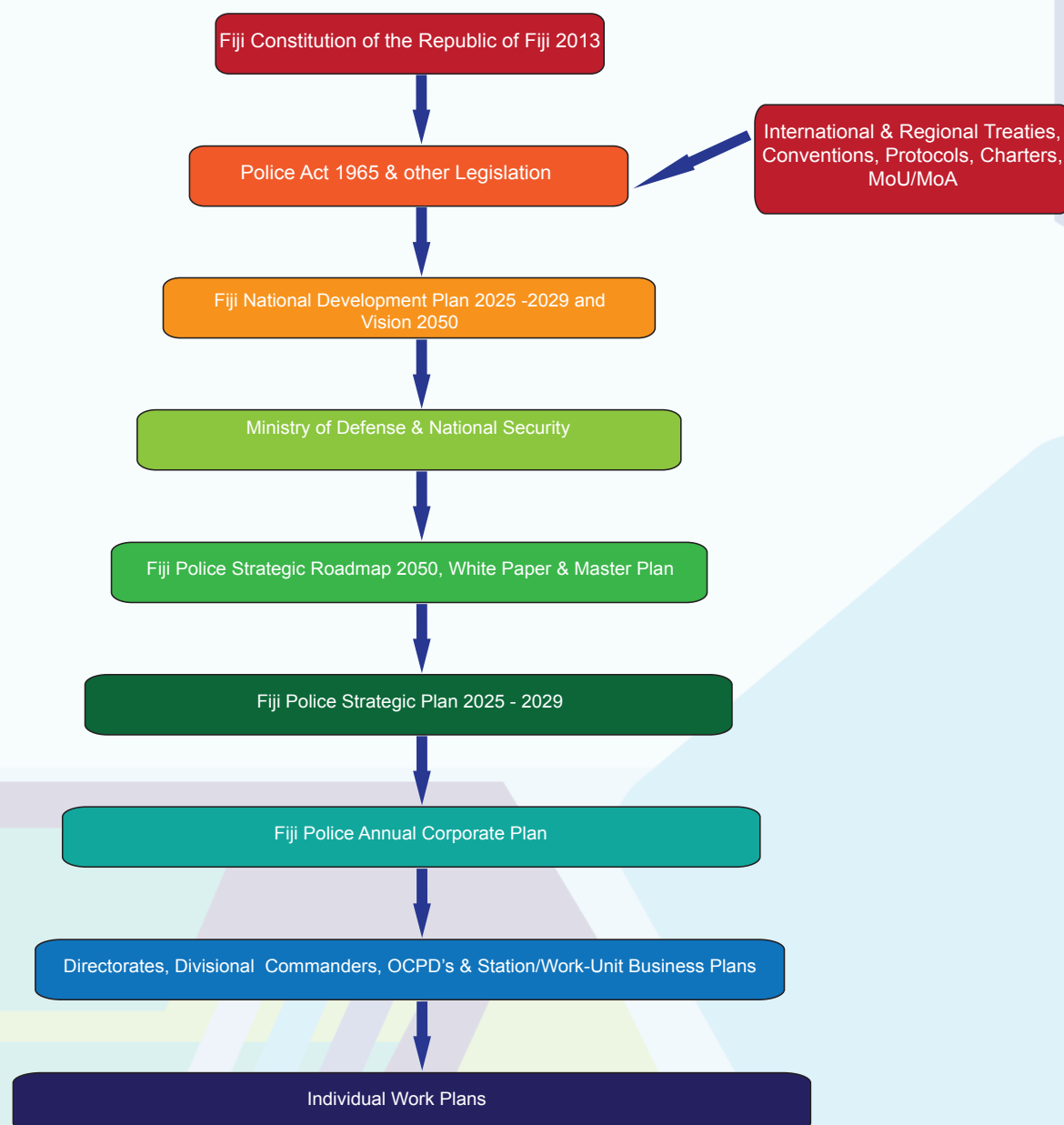
## ORGANO-CHART FIJI POLICE STRATEGIC COMMAND STRUCTURE



# FIJI POLICE STRATEGIC & CORPORATE PLANNING PROCESS

The Fiji Police currently ascribes to a variety of Strategic and Corporate Planning documents and frameworks for its daily Strategic, Corporate and Operational functioning. Chief amongst these fall within a hierarchy of scope and planning process. Whilst there is a wide range of international and regional guidelines, Fiji Police Force, in its quest for a synchronized approach to the Plans and the Planning Process, has the distinction of the following: *Fiji Police Strategic Roadmap 2050; the Fiji Police Strategic Plan 2020 - 2024; Fiji Police White paper & Masterplan, Annual Corporate Plan, Divisional, Directorate and District Business Plan, Station and Work Unit Plans, which then gets cascaded to the Individual Work Plans of the staff of the Fiji Police.*

The planning process and plans of the recent past of the Fiji Police can be tagged to the account and needs of our stakeholders, customers, and the people of Fiji, visitors, and investors alike. The Ministry of Economy and Strategic Planning requirements and guidelines, our regional and international obligations had been equally relevant to shaping the plans and planning process of the Fiji Police.



## LINKAGES TO GOVERNMENT'S STRATEGIC PRIORITIES

**TABLE 2: STRATEGIC PRIORITIES**

Targeted Outcomes (Goal/Policy Objectives)	Outcome Performance Indicators or Measures	Fiji Police Force Outputs
Maintenance of Law & Order	Reduction in Overall Offence rate by 10%	<p><b><u>Output 1:</u></b> Effective Crime Prevention and Control</p> <p><b><u>Output 2:</u></b> Efficient Investigation, Detection and Successful Prosecution</p> <p><b><u>Output 3:</u></b> Reliable Intelligence</p> <p><b><u>Output 4:</u></b> Road Safety</p> <p><b><u>Output 5:</u></b> Organisational Effectiveness</p>
	Reduction in Serious Offence rate by 10%	
	Reduction in Crime Against Women by 10%	
	Reduction in Crime Against Children by 10%	
	Number of Registered Drug Cases	
	Maintain the Detection rate above 70%	
	Maintain Successful Prosecution rate above 90%	
	Reduction in Road Fatalities by 30%	
	Reduction in Complaints against Police by 10%	

# ORGANISATIONAL OUTPUTS AND PERFORMANCE TARGETS

**TABLE 3: OUTPUTS AND PERFORMANCE TARGETS**

OUTPUT 1.0 EFFECTIVE CRIME PREVENTION & CONTROL						
Sub - Output	Strategies	Key Performance Indicators	2025/26 Targets		Responsibility	
<b><u>Sub-Output 1.1</u></b>  Synchronise DUAVATA Community Policing	1.1.1 Establish the DUAVATA Working Groups	<b><u>Quantity</u></b> 1 Working Group  <b><u>Quality</u></b> Consolidated Partnership with the Key Stakeholders  <b><u>Timeline</u></b> July 31st 2026  <b><u>Cost</u></b> As per budgetary allocation	1 Working Group		DCOP	
	1.1.2 Initiate DUAVATA Framework Awareness Programs	<b><u>Quantity</u></b> 1 Framework  <b><u>Quality</u></b> Synchronized Approach to DUAVATA Implementation on the Ground  <b><u>Timeline</u></b> July 31st 2026  <b><u>Cost</u></b> As per budgetary allocation	1 Framework		DPlans and DCOP	
	1.1.3 Review Community Policing Budgetary Allocation	<b><u>Quantity</u></b> 1 Review  <b><u>Quality</u></b> A Practical and Holistic budget  <b><u>Timeline</u></b> July 31st 2026  <b><u>Cost</u></b> As per budgetary allocation	1 Initiative		DCS, DCOP and DPlans	
<b><u>Sub- Output 1.2</u></b>  Engage in Community Oriented Partnership	1.2.1 Develop Community Awareness Programs	<b><u>Quantity</u></b> 12 Programs  <b><u>Quality</u></b> Maximizing Police and Community Partnership  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	North	2	DCOP, DPCs and MLO	
			West	2		
			South	2		
			East	2		
			Central	2		
			Media	1		
			DCOP	1		
			<b>Total</b>	<b>12</b>		

1.2.2 Pursue Police Oriented Community Policing Projects	<b><u>Quantity</u></b> 12 Projects	North	2	DCOP and DPCs
	<b><u>Quality</u></b> Ensuring Effective Intervention Programs	West	2	
	<b><u>Timeline</u></b> Annually	South	2	
	<b><u>Cost</u></b> As per budgetary allocation	East	2	
1.2.3 Maximize Initiatives Focusing on Preventing Cybercrimes.	<b><u>Quantity</u></b> 12 Programs	Central	2	DCID and DPCs
	<b><u>Quality</u></b> Empowering Communities on Prevention Initiatives.	DCOP	2	
	<b><u>Timeline</u></b> Quarterly	<b>Total</b>	<b>12</b>	
	<b><u>Cost</u></b> As per Budgetary allocation.			
1.2.4 Establish Community Based Alternative Resolution Pathways and Processes	<b><u>Quantity</u></b> 1 Initiative	DCID	2	DCOP
	<b><u>Quality</u></b> Alternative Resolution Pathways and Processes for Youth and Low Level Offenders	North	2	
	<b><u>Timeline</u></b> Bi-Annually	West	2	
	<b><u>Cost</u></b> As per budgetary allocation	South	2	
1.2.5 Establish and Develop Crime Prevention Boards and Plans in Key Region	<b><u>Quantity</u></b> 1 Initiative	East	2	DCOP
	<b><u>Quality</u></b> Engage Key Leaders in Strategy and Intel Gathering	Central	2	
	<b><u>Timeline</u></b> Bi-Annually	<b>Total</b>	<b>12</b>	
	<b><u>Cost</u></b> As per budgetary allocation			



<b>Sub-Output 1.3</b> Intensify Police Presence and Visibility	1.3.1 Strengthen Police Patrol Initiatives	<b>Quantity</b> 60 Initiatives  <b>Quality</b> Maximizing Police Footprints and Reducing Crime Rate  <b>Timeline</b> Quarterly  <b>Cost</b> As per budgetary allocation	North	8	DOPs, DPCs and Commanding Officers				
			West	8					
			South	8					
			East	8					
			Central	8					
			Border	6					
			PMF	4					
			Water Police	2					
			TPU	4					
			Police Band	2					
			K9	2					
			Total	60					
			1.3.2 Develop Targeted Operations	<b>Quantity</b> 28 Initiatives  <b>Quality</b> Effective Response to Critical Issues in the Community  <b>Timeline</b> Quarterly  <b>Cost</b> As per budgetary allocation		North	3	DOPs, DPCs and Commanding Officers	
West	3								
South	3								
East	3								
Central	3								
DOPs	4								
Border	3								
Water Police	3								
PMF	3								
Total	28								
1.3.3 Strengthening Water Police Visibility	<b>Quantity</b> 7 Initiatives  <b>Quality</b> Effective Policing  <b>Timeline</b> Quarterly  <b>Cost</b> As per budgetary allocation	North			1		DOPs, DPCs and CO PMF		
					West				1
					South				1
			East	1					
			Central	1					
			Water Pol	1					
			PMF	1					
			Total	7					
			1.3.4 Strengthen Inclusive Approach on Eexternal Awareness on Laws Involving Women and Children	<b>Quantity</b> 10 Initiatives  <b>Quality</b> Effective Policing  <b>Timeline</b> Quarterly  <b>Cost</b> As per budgetary allocation	North	2		DPCs	
						West			2
						South			2
						East			2
						Central			2
Total	10								

	1.3.5 Establish a Child Protection Unit	<b><u>Quantity</u></b> 1 Project  <b><u>Quality</u></b> Effective and Inclusive Policing  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	1 Project		DCID
<b><u>Sub-Output 1.4</u></b> Synchronized Intelligence Led Policing	1.4.1 Develop Effective Intelligence Gathering Initiative	<b><u>Quantity</u></b> 18  <b><u>Quality</u></b> Effective Policing through Quality Intelligence  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	North	2	DSB, DSOCID, DPCs and Commanding Officers
			West	2	
			South	2	
			East	2	
			Central	2	
			SB	2	
			DSOCID	2	
			Border	2	
	PMF	2			
	<b>Total</b>	<b>18</b>			
1.4.2 Develop Operation Response through Intelligence	<b><u>Quantity</u></b> 18 Initiatives  <b><u>Quality</u></b> Effective Response through Intelligence  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	North West South East Central SB DSOCID Border PMF <b>Total</b>	2 2 2 2 2 2 2 2 2 <b>18</b>	DSB, DSCOCID, DPCs and Commanding Officers	
1.4.3 Maximize Utilization of Modern Technologies and Innovative Strategies to Prevent Criminal Activities	<b><u>Quantity</u></b> 12 Initiatives  <b><u>Quality</u></b> Efficient and Effective Utilization of Technologies  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	North West South East Central Border <b>Total</b>	2 2 2 2 2 2 <b>12</b>	DPCs and DCS	

<b>Sub- Output 1.5</b> Strengthen Integration with Key Stakeholders	1.5.1 Develop Integrated Approach Programs	<b>Quantity</b> 16 Programs  <b>Quality</b> Strengthen Stakeholder Relationship  <b>Timeline</b> Quarterly  <b>Cost</b> As per budgetary allocation	<table><tr><td>North</td><td>2</td></tr><tr><td>West</td><td>2</td></tr><tr><td>South</td><td>2</td></tr><tr><td>East</td><td>2</td></tr><tr><td>Central</td><td>2</td></tr><tr><td>Border</td><td>2</td></tr><tr><td>PMF</td><td>2</td></tr><tr><td>Water Pol</td><td>2</td></tr><tr><td><b>Total</b></td><td><b>16</b></td></tr></table>	North	2	West	2	South	2	East	2	Central	2	Border	2	PMF	2	Water Pol	2	<b>Total</b>	<b>16</b>	DPCs, DOPs and CO PMF
	North	2																				
	West	2																				
	South	2																				
East	2																					
Central	2																					
Border	2																					
PMF	2																					
Water Pol	2																					
<b>Total</b>	<b>16</b>																					
1.5.2 Promote Crime Prevention Through Environmental Design	<b>Quantity</b> 12 Programs  <b>Quality</b> Strengthen Stakeholder Relationship  <b>Timeline</b> Quarterly  <b>Cost</b> As per budgetary allocation	<table><tr><td>North</td><td>2</td></tr><tr><td>West</td><td>2</td></tr><tr><td>South</td><td>2</td></tr><tr><td>East</td><td>2</td></tr><tr><td>Central</td><td>2</td></tr><tr><td>DCOP</td><td>2</td></tr><tr><td><b>Total</b></td><td><b>12</b></td></tr></table>	North	2	West	2	South	2	East	2	Central	2	DCOP	2	<b>Total</b>	<b>12</b>	DCOP and DPCs					
North	2																					
West	2																					
South	2																					
East	2																					
Central	2																					
DCOP	2																					
<b>Total</b>	<b>12</b>																					
1.5.3 Engage Stakeholders on Gender Base Violence(GBV) Capacity Building Programs	<b>Quantity</b> 7 Programs  <b>Quality</b> Strengthen GBV Capacity Building with Stakeholders  <b>Timeline</b> Quarterly  <b>Cost</b> As per budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>DCOP</td><td>2</td></tr><tr><td><b>Total</b></td><td><b>7</b></td></tr></table>	North	1	West	1	South	1	East	1	Central	1	DCOP	2	<b>Total</b>	<b>7</b>	DCOP and DPCs					
North	1																					
West	1																					
South	1																					
East	1																					
Central	1																					
DCOP	2																					
<b>Total</b>	<b>7</b>																					
1.5.4 Develop Interoperable Initiative with Maritime Government Agencies	<b>Quantity</b> 1 Initiative  <b>Quality</b> SOP & MOU to Better Leverage and Amplify the Impact of Combined Resources  <b>Timeline</b> Annually  <b>Cost</b> As per budgetary allocation	1 Collaborative Initiative	DOPs, DPC's, DLegal and DPlans																			

	1.5.5 Review MOU on Prisoner Management	<u>Quantity</u> 1 Initiative  <u>Quality</u> MOU on Remand Prisoner Escort Activities to be Transferred to Corrections.  <u>Timeline</u> Annually  <u>Cost</u> As per budgetary allocation	1 Initiative	DOPs, DLegal and DPlans	
	1.5.6 Engage Stakeholders with Canine Unit Uplift	<u>Quantity</u> 1 Initiative <u>Quality</u> Improve Canine Unit responsiveness  <u>Timeline</u> Annually  <u>Cost</u> As per budgetary allocation	1 Initiative	DOPs, DIR and DPlans	
	1.5.7 Engage Experts in Operational Improvement	<u>Quantity</u> 1 Initiative  <u>Quality</u> Effective Operational Deployment and Response  <u>Timeline</u> Bi-Annually  <u>Cost</u> As per budgetary allocation	1 Initiative	DIR and DOPs	
<u>Sub- Output 1.6</u> Strengthen Police Emergency Response Initiatives	1.6.1 Develop Consistent Emergency Mock Exercises	<u>Quantity</u> 16 Exercises  <u>Quality</u> Effective Operation Readiness and Response  <u>Timeline</u> Quarterly  <u>Cost</u> As per budgetary allocation	North	2	DOPs, DPCs and CO PMF
			West	2	
			South	2	
			East	2	
			Central	2	
			Border	2	
			PMF	2	
			WaterPol	2	
			Total	16	

	1.6.2 Enhance Natural Disasters Awareness Initiatives	<b><u>Quantity</u></b> 16 Initiatives	<b><u>Quality</u></b> Effective Operation Readiness and Response	<b><u>Timeline</u></b> Quarterly	<b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>North</td><td>2</td></tr><tr><td>West</td><td>2</td></tr><tr><td>South</td><td>2</td></tr><tr><td>East</td><td>2</td></tr><tr><td>Central</td><td>2</td></tr><tr><td>Border</td><td>2</td></tr><tr><td>PMF</td><td>2</td></tr><tr><td>WaterPol</td><td>2</td></tr><tr><td><b>Total</b></td><td><b>16</b></td></tr></table>	North	2	West	2	South	2	East	2	Central	2	Border	2	PMF	2	WaterPol	2	<b>Total</b>	<b>16</b>	DOPs, DPCs and CO PMF
	North	2																							
	West	2																							
	South	2																							
East	2																								
Central	2																								
Border	2																								
PMF	2																								
WaterPol	2																								
<b>Total</b>	<b>16</b>																								
	1.6.3 Develop Integrated Disaster Initiatives with other Stakeholders	<b><u>Quantity</u></b> 8 Initiatives	<b><u>Quality</u></b> Establish Multi Agency Training and Exercise for Disaster Events	<b><u>Timeline</u></b> Bi-Annually	<b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td>PMF</td><td>1</td></tr><tr><td>WaterPol</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>8</b></td></tr></table>	North	1	West	1	South	1	East	1	Central	1	Border	1	PMF	1	WaterPol	1	<b>Total</b>	<b>8</b>	DOPs, DPCs and CO PMF
	North	1																							
	West	1																							
	South	1																							
East	1																								
Central	1																								
Border	1																								
PMF	1																								
WaterPol	1																								
<b>Total</b>	<b>8</b>																								
	1.6.4 Develop Public Order Management Awareness Programs	<b><u>Quantity</u></b> 14 Programs	<b><u>Quality</u></b> Effective Operation Readiness and Response	<b><u>Timeline</u></b> Quarterly	<b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>North</td><td>2</td></tr><tr><td>West</td><td>2</td></tr><tr><td>South</td><td>2</td></tr><tr><td>East</td><td>2</td></tr><tr><td>Central</td><td>2</td></tr><tr><td>Border</td><td>2</td></tr><tr><td>PMF</td><td>2</td></tr><tr><td><b>Total</b></td><td><b>14</b></td></tr></table>	North	2	West	2	South	2	East	2	Central	2	Border	2	PMF	2	<b>Total</b>	<b>14</b>	DPCs and CO PMF		
	North	2																							
	West	2																							
	South	2																							
East	2																								
Central	2																								
Border	2																								
PMF	2																								
<b>Total</b>	<b>14</b>																								
	1.6.5 Intensify Infectious Diseases Awareness Programs	<b><u>Quantity</u></b> 8 Programs	<b><u>Quality</u></b> Strengthening Integration with Relevant Agencies	<b><u>Timeline</u></b> Bi-Annually	<b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td>PMF</td><td>1</td></tr><tr><td>FMO</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>8</b></td></tr></table>	North	1	West	1	South	1	East	1	Central	1	Border	1	PMF	1	FMO	1	<b>Total</b>	<b>8</b>	DPCs, CO PMF and FMO
	North	1																							
	West	1																							
	South	1																							
East	1																								
Central	1																								
Border	1																								
PMF	1																								
FMO	1																								
<b>Total</b>	<b>8</b>																								

	1.6.6 Establish Search and Rescue (SAR) Framework	<p><b><u>Quantity</u></b> 1 Framework</p> <p><b><u>Quality</u></b> Effective Response and SAR Capability</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Framework	DOPs and DPLANs
	1.6.7 Maximise SAR Capacity Building and Initiatives	<p><b><u>Quantity</u></b> 2 Initiatives</p> <p><b><u>Quality</u></b> Maximise Operation Response on SAR Capability</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	2 Initiatives	DOPs
<b><u>Sub-Output 1.7</u></b> Establishing Stakeholder Engagements in Addressing Emerging Threats for Minimal Community Impacts	1.7.1 Developing Stakeholders Engagement Initiatives on Addressing Emerging Threats	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Ensuring Effective Stakeholders Engagement</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DSB
	1.7.2 Developing Relevant Awareness Packages on Emerging Threats	<p><b><u>Quantity</u></b> 1 Awareness Package</p> <p><b><u>Quality</u></b> Emerging Threats and Challenges Addressed</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Awareness Package	DTE, DPlans, DCOP and DPCs



## OUTPUT 2: EFFICIENT INVESTIGATION, DETECTION AND SUCCESSFUL PROSECUTION

<b><u>Sub-Output 2.1</u></b> Evidence Based Investigation	2.1.2 Initiate Joint Prosecution Programs with Critical Stakeholders	<b><u>Quantity</u></b> 6 Programs  <b><u>Quality</u></b> Prosecution Information Sharing  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation			DSP and DPCs
			North	1	
			West	1	
			South	1	
			East	1	
			Central	1	
			DSP	1	
			Total	6	
<b><u>Sub- Output 2.2</u></b> Enhancing and Pursue the Value of Science and Technology	2.2.1 Pursue Detection through Forensic Approaches	<b><u>Quantity</u></b> 90% Detection on all Forensic Based Cases  <b><u>Quality</u></b> Scientific Evidence Based Results  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	Test	Percentage	DFSS
			DNA Test	90%	
			Drug Test	90%	
	2.2.2 Establish a modern and a centralised Forensics Division	<b><u>Quantity</u></b> 1 Project  <b><u>Quality</u></b> State of the Art Forensic Building  <b><u>Timeline</u></b> Annually  <b><u>Cost</u></b> As per budgetary allocation	1 Project		DCS and DFSS
	2.2.3 Modernize the Organisation Information Communication Technology (ICT).	<b><u>Quantity</u></b> 1 Project  <b><u>Quality</u></b> Investment on ICT Uplift and Enhancement  <b><u>Timeline</u></b> Annually  <b><u>Cost</u></b> As per budgetary allocation	1 Project		DCS, DPlans and DOPs

<b>Sub-Output 2.3</b> Promoting Partnership with other Stakeholders	2.3.1 Develop Counter Initiatives on Transnational and Organized Crimes	<b>Quantity</b> 3 Initiatives  <b>Quality</b> Effective Policing Through Quality Intelligence  <b>Timeline</b> Bi-Annually  <b>Cost</b> As per budgetary allocation	<table><tr><td>DSB</td><td>1</td></tr><tr><td>DSOCID</td><td>1</td></tr><tr><td>DFSS</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>3</b></td></tr></table>		DSB	1	DSOCID	1	DFSS	1	<b>Total</b>	<b>3</b>	DSB, DSOCID and DFSS												
	DSB	1																							
DSOCID	1																								
DFSS	1																								
<b>Total</b>	<b>3</b>																								
2.3.2 Initiate integration with Other Stakeholders on Case Management System	<b>Quantity</b> 1 Initiative  <b>Quality</b> Revisit Work done by AFP on Case Management System  <b>Timeline</b> Bi-Annually  <b>Cost</b> As per budgetary allocation	1 Initiative		DCID, and DPlans																					
<b>Sub-Output 2.4</b> Enhance Investigation Skills and Knowledge of the Law	2.4.1 Develop Frontline Investigative Capability Training Programs	<b>Quantity</b> 9 Programs  <b>Quality</b> High detection and prosecution  <b>Timeline</b> Quarterly  <b>Cost</b> As per budgetary allocation	<table><tr><td>DCID</td><td>1</td></tr><tr><td>DTE</td><td>1</td></tr><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td>PMF</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>9</b></td></tr></table>		DCID	1	DTE	1	North	1	West	1	South	1	East	1	Central	1	Border	1	PMF	1	<b>Total</b>	<b>9</b>	DTE, DLegal, DCID, DPCs, and CO PMF
	DCID	1																							
DTE	1																								
North	1																								
West	1																								
South	1																								
East	1																								
Central	1																								
Border	1																								
PMF	1																								
<b>Total</b>	<b>9</b>																								
2.4.2 Review Proceeds of Crime Management	<b>Quantity</b> 1 Reviews  <b>Quality</b> Effective Proceeds of Crime Execution  <b>Timeline</b> Bi-Annually  <b>Cost</b> As per budgetary allocation	1 Program		DCID																					

<b>Sub-Output 2.5</b> Ensuring Successful Prosecution	2.5.1 Develop Relevant Prosecution Initiatives	<b>Quantity</b> 6 Initiatives  <b>Quality</b> 90% Successful Prosecution Rate  <b>Timeline</b> Quarterly  <b>Cost</b> As per Budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>DPros</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>6</b></td></tr></table>		North	1	West	1	South	1	East	1	Central	1	DPros	1	<b>Total</b>	<b>6</b>	DSP and DPCs				
	North	1																					
West	1																						
South	1																						
East	1																						
Central	1																						
DPros	1																						
<b>Total</b>	<b>6</b>																						
	2.5.2 Initiate Consistent Warrant Execution through Data and Resources Sharing	<b>Quantity</b> 8 Initiatives  <b>Quality</b> Utilize Data in Warrant Execution  <b>Timeline</b> Quarterly  <b>Cost</b> As per Budgetary allocation	<table><tr><td>DPROs</td><td>1</td></tr><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td>PSRU</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>8</b></td></tr></table>		DPROs	1	North	1	West	1	South	1	East	1	Central	1	Border	1	PSRU	1	<b>Total</b>	<b>8</b>	DSP, DPCs, and CO PMF
DPROs	1																						
North	1																						
West	1																						
South	1																						
East	1																						
Central	1																						
Border	1																						
PSRU	1																						
<b>Total</b>	<b>8</b>																						
<b>Sub-Output 2.6</b> Develop Relevant Prosecution Initiative and Dismantling Networks	2.6.1 Initiate Relevant Prosecution Dismantling Network	<b>Quantity</b> 2 Initiatives  <b>Quality</b> Successful Prosecution Rate  <b>Timeline</b> Quarterly  <b>Cost</b> As per budgetary allocation	2 Initiatives		DSP																		
	2.6.2 Develop Prosecution Capability & Capacity Building Initiative	<b>Quantity</b> 1 Initiative  <b>Quality</b> Enhance Training & Resources for Prosecution  <b>Timeline</b> Quarterly  <b>Cost</b> As per budgetary allocation	1 Initiative per quarter		DSP, DIA, DTE, DIR, DHRM and DCS																		

### OUTPUT 3: RELIABLE INTELLIGENCE

<b><u>Sub- Output</u></b> <b><u>3.1</u></b> Sustaining Effective Intelligence Approaches	3.1.1 Enhancing Information Focused Analysis Programs	<b><u>Quantity</u></b> 7 Programs  <b><u>Quality</u></b> Analytical Intelligence for Policing  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>DSB</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>7</b></td></tr></table>	North	1	West	1	South	1	East	1	Central	1	DSB	1	Border	1	<b>Total</b>	<b>7</b>	DSB and DPCs			
	North	1																					
	West	1																					
	South	1																					
East	1																						
Central	1																						
DSB	1																						
Border	1																						
<b>Total</b>	<b>7</b>																						
3.1.2 Review Special Branch Chain of Command	<b><u>Quantity</u></b> 1 Review  <b><u>Quality</u></b> Effective Reporting System  <b><u>Timeline</u></b> Bi- Annually  <b><u>Cost</u></b> As per budgetary allocation	1 Review	DSB, DPCs, DOPs and DPlans																				
3.1.3 Creating Intelligence Sharing Opportunities	<b><u>Quantity</u></b> 9 Initiatives  <b><u>Quality</u></b> Effective Information Sharing  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>DSB</td><td>1</td></tr><tr><td>DCID</td><td>1</td></tr><tr><td>DSOCID</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>9</b></td></tr></table>	North	1	West	1	South	1	East	1	Central	1	DSB	1	DCID	1	DSOCID	1	Border	1	<b>Total</b>	<b>9</b>	DSB, DCID, DSOCID, and DPCs
North	1																						
West	1																						
South	1																						
East	1																						
Central	1																						
DSB	1																						
DCID	1																						
DSOCID	1																						
Border	1																						
<b>Total</b>	<b>9</b>																						
<b><u>Sub- Output</u></b> <b><u>3.2</u></b> Establishing and Maintaining Reliable Intelligence Sources.	3.2.1 Maximize Cultivation of New Informers  <b><u>Quantity</u></b> 6 Initiatives  <b><u>Quality</u></b> Effective Policing through Intelligence Reliability  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>DSB</td><td>2</td></tr><tr><td>DSOCID</td><td>2</td></tr><tr><td>DCID</td><td>2</td></tr><tr><td><b>Total</b></td><td><b>6</b></td></tr></table>	DSB	2	DSOCID	2	DCID	2	<b>Total</b>	<b>6</b>	DSB, DSOCID and DCID												
DSB	2																						
DSOCID	2																						
DCID	2																						
<b>Total</b>	<b>6</b>																						

	3.2.2 Review Management of Confidential Informant	<b><u>Quantity</u></b> 3 Initiatives  <b><u>Quality</u></b> Effective Policing through Intelligence Reliability  <b><u>Timeline</u></b> Bi-Annually  <b><u>Cost</u></b> As per budgetary allocation	DSB	1	DSB, DSOCID and DCID
			DSOCID	1	
			DCID	1	
			Total	3	
	3.2.3 Ensure the Maintaining of Existing Informers	<b><u>Quantity</u></b> 3 Initiatives  <b><u>Quality</u></b> Reliable Intelligence for Policing  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	DSB	1	DSB, DSOCID and DCID
			DSOCID	1	
			DCID	1	
			Total	3	
	3.2.4 Pursue Initiatives In Combatting Drug Trafficking.	<b><u>Quantity</u></b> 4 Initiatives  <b><u>Quality</u></b> Strengthen Partnership with Other Agencies.  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	DSB	1	DCID, DSOCID, DOPs and CO PMF
			DSOCID	1	
			DCID	1	
			CO PMF	1	
			Total	4	

#### OUTPUT 4: ROAD SAFETY

<b><u>Sub- Output</u></b> <b><u>4.1</u></b> Strengthen Integration with Other Critical Stakeholders	4.1.1 Enhance Joint Operation	<b><u>Quantity</u></b> 11 Initiatives	North	2	DTC and DPCs
		<b><u>Quality</u></b> Strengthen Collaboration	West	2	
			South	2	
			East	2	
			Central	2	
			DTC	1	
			<b><u>Timeline</u></b> Quarterly	<b>Total</b>	
		<b><u>Cost</u></b> As per budgetary allocation			

	4.1.2 Initiate Consultative Meetings	<u><b>Quantity</b></u> 7 Initiatives  <u><b>Quality</b></u> Maximize Stakeholders Input  <u><b>Timeline</b></u> Quarterly  <u><b>Cost</b></u> As per budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>DTTC</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>7</b></td></tr></table>	North	1	West	1	South	1	East	1	Central	1	DTTC	1	Border	1	<b>Total</b>	<b>7</b>	DTC and DPCs
North	1																			
West	1																			
South	1																			
East	1																			
Central	1																			
DTTC	1																			
Border	1																			
<b>Total</b>	<b>7</b>																			
<u><b>Sub Output</b></u> <u><b>4.2</b></u> Effective Road Safety Community Awareness	4.2.1 Develop a National Road Safety Plan	<u><b>Quantity</b></u> 1 Plan  <u><b>Quality</b></u> Safe Road User  <u><b>Timeline</b></u> Quarterly  <u><b>Cost</b></u> As per budgetary allocation	1 Plan	DTC, DOPs, DPCs and DPlans																
	4.2.2 Develop Road Safety Community Awareness Program	<u><b>Quantity</b></u> 8 Initiatives  <u><b>Quality</b></u> Reduce Traffic Related Incidents  <u><b>Timeline</b></u> Quarterly  <u><b>Cost</b></u> As per budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>DTC</td><td>2</td></tr><tr><td>Media</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>8</b></td></tr></table>	North	1	West	1	South	1	East	1	Central	1	DTC	2	Media	1	<b>Total</b>	<b>8</b>	DPCs, PMLO and DTC
	North	1																		
West	1																			
South	1																			
East	1																			
Central	1																			
DTC	2																			
Media	1																			
<b>Total</b>	<b>8</b>																			
4.2.3 Intensify Road Presence	<u><b>Quantity</b></u> 18 Initiatives  <u><b>Quality</b></u> Consistent Traffic Deterrent Approach  <u><b>Timeline</b></u> Quarterly  <u><b>Cost</b></u> As per budgetary allocation	<table><tr><td>North</td><td>3</td></tr><tr><td>West</td><td>3</td></tr><tr><td>South</td><td>3</td></tr><tr><td>East</td><td>3</td></tr><tr><td>Central</td><td>3</td></tr><tr><td>DTC</td><td>3</td></tr><tr><td><b>Total</b></td><td><b>18</b></td></tr></table>	North	3	West	3	South	3	East	3	Central	3	DTC	3	<b>Total</b>	<b>18</b>	DTC and DPCs			
North	3																			
West	3																			
South	3																			
East	3																			
Central	3																			
DTC	3																			
<b>Total</b>	<b>18</b>																			



<b><u>Sub- Output 4.3</u></b> Effective Traffic Enforcement Initiatives	4.3.1 Intensify Traffic Enforcement Programs	<b><u>Quantity</u></b> 18 Programs  <b><u>Quality</u></b> Consistent Traffic Enforcement  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	North		3	DTC and DPCs
			West		3	
			South		3	
			East		3	
			Central		3	
			DTC		3	
			<b>Total</b>		<b>18</b>	
<b><u>Sub-Output 4.4</u></b> Enhance Capability Development	4.4.1 Develop Traffic Investigative Initiatives	<b><u>Quantity</u></b> 5 Initiatives  <b><u>Quality</u></b> Timely and Efficient Traffic Investigations  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	North		1	DPCs
			West		1	
			South		1	
			East		1	
			Central		1	
			Total		5	
	4.4.2 Initiate Capability Monitoring Program	<b><u>Quantity</u></b> 8 Programs  <b><u>Quality</u></b> Effective Capability Management  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	North		1	DTC, DPCs and CO PMF
			West		1	
			South		1	
			East		1	
			Central		1	
			Border		1	
PMF			1			
DTC		1				
<b>Total</b>		<b>8</b>				
4.4.3 Modernize Command & Coordination Centers	<b><u>Quantity</u></b> 1 Initiative  <b><u>Quality</u></b> Improve Capability of Command Centers  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	1 Initiative			DOPs, DPlans, DIR, DPCs and DCS	

	4.4.4 Partnership with other Policing Agencies for PMF Capability.	<p><b><u>Quantity</u></b> 2 Initiatives</p> <p><b><u>Quality</u></b> Lift PMF Capability</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	2 Initiatives	DOPs, CO PMF and DIR
<b><u>Sub-Output 4.5</u></b> Enhancing Traffic Technological Equipment's	4.5.1 Pursue New Innovative Traffic Technologies	<p><b><u>Quantity</u></b> 1 Framework</p> <p><b><u>Quality</u></b> Disseminate Real Time Data to Traffic Patrol Officers</p> <p><b><u>Timeline</u></b> By 30th July 2026</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Framework	DTC, DCS, DIR and DPCs

#### OUTPUT 5: ORGANISATIONAL EFFECTIVENESS

<b><u>Sub- Output 5.1</u></b> Enhancing Leadership, Command and Management	5.1.1 Pursue International Leadership, Management, Assignment and Training Opportunities	<p><b><u>Quantity</u></b> 2 Assignments</p> <p><b><u>Quality</u></b> Internationally Recognized Leadership Skills</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	2 Leadership Assignments	DHRM and DIR
	5.1.2 Pursue Leadership Training Opportunities	<p><b><u>Quantity</u></b> 3 Programs</p> <p><b><u>Quality</u></b> Proficient Leadership Skills</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	3 Programs	DHRM and DTE

5.1.3 Strengthen Leadership Enhancement Initiatives	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Effective Decision Making</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DHRM
5.1.4 Engage with MOFA on Inclusion of Senior Police Officers in Foreign Training	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Recognized Leadership Capability</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DIR
5.1.5 Develop and Inculcate International Relations Curriculum in Senior Leadership Training Program.	<p><b><u>Quantity</u></b> 1 Policy</p> <p><b><u>Quality</u></b> Recognized International Relations Career Pathway</p> <p><b><u>Timeline</u></b> Quarterly</p>	1 Policy	DTE and DIR
5.1.6 Establish Partnership with International Entities for Expansion of FPF Services	<p><b><u>Quantity</u></b> 1 Framework</p> <p><b><u>Quality</u></b> Pathway Established for Qualified Officers in Foreign Services</p> <p><b><u>Timeline</u></b> Annually</p>	1 Framework	DIR and DPlans
5.1.7 Provide Legal Support on Established International Framework	<p><b><u>Quantity</u></b> 1 Framework</p> <p><b><u>Quality</u></b> Legal Support on Established International Framework</p> <p><b><u>Timeline</u></b> By 31st July 2026</p>	1 Framework	DLegal and DIR

	5.1.8 Review Leadership Structure	<p><b><u>Quantity</u></b> 1 Review</p> <p><b><u>Quality</u></b> Align Leadership to Commissioner's Intent</p> <p><b><u>Timeline</u></b> By 31st July 2026</p>	1 Review	DHRM, DPlans and DLegal
<b><u>Sub- Output</u></b> <b><u>5.2</u></b> Managing Human Resources Effectively	5.2.1 Modernize Human Resource Functions Operating Model	<p><b><u>Quantity</u></b> 1 Project</p> <p><b><u>Quality</u></b> Durable, Ethical and Policy Supported Model</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary</p>	1 Project	DHRM
	5.2.2 Re-Establish Effective Succession Planning Framework	<p><b><u>Quantity</u></b> 1 Program</p> <p><b><u>Quality</u></b> Durable Talent Management Operating Model</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Program	DHRM
	5.2.3 Strengthen Employee Career Development and Employee Retention	<p><b><u>Quantity</u></b> 1 Policy</p> <p><b><u>Quality</u></b> Reduce Employee Turnover</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Policy	DHRM and DPlans
	5.2.4 Revive, Review and Realign Past Enabling Policy	<p><b><u>Quantity</u></b> 5 Policies</p> <p><b><u>Quality</u></b> Relevant and Updated HR Policies</p> <p><b><u>Timeline</u></b> By the 30th June, 2026</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	5 Policies	DHRM and DPlans

	5.2.5 Review Remuneration	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Fair and Competitive Compensation</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DPlans, DCS and DHRM
	5.2.6 Develop Job Description Reviews and Analysis Framework	<p><b><u>Quantity</u></b> 1 Framework</p> <p><b><u>Quality</u></b> Coordinated Job Description</p> <p><b><u>Timeline</u></b> By June 30th, 2026</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Framework	DHRM
	5.2.7 Strengthen Preparation and Management of All Mission	<p><b><u>Quantity</u></b> All Mission Deployment Initiatives</p> <p><b><u>Quality</u></b> Prepare and Reintegrate all Officers Pre and Post Deployment</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	Prepare and Reintegrate all Officers Pre and Post Deployment	DIR and DCS
	5.2.8 Initiating Empowerment Practices at all Levels	<p><b><u>Quantity</u></b> 30 Programs</p> <p><b><u>Quality</u></b> Prompt Decision Making and Response</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative per Formation	All Directors, DPCs and CO PMF

	5.2.9 Implement Performance Management Initiatives	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Coordinated Job Description</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Performance Monitoring Initiative	DHRM
<b><u>Sub -Output</u></b> <b><u>5.3</u></b> Manage Reform and Restructure	5.3.1 Develop Uplift Program Plan	<p><b><u>Quantity</u></b> 1 Program</p> <p><b><u>Quality</u></b> Quality Service Delivery</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation.</p>	1 Program	DPlans, DHRM and DIR
	5.3.2 Review Remuneration Structure	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Updated Salary and Allowances</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DPlans, DHRM and DCS
	5.3.3 Review the Force Governance Framework	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Redesign the Force Governance Framework</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DHRM, DPlans, DCS and DIA



<b><u>Sub-Output 5.4</u></b> Maintaining a Healthy and Safe Workforce	5.4.1 Develop Effective Health Focused Initiatives	<b><u>Quantity</u></b> 1 Initiative  <b><u>Quality</u></b> Healthy Workforce  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	1 Initiative	FMO
	5.4.2 Promoting Wellness and Fitness Programs	<b><u>Quantity</u></b> 60 Programs  <b><u>Quality</u></b> Fit and Responsive Organization  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	2 Initiatives per Formation	All Directors, DPCs and CO PMF
	5.4.3 Strengthen Organizational Safety Practices	<b><u>Quantity</u></b> 30 Initiatives  <b><u>Quality</u></b> OHS Compliance  <b><u>Timeline</u></b> Bi-Annually  <b><u>Cost</u></b> As per budgetary allocation	1 Initiatives per Formations	All Directors, DPCs and CO PMF
<b><u>Sub- Output 5.5</u></b> Smart Utilization of Resources	5.5.1 Develop Effective Resource Management Plan	<b><u>Quantity</u></b> 1 Plan  <b><u>Quality</u></b> Maximize Quality Productivity  <b><u>Timeline</u></b> Bi-Annually  <b><u>Cost</u></b> As per budget allocation	1 Plan	DCS

	5.5.2 Develop Effective Environmentally Friendly Policies	<b><u>Quantity</u></b> 1 Policy  <b><u>Quality</u></b> Environmentally Friendly Organization  <b><u>Timeline</u></b> Annually  <b><u>Cost</u></b> As per budget allocation	1 Policy	DHRM and DPlans																				
	5.5.3 Pursue Green Policing Initiative	<b><u>Quantity</u></b> 1 Initiative  <b><u>Quality</u></b> Environnemental Sustainable Organisation  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	1 Initiative	DCS, DCOP DPCs																				
	5.5.4 Develop Consistent Resource Monitoring Plan	<b><u>Quantity</u></b> 18 Plans  <b><u>Quality</u></b> Effective Accountability Approach  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>North</td><td>2</td></tr><tr><td>West</td><td>2</td></tr><tr><td>South</td><td>2</td></tr><tr><td>East</td><td>2</td></tr><tr><td>Central</td><td>2</td></tr><tr><td>Border</td><td>2</td></tr><tr><td>PMF</td><td>2</td></tr><tr><td>DCS</td><td>2</td></tr><tr><td>Water Pol</td><td>2</td></tr><tr><td><b>Total</b></td><td><b>18</b></td></tr></table>	North	2	West	2	South	2	East	2	Central	2	Border	2	PMF	2	DCS	2	Water Pol	2	<b>Total</b>	<b>18</b>	DOPs, DCS, DPCs and CO PMF
	North	2																						
	West	2																						
South	2																							
East	2																							
Central	2																							
Border	2																							
PMF	2																							
DCS	2																							
Water Pol	2																							
<b>Total</b>	<b>18</b>																							
5.5.5 Develop Fleet Management Plan	<b><u>Quantity</u></b> 1 Plan  <b><u>Quality</u></b> Compatible Mobility System  <b><u>Timeline</u></b> Bi-Annually  <b><u>Cost</u></b> As per budgetary allocation	1 Initiative	DCS																					

	5.5.6 Enhance and Monitor Communication Capability Plan	<p><b><u>Quantity</u></b> 1 Plan</p> <p><b><u>Quality</u></b> Effective and Secure Communication Platform</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DCS
	5.5.7 Review and Redesign Data Gathering Ensuring Diverse Inclusivity.	<p><b><u>Quantity</u></b> 1 Framework</p> <p><b><u>Quality</u></b> Inclusive Data Gathering</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Framework	DCS and DPlans
	5.5.8 Formulate, Monitor and Review Organizational Plan	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Monitor Organizational Output</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DPlans
	5.5.9 Pursue Data Management System	<p><b><u>Quantity</u></b> 1 Project</p> <p><b><u>Quality</u></b> Upgrade of Data System to Digitalized Platform</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Project	DPlans and DCS

<b>Sub Output</b> <b>5.6</b> Prioritize Capacity Building Programs	5.6.1 Develop and Implement Relevant Training Initiatives	<b>Quantity</b> 1 Initiative  <b>Quality</b> Multi Skill and Proficient Work Force  <b>Timeline</b> Bi-Annually  <b>Cost</b> As per budget allocation	1 Initiative	DTE, DHRM and DIR
	5.6.2 Strengthen Cyber Crime Unit	<b>Quantity</b> 2 Initiatives  <b>Quality</b> Successful Cyber Crime Investigation  <b>Timeline</b> Annually  <b>Cost</b> As per budgetary allocation	2 Initiatives	DCID, DHRM and DCS
	5.6.3 Initiate Training Need Analysis	<b>Quantity</b> 1 Initiative  <b>Quality</b> Effective Modern Policing  <b>Timeline</b> Bi-Annually  <b>Cost</b> As per budgetary allocation	1 Initiative	DTE
	5.6.4 Review & Re-Design Training Curriculum & Facilities	<b>Quantity</b> 1 Project  <b>Quality</b> Modern Training Facilities and Curriculum  <b>Timeline</b> Bi-Annually  <b>Cost</b> As per budgetary allocation	1 Project	DTE, DPlans, DCS and DHRM

	5.6.5 Develop Academic Long-Term Plan	<p><b><u>Quantity</u></b> 1 Policy</p> <p><b><u>Quality</u></b> Academic SOP Plan</p> <p><b><u>Timeline</u></b> By April 2026</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Policy	DTE and DHRM
	5.6.6 Initiate Media and Communication Capacity Building	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Officers Communication and Media Training</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DTE, DIR, DHRM, DCS
	5.6.7 Initiate Strategic Document and Policies Awareness at All Levels of the Organisation	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Strategic Aligned Organization</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DPlans
	5.6.8 Initiating Sharing of Relevant Information at All Levels	<p><b><u>Quantity</u></b> 30 Initiatives</p> <p><b><u>Quality</u></b> Effective and Accessible Organizational Information</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budget allocation</p>	1 Initiative per Formation	All Directors DPCs and CO PMF

<b><u>Sub - Output</u></b> <b><u>5.7</u></b> Pursuing Digitalization of Police Records	5.6.9 Review of Community Policing Training Curriculum	<b><u>Quantity</u></b> 1 Review  <b><u>Quality</u></b> Effective and Relevant Community Policing Curriculum  <b><u>Timeline</u></b> July 31st 2026  <b><u>Cost</u></b> As per budgetary allocation	1 Review	DTE and DCOP
	5.6.10 Develop Multi-Skills Training Programs	<b><u>Quantity</u></b> 1 Program  <b><u>Quality</u></b> Specialized and Qualified Officers Training  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	1 Program per Quarter	DTE and DHRM
	5.7.1 Develop FPF Digitalization Framework	<b><u>Quantity</u></b> 1 Framework  <b><u>Quality</u></b> Effective and Accessible Police Information  <b><u>Timeline</u></b> Annually  <b><u>Cost</u></b> As per budget allocation	1 Framework	DHRM, DCS
	5.7.2 Review Police Records, Systems and Processes	<b><u>Quantity</u></b> 1 Program  <b><u>Quality</u></b> Effective and Reliable Police Records  <b><u>Timeline</u></b> Bi-Annually  <b><u>Cost</u></b> As per budgetary allocation	1 Review program	DHRM

	5.7.3 Develop and Modernize a National Crime Database	<p><b><u>Quantity</u></b> 1 Program</p> <p><b><u>Quality</u></b> Manage Criminal Activities Information</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Program	DCS, DPlans, DCID and DFFS,
<b>Sub-Output 5.8</b> Protect Promote and Respect Human Rights	5.8.1 Develop Human Rights Compliance Infrastructural Initiatives	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Ensure that All Infrastructure is Designed Customer Friendly Environment</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DCS
	5.8.2 Initiate Human Right Compliance Programs	<p><b><u>Quantity</u></b> 30 Programs</p> <p><b><u>Quality</u></b> Improve Service Delivery</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary Allocation</p>	1 Program per Formation	All Directors, DPCs and CO PMF
	5.8.3 Pursue Linguistic Communication Training for the Vulnerable and Minority Groups	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Strengthen Communication</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DTE and DHRM

	5.8.4 Promote Timely Dissemination of Diverse Data Sharing and Awareness to Relevant Stakeholders	<b><u>Quantity</u></b> 8 Initiatives  <b><u>Quality</u></b> Assurance of Adherences to Case Management Standards and Procedures  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	DPlans	1	DPLANS, DCID and DPCs
			DCID	1	
			North	1	
			West	1	
			South	1	
			East	1	
			Central	1	
			Border	1	
			Total	8	
5.8.5 Develop Standard Operating Procedures (SOP) on Gender Based Violence	<b><u>Quantity</u></b> 1 Program  <b><u>Quality</u></b> Improve Service Delivery  <b><u>Timeline</u></b> By 31st January 2026  <b><u>Cost</u></b> As per budgetary Allocation	1 Program	DCID		
5.8.6 Develop a Victims Charter	<b><u>Quantity</u></b> 1 program  <b><u>Quality</u></b> Victims Support Protocols and Management  <b><u>Timeline</u></b> Bi-Annually  <b><u>Cost</u></b> As per budgetary Allocation	1 Program	DIR Legal, DPlans and DCID		
5.8.7 Ensure Inclusion of Laws on Women and Children in Training Curriculum	<b><u>Quantity</u></b> 1 Program  <b><u>Quality</u></b> Improve Service Delivery  <b><u>Timeline</u></b> Bi-Annually  <b><u>Cost</u></b> As per budgetary Allocation	1 Program	DTE and DLegal		



	5.8.8 Enhance Religious and Spiritual program	<u><b>Quantity</b></u> 1 Advocacy Programs  <u><b>Quality</b></u> Freely expression of Faith, Beliefs and Religion  <u><b>Timeline</b></u> Quarterly  <u><b>Cost</b></u> As per budgetary allocation	1 Advocacy Programs	Force Chaplain																	
<u><b>Sub- Output 5.9</b></u> Improve Service Delivery	5.9.1 Enhance Case Management and Monitoring	<u><b>Quantity</b></u> 14 Initiatives  <u><b>Quality</b></u> Assurance of Adherences to Case Management Standards and Procedures  <u><b>Timeline</b></u> Quarterly  <u><b>Cost</b></u> As per budgetary allocation	<table><tr><td>DCID</td><td>2</td></tr><tr><td>North</td><td>2</td></tr><tr><td>West</td><td>2</td></tr><tr><td>South</td><td>2</td></tr><tr><td>East</td><td>2</td></tr><tr><td>Central</td><td>2</td></tr><tr><td>Border</td><td>2</td></tr><tr><td><b>Total</b></td><td><b>14</b></td></tr></table>	DCID	2	North	2	West	2	South	2	East	2	Central	2	Border	2	<b>Total</b>	<b>14</b>	DCID and DPCs	
	DCID	2																			
	North	2																			
West	2																				
South	2																				
East	2																				
Central	2																				
Border	2																				
<b>Total</b>	<b>14</b>																				
5.9.2 Develop Counselling Program for Serious Incidents, Fatalities and Crash	<u><b>Quantity</b></u> 8 Initiatives  <u><b>Quality</b></u> Assisting Families to Recover from Trauma and Loss  <u><b>Timeline</b></u> Quarterly  <u><b>Cost</b></u> As per budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td>PMF</td><td>1</td></tr><tr><td>Water Pol</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>8</b></td></tr></table>	North	1	West	1	South	1	East	1	Central	1	Border	1	PMF	1	Water Pol	1	<b>Total</b>	<b>8</b>	DTC, DOPs, DPCs, Force Psychologist and Force Chaplain
North	1																				
West	1																				
South	1																				
East	1																				
Central	1																				
Border	1																				
PMF	1																				
Water Pol	1																				
<b>Total</b>	<b>8</b>																				
5.9.3 Develop Tactical and Strategic Approach to Combat Crime	<u><b>Quantity</b></u> 8 Initiatives  <u><b>Quality</b></u> Dismantle and Sabotage Criminal Network  <u><b>Timeline</b></u> Quarterly  <u><b>Cost</b></u> As per budget allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>Sout h</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td>PMF</td><td>1</td></tr><tr><td>Water Pol</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>8</b></td></tr></table>	North	1	West	1	Sout h	1	East	1	Central	1	Border	1	PMF	1	Water Pol	1	<b>Total</b>	<b>8</b>	DCID, DOPs, DPC's, DSOCID and DSB
North	1																				
West	1																				
Sout h	1																				
East	1																				
Central	1																				
Border	1																				
PMF	1																				
Water Pol	1																				
<b>Total</b>	<b>8</b>																				

5.9.4 Initiate Council Resolution 1540 Program.	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Effective Measures to Address Drug Trafficking and Illegal Arms Trade.</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budget allocation</p>	1 Initiative	DCID, DOPs, DPC's, DIR and DLegal																		
5.9.5 Promote Consistent Customer Service Initiative	<p><b><u>Quantity</u></b> 16 Initiatives</p> <p><b><u>Quality</u></b> Attract Positive Customer Perception on Service Delivery</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	<table><tr><td>North</td><td>2</td></tr><tr><td>West</td><td>2</td></tr><tr><td>South</td><td>2</td></tr><tr><td>East</td><td>2</td></tr><tr><td>Central</td><td>2</td></tr><tr><td>Border</td><td>2</td></tr><tr><td>PMF</td><td>2</td></tr><tr><td>Water Pol</td><td>2</td></tr><tr><td>Total</td><td>16</td></tr></table>	North	2	West	2	South	2	East	2	Central	2	Border	2	PMF	2	Water Pol	2	Total	16	DOPS, DPCs and CO PMF
North	2																				
West	2																				
South	2																				
East	2																				
Central	2																				
Border	2																				
PMF	2																				
Water Pol	2																				
Total	16																				
5.9.6 Initiate Customer Service Training Program	<p><b><u>Quantity</u></b> 8 Programs</p> <p><b><u>Quality</u></b> High Standard of Service Delivery</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td>PMF</td><td>1</td></tr><tr><td>Water Pol</td><td>1</td></tr><tr><td>Total</td><td>8</td></tr></table>	North	1	West	1	South	1	East	1	Central	1	Border	1	PMF	1	Water Pol	1	Total	8	DOPs, DPCs and CO PMF
North	1																				
West	1																				
South	1																				
East	1																				
Central	1																				
Border	1																				
PMF	1																				
Water Pol	1																				
Total	8																				
5.9.7 Initiate Skills Audit Program	<p><b><u>Quantity</u></b> 8 Programs</p> <p><b><u>Quality</u></b> Identification and Maximizing Policing Skills</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td>PMF</td><td>1</td></tr><tr><td>Water Pol</td><td>1</td></tr><tr><td>Total</td><td>8</td></tr></table>	North	1	West	1	South	1	East	1	Central	1	Border	1	PMF	1	Water Pol	1	Total	8	DOPs, DPCs and CO PMF
North	1																				
West	1																				
South	1																				
East	1																				
Central	1																				
Border	1																				
PMF	1																				
Water Pol	1																				
Total	8																				

	5.9.8 Strengthen the Monitoring, Mentoring and Recognition Initiatives	<b><u>Quantity</u></b> 8 Programs	<b><u>Quality</u></b> Maintain Professional Standard	<b><u>Timeline</u></b> Quarterly	<b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td>PMF</td><td>1</td></tr><tr><td>Water Pol</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>8</b></td></tr></table>	North	1	West	1	South	1	East	1	Central	1	Border	1	PMF	1	Water Pol	1	<b>Total</b>	<b>8</b>	DOPs, DPCs and CO PMF				
	North	1																											
	West	1																											
	South	1																											
	East	1																											
	Central	1																											
	Border	1																											
	PMF	1																											
	Water Pol	1																											
	<b>Total</b>	<b>8</b>																											
5.9.9 Strengthen FSO Relevancy and Inclusivity at All Level	<b><u>Quantity</u></b> 8 Programs	<b><u>Quality</u></b> Adherence to Operational and Administration Procedures	<b><u>Timeline</u></b> Quarterly	<b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>North</td><td>1</td></tr><tr><td>West</td><td>1</td></tr><tr><td>South</td><td>1</td></tr><tr><td>East</td><td>1</td></tr><tr><td>Central</td><td>1</td></tr><tr><td>Border</td><td>1</td></tr><tr><td>PMF</td><td>1</td></tr><tr><td>Water Pol</td><td>1</td></tr><tr><td><b>Total</b></td><td><b>8</b></td></tr></table>	North	1	West	1	South	1	East	1	Central	1	Border	1	PMF	1	Water Pol	1	<b>Total</b>	<b>8</b>	DOPs, DPCs and CO PMF					
North	1																												
West	1																												
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Water Pol	1																												
<b>Total</b>	<b>8</b>																												
<b><u>Sub Output 5.10</u></b> <b><u>Improving</u></b> Discipline and Ethical Standard	5.10.1 Initiate Proactive Ethical Focus Programs	<b><u>Quantity</u></b> 20 Programs	<b><u>Quality</u></b> Enhancement of Effective and Efficient Service Delivery	<b><u>Timeline</u></b> Quarterly	<b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>North</td><td>2</td></tr><tr><td>West</td><td>2</td></tr><tr><td>South</td><td>2</td></tr><tr><td>East</td><td>2</td></tr><tr><td>Central</td><td>2</td></tr><tr><td>Border</td><td>2</td></tr><tr><td>PMF</td><td>2</td></tr><tr><td>DIA</td><td>2</td></tr><tr><td>Water Pol</td><td>2</td></tr><tr><td>Force Chaplain</td><td>2</td></tr><tr><td><b>Total</b></td><td><b>20</b></td></tr></table>	North	2	West	2	South	2	East	2	Central	2	Border	2	PMF	2	DIA	2	Water Pol	2	Force Chaplain	2	<b>Total</b>	<b>20</b>	DOPs, DPCs, DIA, Force Chaplain and CO PMF
North	2																												
West	2																												
South	2																												
East	2																												
Central	2																												
Border	2																												
PMF	2																												
DIA	2																												
Water Pol	2																												
Force Chaplain	2																												
<b>Total</b>	<b>20</b>																												

	5.10.2 Develop Welfare Monitoring Initiatives	<b><u>Quantity</u></b> 20 Initiatives  <b><u>Quality</u></b> Minimizing Indiscipline Issues  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	North	2	DOPs, DPCs, CO PMF, Force Psychologist and Force Chaplain
			West	2	
			South	2	
			East	2	
			Central	2	
			Border	2	
			PMF	2	
			Force Psychologist	2	
			Force Chaplain	2	
			Water Pol	2	
Total	20				
	5.10.3 Strengthen Ethical Driven Programs	<b><u>Quantity</u></b> 30 Programs  <b><u>Quality</u></b> Organization Unity Respect and Rule of Law  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	1 Program per formation		All Directors, DPCs and CO PMF
	5.10.4 Strengthening Organisational Peoples Culture	<b><u>Quantity</u></b> 1 Program  <b><u>Quality</u></b> Holistic Well Rounded Officers  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	1 Program		Force Chaplain
<b><u>Sub-Output 5.11</u></b> Manage Customer Perception	5.11.1 Develop Customer Satisfaction Initiatives	<b><u>Quantity</u></b> 7 Initiatives  <b><u>Quality</u></b> Attract Customer Confidence  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	North	1	DPCs and CO PMF
			West	1	
			South	1	
			East	1	
			Central	1	
			Border	1	
			PMF	1	
			Total	7	

5.11.2 Review Vision Strategy and Operating Model for FPF	<b><u>Quantity</u></b> 1 Review  <b><u>Quality</u></b> Improve Public Trust and Confidence.  <b><u>Timeline</u></b> Annually  <b><u>Cost</u></b> As per budgetary allocation	1 Review	DPlans												
5.11.3 Promoting Interconnectivity Through Sharing of Relevant Information with the Media Industry.	<b><u>Quantity</u></b> 5 Programs  <b><u>Quality</u></b> Positive Organizational Image Through Information Sharing  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	<table><tr><td>Radio</td><td>1</td></tr><tr><td>TV</td><td>1</td></tr><tr><td>Print</td><td>1</td></tr><tr><td>Web</td><td>1</td></tr><tr><td>Social Media</td><td>1</td></tr><tr><td>Total</td><td>5</td></tr></table>	Radio	1	TV	1	Print	1	Web	1	Social Media	1	Total	5	PMLO
Radio	1														
TV	1														
Print	1														
Web	1														
Social Media	1														
Total	5														
5.11.4 Conduct Media Training at All Levels	<b><u>Quantity</u></b> 1 Training Initiative  <b><u>Quality</u></b> Demarcation of Policing Roles in Media Relations  <b><u>Timeline</u></b> October 2026 <b><u>Cost</u></b> As per budgetary allocation.	1 Initiative	PMLO												
5.11.5 Media Awareness on Emerging Trends	<b><u>Quantity</u></b> 4 Initiatives  <b><u>Quality</u></b> Timely Dissemination of Information to Public  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	4 Initiatives	PMLO												

<b><u>Sub-Output 5.12</u></b> Maintaining High Standard of Institution Infrastructure	5.12.1 Strengthen Assessment and Inspection of Infrastructure	<b><u>Quantity</u></b> 30 Initiatives  <b><u>Quality</u></b> Ensure Infrastructure are OHS Compliant and of High Standard  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	1 Initiative per formation	All Directors, DPCs and CO PMF
	5.12.2 Prioritizing Improvement on the Condition of Police Quarters and Posts.	<b><u>Quantity</u></b> 2 Initiatives  <b><u>Quality</u></b> Ensure Police Quarters and Posts are OHS Compliant and in Accordance to Building Standards  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation.	2 Initiatives	DCS
	5.12.3 Strengthening Inspection at Construction Sites and Existing Projects.	<b><u>Quantity</u></b> 1 Inspection  <b><u>Quality</u></b> Ensure Proper Utilization of Resources.  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation.	1 Inspection	DCS
<b><u>Sub-Output 5.13</u></b> Consistent Procurement of Support Equipment	5.13.1 Strengthen Operational Capability	<b><u>Quantity</u></b> 1 Initiative  <b><u>Quality</u></b> Effective and Efficient Organizational Results  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation	1 Initiative	DOPS, DPCs, DCS, DTC and CO PMF

	5.13.2 Enhancing Service Delivery Through Technology	<p><b><u>Quantity</u></b> 1 Framework</p> <p><b><u>Quality</u></b> Effective Operation Technological Equipment</p> <p><b><u>Timeline</u></b> 30th July 2026</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Framework	DCS and DOPs
	5.13.3 Maximize Procurement of Uniforms and Uniform Accessories.	<p><b><u>Quantity</u></b> 1 Procurement Programme</p> <p><b><u>Quality</u></b> Efficient Procurement and Distribution.</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation.</p>	1 Procurement Program	DCS
<b><u>Sub-Output</u></b> <b><u>5.14</u></b> Ensure Effective and Efficient Internal Affairs Processes	5.14.1 Initiate Assessment and Review on Internal Processes	<p><b><u>Quantity</u></b> 1 Internal Process Assessment and Review Initiative</p> <p><b><u>Quality</u></b> Effective Internal Affairs Process</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DIA
	5.14.2 Strengthen Internal Monitoring and Evaluation Initiatives	<p><b><u>Quantity</u></b> 1 Internal Monitoring and Evaluation Initiative</p> <p><b><u>Quality</u></b> Effective Internal Monitoring and Evaluation Mechanism</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation.</p>	1 Initiative	DPlans and DPCs

	5.14.3 Initiate the Independence of Internal Affairs Unit	<p><b><u>Quantity</u></b> 1 Project</p> <p><b><u>Quality</u></b> Independence, Effective and Efficient IA Unit.</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation.</p>	1 Project	DIA, DCS, DPlans, DHRM
	5.14.4 Review Investigation Case Process	<p><b><u>Quantity</u></b> 1 Internal Review</p> <p><b><u>Quality</u></b> Develop Early Case Closure Process</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation.</p>	1 Review	DCID, DIA, DSP, and Dlegal
<b><u>Sub – Output</u></b> <b><u>5.15</u></b> Enhance Prudent Financial Management System	5.15.1 Pursue Donor/ Aid Opportunities	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Modernize Capabilities and Resources</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DIR, DCS,DPlans and DFSS
	5.15.2 Review Financial Delegations of Authority	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Streamline Process and Accountability Arrangements</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DCS and DPlans



5.15.3 Strengthen Performance Budgeting Initiatives	<p><b><u>Quantity</u></b> 1 Performance budget initiative</p> <p><b><u>Quality</u></b> Expenditure within Budgetary Allocation</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation.</p>	1 Initiative	DCS
5.15.4 Initiate Awareness on Budgetary Processes, Systems and Protocols Across All Levels	<p><b><u>Quantity</u></b> 1 Budgetary process Awareness initiative</p> <p><b><u>Quality</u></b> Assimilated Information on Organizational Budget Processes</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation.</p>	1 Initiative	DCS and DPlans
5.15.5 Revive Asset Management Unit Functions	<p><b><u>Quantity</u></b> 1 Asset Revival Initiative</p> <p><b><u>Quality</u></b> Reliable and Responsive Asset Management Office</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation.</p>	1 Initiative	DCS and DHRM
5.15.6 Review Capital Asset Management Plan	<p><b><u>Quantity</u></b> 1 Review Initiative</p> <p><b><u>Quality</u></b> Reliable and Responsive Asset Management Plan</p> <p><b><u>Timeline</u></b> Bi-Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation.</p>	1 Review	DCS

<b><u>Sub – Output</u></b> <b>5.16</b> Pursue Regional Policing Opportunities	5.16.1 Exploring Policing Opportunities in the Region	<b><u>Quantity</u></b> 2 Initiatives  <b><u>Quality</u></b> Interoperability Between Region Policing Partners  <b><u>Timeline</u></b> Bi-Annually  <b><u>Cost</u></b> As per budgetary allocation.	2 Initiatives	DIR
	5.16.2 Initiate Engagement with Policing Partners in the Region	<b><u>Quantity</u></b> 2 Engagement Initiatives  <b><u>Quality</u></b> Maximise Regional Policing Engagements  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation.	2 Initiatives	DIR
<b><u>Sub – Output</u></b> <b>5.17</b> Effective Planning and Accountability Framework	5.17.1 Formulate, Monitor, Evaluate and Review Organisational Plans	<b><u>Quantity</u></b> 6 Initiatives  <b><u>Quality</u></b> Strategically Aligned to Organizational Intent  <b><u>Timeline</u></b> Quarterly  <b><u>Cost</u></b> As per budgetary allocation.	6 Initiatives	DPlans
	5.17.2 Develop a Strategic Direction One Pager	<b><u>Quantity</u></b> 1 Initiative  <b><u>Quality</u></b> Strategic Plan Widely Understood  <b><u>Timeline</u></b> Annually  <b><u>Cost</u></b> As per budgetary	1 Initiative	DPlans

	5.17.3 Review Key Performance Indicator	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Balanced KPI to Focus on Public Trust and Operational Excellence</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	DPlans
<b><u>Sub – Output 5.18</u></b> Spiritual Enhancement	5.18.1 Support and Enhance Leadership Capacity and Guidance	<p><b><u>Quantity</u></b> 1 Program</p> <p><b><u>Quality</u></b> Holistic Guidance to Leadership</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Programs on Holistic Guidance	Force Chaplain
	5.18.2 Strengthen Officers Commitment to Enhanced Operational Sustainability	<p><b><u>Quantity</u></b> 3 Programs</p> <p><b><u>Quality</u></b> Salvation of the People</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	3 Programs	Force Chaplain
	5.18.3 Strengthen and Nurture Family Spirituality	<p><b><u>Quantity</u></b> 1 Program</p> <p><b><u>Quality</u></b> Family Spirituality Growth</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Program	Force Chaplain

	5.18.4 Chaplaincy Support in Overseas Mission	<p><b><u>Quantity</u></b> 1 Program</p> <p><b><u>Quality</u></b> Supportive Presence in the Mission Field</p> <p><b><u>Timeline</u></b> Annually</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Program	Force Chaplain
<b><u>Sub Output</u></b> <b><u>5.19</u></b> Improve Officers Welfare Through Chaplaincy Intervention	5.19.1 Strengthen Internal and External Collaboration Addressing Welfare Issues	<p><b><u>Quantity</u></b> 2 Programs</p> <p><b><u>Quality</u></b> Welfares Issues Identified</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	2 Programs	Force Chaplain
	5.19.2 Develop Mitigating Mechanism Addressing Officers Welfare	<p><b><u>Quantity</u></b> 1 Initiative</p> <p><b><u>Quality</u></b> Relevant Support to Officers</p> <p><b><u>Timeline</u></b> Quarterly</p> <p><b><u>Cost</u></b> As per budgetary allocation</p>	1 Initiative	Force Chaplain

## MINISTRY OF FINANCE DELIVERABLES AND INDICATORS 2025/2026

**TABLE 4: DELIVERABLES & INDICATORS 2025/26**

Ministry of Economy Deliverable	Strategies	Key Performance Indicators (KPI)	Timeline
Planning & Management of Budget Compliance	Budget Request Formulation	Budget Request Submission	3rd Quarter
	Requests to Incur Expenditures (RIE)	Timely/Efficient Management of RIE	As and when before closing of accounts in Finance Circular
	Control of Expenditure of Public money	Budget Utilisation Report	Bi-Annually
Financial Performance Compliance	<ul style="list-style-type: none"> <li>Bank Lodgement Clearance</li> <li>TMO</li> <li>Trust</li> <li>RFA</li> <li>Salaries</li> <li>Wages</li> <li>IDC</li> <li>CFA</li> <li>SLG 84</li> </ul>	Monthly Reconciliation	15th of every month
Agency Revenue Arrears	Collection of Arrears of Revenue	Quarterly Revenue Returns	Within one month after the end of each Quarter
Asset Management	Annual Stock Take/ Board of Survey	Physical Stock Take Against Inventory	31st January of the following year
	Vehicles Returns	Quarterly Vehicles Returns	1st Week after every Quarter
		Asset Register	
Internal Audit Compliances	Implementation of Audit Report Recommendations	Number of Agreed Audit Recommendations Implemented	Bi-Annual Progress Report
Procurement Compliance	Bi-Annual Report to MOE	Reports Submitted on Procurement in line with Procurement Regulation 2010	2nd Week after Half year

## FIJI POLICE FORCE 2025/2026 BUDGETARY PROVISION

**TABLE 5: 2025/2026 SUMMARY OF TOTAL EXPENDITURE**

SEG	ITEM DESCRIPTION	2024 - 2025 REVISED	2025 - 2026 APPROVED	VARIANCE
1	Established Staff	180,873,600	200,405,900	19,532,300
2	Government Wage Earners	1,582,600	1,729,500	146,900
3	Travel and Communications	7,963,700	7,790,600	-173,100
4	Maintenance and Operations	12,866,500	12,342,000	-524,400
5	Purchase of Goods and Services	8,695,700	8,047,200	-648,500
7	Special Expenditures	2,045,900	1,945,100	-100,700
	<b>TOTAL OPERATING</b>	<b>214,027,900</b>	<b>232,260,400</b>	<b>18,232,500</b>
8	Capital Construction	9,679,100	3,375,000	-6,304,100
9	Capital Purchase	3,123,100	4,704,300	1,581,200
	<b>TOTAL CAPITAL</b>	<b>12,802,200</b>	<b>8,079,300</b>	<b>-4,722,900</b>
	<b>TOTAL EXPENDITURE</b>	<b>226,830,100</b>	<b>240,339,700</b>	<b>13,509,600</b>

**TABLE 5.1: CAPITAL CONSTRUCTION**

SEG	DESCRIPTION	2024 - 2025 REVISED	2025 - 2026 APPROVED	VARIANCE
8	Renovations, Extensions and Upgrade of Police Stations/Posts	9,679,100	3,375,000	6,304,100
	<b>TOTAL FOR SEG 8</b>	<b>9,679,100</b>	<b>3,375,000</b>	<b>6,304,100</b>

**TABLE 5.2: CAPITAL PURCHASES**

SEG	DESCRIPTION	2024 - 2025 REVISED	2025 - 2026 APPROVED	VARIANCE
9	Communication Equipment - R	465,755	450,000	-15,755
9	Forensic Chemistry Equipment - R	230,000	450,000	220,000
9	IT Equipment - R	345,000	225,000	-120,000
9	Purchase of Boats & Outboard Engines -R	230,000	562,500	332,500
9	Installation of Solar Power - R	230,000	450,000	220,000
9	Quality Assurance for Bio and DNA - R	345,000	450,000	105,000
9	Special Operation Equipment - R	172,000	337,500	165,500
9	Traffic Management Equipment - R	230,000	450,000	220,000
9	Installation of CCTV Camera - R	530,345	450,000	-80,345
9	Purchase of Wide Area Network - R	345,000	402,368	57,368
9	Pathology Equipments and Consumables	0	195,652	195,652
9	Renewal of Software Licenses	0	281,250	281,250
	<b>TOTAL FOR SEG 9</b>	<b>3,123,100</b>	<b>4,704,300</b>	<b>1,581,200</b>

# FIJI POLICE TRAINING PLAN 2025/2026

Fiji Police Academy Training Calendar August 2025 - July 2026												
Residential/DFL (COURSES) Training Calendar												
S/N o	Courses	Delivery	2025					2026				
			Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
1.	Certificate in Policing (Level IV) Batch 68,69,70	OPS			31/08 – 19/12 150 PTPs Batch 68					02/02 – 23/05 150 PTPs Batch 69		01/06-26/09 150PTPs Batch 70
2.	Work Based Learning (WBL) & SC Induction Program (OJT)	OPS	04-30/08 21 PTPs (FPA)		6-17/10 PM/ED MTT				03-14/02 ND MTT	02-13/03 WD MTT		
3.	Constable Qualifying Course (Batch 64 & 65)	OPS	03-29/08 B-64 86PTPs					05-30/01 B-65 185PTPs				
4.	Traffic Investigators Course	OPS										06-31/07 25PTPs
5.	SGT Qualifying Course	L&M									01-27/07 25PTPs	
6.	IP Qualifying Course	L&M			06-31/10 25PTPs							
7.	SP Qualifying Course	L&M						19/01-13/02 25PTPs				
8.	Leadership & Managerial (SO, CO & S/Sgt) Course	L&M				3-7/11 SD 10-14/11 ED 17-21 WD 24-28 ND 01-05/12 CD 25per Div						
9.	Frontline NCO's Empowerment & Customer Service	L&M									04-8/5 SD 11-15 ED 18-22 WD 25-29 ND 01-5/6 CD 25per Div	
10.	Community Post Officers Development Course	Compol		01-26/09 40PTPs					02-27/02 40PTPs			
11.	FPF Civilian Cadre Course	R&D/ HRM								02-20/03 50PTPs		
12.	Investigators Qualifying Course (Level 2)	I&I	4/08-5/09 25PTPs									
13.	Field Investigators Course	I&I				17/11-05/12 25PTPs						
14.	Advance Investigators Qualifying (Level 3)	I&I									01-19/07 25PTPs	
15.	Basic/ Advance Prosecution Course	I&I/ DPP			06/10-07/11 25PTPs							06-31/07 25PTPs
16.	Personal Crime Investigators Course	I&I									25/5-6/6 20PTPs	
17.	Basic/Advance Course	SB I&I/SB		01-12/09 25PTPs				19-30/01 25PTPs				
Divisional Training Calendar/ WORKSHOPS												
S/N o	Workshops	Delivery	2025					2026				
			Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
1.	VRI/Investigators Empowerment/ Crime Writer/ Exhibits & Docket Management Workshop	I&I & DOT's		1-6/09 SD 8-13/9 ED 15-20 WD 22-27 ND 29-04/10 CD 25per Div								
2.	Cyber & Digital Evidence/Fraud & Transnational Crime & Mock Court Workshop	I&I & DOT's							2-07/02 SD 09-14/02ED 16-21WD 23-28 ND 02-07/03 CD 25per Div			
3.	Child Welfare/Domestic Violence/Sexual Gender Based Violence Workshop	I&I & DOT's										6-11/7 WD 13-18/7 ND 20-25/7 CD 27-01/8 SD 03-8/8 ED 25per Div
4.	Community Policing Cluster Chiefs & National Coordinators Workshop	ComPol & DOT's			3-7/11 SD 10-14/11 ED 17-21 WD 24-28 ND 01-05/12 CD 25per Div							
5.	Traffic Investigators Breathalyzer/Dragger Operator & Defensive Driving Workshop	DTTC & DOT's								02-06/3 SD 9-13/3 ED 16-20 WD 23-27 ND 30-03/04 CD 25per Div		
6.	Force Promotional Examination ABCD, XYZ, F&G	RDU									20-24/04 All Divisions	
7.	External Validation and Verification	RDU				03-08/11 All Divisions						06-11/07 All Divisions
8.	Officer Safety & Defensive Tactical Training Workshop	OPS/ PMF & NZ		1-5/09 WD 8-12/9 ND 15-19 CD 22-26 SD 29-03/10 ED 40per Div		3-7/11 ND 10-14/11 WD 17-21 CD 24-28 ED 01-05/12 SD 40per Div			2-06/02 WD 09-13/02ND 16-20 CD 23-27 SD 02-6/03 ED 40per Div		06-10/04 ND 13-17/04 WD 20-24 CD 27-01/05 ED 04-08/05 SD 40per Div	1-5/06 WD 8-12/6 ND 15-19 CD 22-26 SD 29-03/07 ED 40per Div
9.	Force RFL Test	OPS & Div/PTI				27/10-28/11 All Divisions						25/05-27/06 All Divisions



**VISION**  
*A Safe and Secure Fiji For All*

**MISSION**  
*To Protect and Serve Our Communities Through Professional Policing and Strong Partnership*

**OUTPUT 1 EFFECTIVE CRIME PREVENTION & CONTROL**

- Synchronize Duavata Community Policing
- Engaging in Community Oriented partnership
- Intensify Police Presence and visibility
- Synchronizing Intelligence led Policing
- Strengthening integration with key stakeholders.
- Strengthen Police Emergency Responses in Addressing emerging threats for minimal community impacts

**OUTPUT 3 : RELIABLE INTELLIGENCE**

- Sustaining Effective Intelligence approaches
- Establishing and maintaining reliable Intelligence source.

**THEME**  
*“Institutional Stabilization”*

**OUTPUT 2 EFFICIENT INVESTIGATION, DETECTION & SUCCESSFUL PROSECUTIONS**

- Evidence based investigation
- Enhancing and pursue the value of Science & technology
- Promoting partnership with other stakeholders
- Enhance Investigation Skills and knowledge of the Law
- Ensuring Successful Prosecutions
- Develop Relevant Prosecution Initiative and dismantling networks.

**OUTPUT 4 ROAD SAFETY**

- Strengthen integration with other Critical Stakeholder
- Effective road safety community awareness
- Effective Traffic enforcement Initiatives
- Enhance capability development
- Enhancing traffic technological equipments.

**OUTPUT 5 ORGANISATIONAL EFFECTIVENESS**

- Enhancing Leadership, Command & Management
- Manage Human Resources effectively
- Manage Reforms and Restructure
- Maintaining a Healthy & Safe workforce
- Smart Utilization of resources
- Prioritise Capacity building Programs
- Pursuing Digitalisation of Police records
- Protect, Promote and Respect Human Rights
- Improve service delivery
- Improving discipline and ethical standard
- Manage Customer perception
- Maintaining High Standard of Institution infrastructure
- Consistent procurement of Support Equipment
- Ensure effective and efficient Internal Affairs processes.
- Enhance Prudent Financial Management
- Pursue regional Policing Opportunity
- Effective Planning and Accountability Framework
- Enhance Evangelism
- Improve Officer Welfare through Chaplaincy Intervention

**VALUES: Professionalism, Integrity, Respect, Inclusiveness, Compassion, Courage**

## GLOSSARY OF TERMS

<b>OUTCOME</b>	– Impact/Effect on the Community from the Goods and Services Delivered by Agencies.
<b>OUTPUT</b>	– Services or Goods Provided to Clients/Customers External to the Agency.
<b>INTERNAL OUTPUT</b>	– Goods or Services of one part of an Agency Delivered to other parts of the same Agency. They contribute indirectly to the production of Outputs.
<b>SUB-OUTPUT</b>	– A single Output produced along the production process leading to the production/delivery of an Output.
<b>OUTPUT GROUPS</b>	– A collection of Outputs (including Internal Outputs) that are similar in nature.
<b>OUTPUT PERFORMANCE MEASURES</b>	– An assessment of Characteristics of Performance that illustrate that an agency has delivered its Outputs. These measures relate to quantity, quality and timeliness.
<b>PERFORMANCE TARGETS</b>	– Numerical Target levels of performance against which actual performance can be compared



# CODE OF ETHICS

**As a member of the Fiji Police,  
I have a duty to:**

**Protect Life & Property**

**Preserve the Peace**

**Prevent Offence**

**Detect and apprehend Offenders, &  
Help those in need of assistance**

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## AT ALL TIMES

- . I will carry out my duties without fear or favor, malice or ill will;
- . I will act honestly and with utmost integrity,
- . I will make every effort to respect and uphold the rights of all people in the community regardless of race, social status or religious;
- . I will strive for excellence and endeavor to improve my knowledge and Professionalism.
- . I will keep confidential all matters which I have learn from my official capacity, except as necessary in the course of my duties;
- . I will practice self discipline in word and deed both on and off duty;
- . I will never use more force than necessary in the performance of my duty.
- . I will resist the temptation to participate in any activity which is improper or which can be misconstrued as improper;
- . I will not misuse my office for personal gain;
- . I will accept responsibility for my own action and for acts which I may order;
- . I accept the desirability of this ethics an integral part of my personal and professional life.

