



FIJI POLICE FORCE

STRATEGIC PLAN 2025-2029

*Celebrating over
150 years in Policing*

Resilient Institution through Technology,
Innovation and Partnership



©

Fiji Police Force
Police Headquarters
Vinod Patel Building
Centrepoin, Nasinu, FIJI
Ph. (+679) 3348 158
www.police.gov.fj

TABLE OF CONTENT

CONTENTS	PAGE NO.s
Commissioner's Foreword	2
Our Strategic Intentions <ul style="list-style-type: none">• Vision• Mission Statement• Strategic Pillars• Values	3
Alignment to Sustainable Development Goals, National Development Plan 2025-2029 & Vision 2050, Fiji Police Force 2011-2050 Roadmap	4
The Strategic Planning Process	5
Strategic Outlook	6
Strategic Plan 2025 - 2029 <ul style="list-style-type: none">• Strategic Pillars & Strategic Priorities	7
Implementation and Reporting	15

COMMISSIONER'S FOREWORD



It is with great pride and a deep sense of responsibility that I present the Strategic Plan for the Fiji Police Force (FPF) for the 2025-2029 Fiscal Year. This plan is anchored firmly on the Commissioner's intent of *"Restoring Stability towards Growth to Improve Public Confidence, Trust, and Respect."* Our guiding theme, *'Resilient Institution through Technology, Innovation and Partnership,'* reflects our unwavering commitment to evolving and strengthening the FPF in the face of emerging challenges.

Our vision remains clear and resolute: **'A Safe and Secure Fiji for All.'** Our mission, **'To Protect and Serve our Communities through Professional Policing and Strong Partnership'** is the foundation upon which every action and initiative will be built during this strategic period.

At this juncture, I wish to extend our heartfelt gratitude to the Australian Federal Police (AFP) and New Zealand Police (NZP) for your tremendous support and partnership. Your ongoing assistance and collaboration have been vital to our efforts in strengthening law enforcement capabilities and enhancing safety across Fiji.

The landscape of crime today is more complex than ever before. We face new and sophisticated threats that transcend international borders, including drug trafficking, human trafficking, cybercrime, Artificial Intelligence (AI)-generated cyber threats, and other technologically disruptive crimes. Addressing these requires a forward-thinking, innovative, and collaborative approach.

Therefore, this Strategic Plan incorporates 40 resolutions from the Australian Federal Police's uplift program and aligns with the 12 guidelines outlined in Fiji's National Development Plan. It is also consistent with the long-term vision set out in the FPF's Roadmap 2011–2050 and builds upon the progress made in the 2020–2024 Strategic Plan.

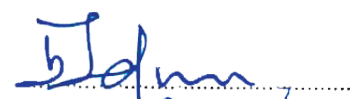
Our approach has been shaped through extensive consultations across all divisions in the Southern, Eastern, Central, Western, and Northern, ensuring that this plan reflects the diverse needs and aspirations of the communities we serve.

Our intention is structured on our five strategic pillars: (i) Strategy, Planning, Governance and Performance; (ii) Leadership; (iii) Integrity and Ethics; (iv) Operational Capabilities; (v) Enablers and Human Resource (HR) Capabilities. These shall guide the Annual Corporate Plans and the execution of strategic objectives in the ensuing fiscal years ahead.

At the heart of this strategic journey is a fundamental principle that underpins all our efforts, **"Spiritual Advancement"**, which strengthens our resolve and guides our ethical compass.

As we embark on implementing this Strategic Plan, I call upon every member of the FPF, our stakeholders, and the communities we serve to join us in our shared vision. Together, we will build a safer and more secure Fiji, one where the values of professionalism, integrity, respect, inclusiveness, courage and compassion are not just aspirations, but daily realities.

With this challenge in the forefront of our duties, I commend this strategic plan to guide the FPF's direction over the next five years.


Rusiate Tudravu
Commissioner of Police

FIJI POLICE STRATEGIC OUTLOOK

Message from the Assistant Commissioner - Planning, Research & Doctrines



The FPF 2011-2050 Strategic Roadmap is founded on a long-term vision focused on the theme "Nation Building through Transformed, Modernised, and Enhanced Policing."

It aims at guiding the development and modernisation of the FPF over nearly four decades, emphasising transformation to meet evolving national security and community safety needs.

In view of the roadmap's strategic direction, the 2025-2029 Strategic Plan is engineered to transform the aspirations of the FPF in the effective implementation of the 16 strategic objectives formulated to steer the organisation into the next five years. This demands our collective efforts where our past achievements provide a yardstick for future improvement and growth. The FPF is gradually progressing in terms of mobility, infrastructure and communication. A good example is elevating from fuel generators in maritime islands to solar systems, or from limited technological communication devices to satellite networks and live satellite GPS updates from the FPF's Water Police, or the digitalisation of police clearance to name a few.

Despite these progress, the FPF is plagued with emerging and transnational crime such as drug

trafficking, marked by a significant increase in the use of methamphetamine and other illicit substances. This has created havoc on our young people who become addicted and some become drug peddlers. Other threats include corruption, cybercrime, loss of skilled workers and a high turnover rate. These threats are exacerbated by the lack of resources, police attitude, weak border controls, and the non-existent of relevant legislation and police employees not having proper knowledge of the law. These threats and weaknesses demand more of police interventions and institutional strengthening.

In terms of our crime rate, a 19% decrease was recorded for overall crime in the last Strategic Plan period, a positive indicator for growth and stability for Fiji. This is bolstered by a solid spiritual foundation, adequate mobility and ongoing capacity building for FPF personnel. In addition, opportunities such as networking, community support, capitalising on mass media for awareness and information, overseas training and having experienced police employees are impetus for growth in the organisation.

With the Commissioner of Police's intent of *Restoring stability towards Growth to Improve Public Confidence, Respect and Trust*, the FPF is making headway for a brighter future in building a modern, capable, and trusted police service that effectively responds to evolving security challenges and community expectations. Through credible leadership, integrity and ethics, planning and human resources, operational capability, technology and partnership and aligning to the NDP 2025-2029 and Vision 2050, this strategic outlook positions the FPF to lead proactively in a rapidly changing security environment in the next five years.

A blue ink signature of Aporosa Lutunauga.

Aporosa Lutunauga
Assistant Commissioner of Police
Planning, Research & Doctrines

OUR STRATEGIC INTENTIONS

Our Vision - A Safe and Secure Fiji for All

Our Mission - To Protect and Serve our Communities through Professional Policing and Strong Partnership

Our Outcome - Maintain Law and Order

Our Function:

1. Protect life and property
2. Preserve the peace
3. Prevent offence
4. Detect and apprehend offenders, and
5. Enforce all laws and regulations

Our Strategic Pillars

1. Strategy, Planning, Governance and Performance
2. Leadership
3. Integrity and Ethics
4. Operational Capabilities (proactive & reactive)
5. Enablers and Human Resource Capabilities

Our Values

Professionalism	<i>Excellence in service and conduct</i>
Integrity	<i>Honest, fair and ethical in all actions</i>
Respect	<i>Dignity and fairness for every person</i>
Inclusiveness	<i>Equal treatment for all</i>
Compassion	<i>Care and understanding in our service</i>
Courage	<i>Standing firm to protect our communities</i>



2025-2029 STRATEGIC THEME

Resilient Institution through Technology, Innovation and Partnership

Our Four-Year Strategic Plan 2025–2029 is a roadmap for how we will respond to changing demands and expectations, uplifting our capabilities, investing in training, embracing innovative approaches, leveraging technology, and fostering a culture of continuous learning. Strengthening trust and partnerships with our communities is vital as we work together to ensure a Safe and Secure Fiji for All.

Fiji Police Force's Alignment to UN SDG 16

The Fiji Police Force (FPF) strategically aligns its operations and service administration with Sustainable Development Goal 16 (SDG 16), which focuses on promoting just, peaceful, and inclusive societies. Through initiatives supported by international partners, the FPF emphasises strengthening early access to justice, adopting a victim-centred and gender-responsive approach, and enhancing human rights protections, particularly for vulnerable groups. This alignment is embedded in the FPF's mandate and strategic plans, which are guided by national legislation and international commitments to uphold the rule of law, reduce violence, combat organized crime, and foster accountable, transparent, and effective institutions.



Fiji Police Force 2011-2050 Roadmap

The FPF's 2011-2050 Strategic Roadmap outlines a long-term vision to transform the Fiji Police by enhancing capabilities, integrity, leadership, and community partnerships. Building on this, the 2025-2029 Strategic Plan focuses on officer training, modern policing, and rebuilding public trust through five key pillars: Strategic Planning, Governance and Performance, Leadership, Integrity and Ethics, Operational Capability, Enablers and Human Resource Capabilities. Together, these plans aim to develop a skilled, ethical, and community-focused police force responsive to evolving security needs.

Our Alignment to the National Development Plan 2025-2029 and Vision 2050

Pillar 3 of the National Development Plan 2025-2029 and Vision 2050 place emphasis on the Rule of Law and Justice to ensure the safety, security, and well-being of Fiji and its people. It directly informs the FPF to prioritise strengthening institutional capacity, enhancing officer training, and adopting modern policing methods to uphold justice and maintain public safety. These shall focus on five pillars: strategic planning and performance, leadership, integrity and ethics, operational capability and enablers and human resource capabilities, all aimed at building a trusted, effective, and community-focused police force. The plan also stresses leveraging technology, fostering continuous learning, and deepening community partnerships to protect citizens and support good governance, aligning with national goals of peace, security, and social well-being.



STRATEGIC PLAN - The Process

Internal Consultation

The FPF's Strategic Planning Office engages in extensive internal consultation with police employees across its five policing divisions to gather insights and feedback essential for strategic planning. This process includes six workshops where police employees discuss operational challenges, training needs, and service delivery improvements. Activities were incorporated with presentations and employees were given the opportunity to brainstorm on the vision, mission and values of the new strategic plan. Activity groups conducted SWOT analysis of police performance and this was fundamental in crafting the way forward.

External Consultation with Communities

The FPF also prioritises external consultation with communities to understand public expectations and build trust. These consultations brought together representatives of various community stakeholders, vanua, religious leaders, women groups and community leaders that encouraged dissuasions on the current operations of the FPF. The input from these diverse groups helps shape policing strategies that are responsive to community needs and enhance public confidence in the FPF. This community engagement is vital for fostering partnerships that support safer environments and effective law enforcement.



STRATEGIC PLAN 2025-2029

Our focus for the 2025 to 2029 strategic plan is embedded on five pillars.

Pillar 1: Strategy, Planning, Governance and Performance

Pillar 2: Leadership

Pillar 3: Integrity and Ethics

Pillar 4: Operational Capabilities (proactive & reactive)

Pillar 5: Enablers and HR Capabilities

STRATEGIC PILLARS

Pillar 1



Strategy, Planning,
Governance and
Performance

Pillar 2



Leadership

Our Five Pillars

Pillar 3



Integrity and Ethics

Pillar 4



Operation Capabilities

Pillar 5



Enablers & Human
Resource
Capabilities

Pillar 1: Strategy, Planning, Governance and Performance

This pillar collectively define how the FPF intends to evolve and operate over the next five years to meet changing demands and expectations.

Strategic Objectives

Strategic Objective 1. 1 Strategy and Planning

This strategic objective focuses on the FPF's response to future challenges. It emphasises uplifting capabilities through enhanced officer training, adoption of modern policing methods, and leveraging technology. This approach ensures that the FPF is well-prepared, skilled, and adaptable to emerging security needs.

Strategic Objective 1. 2 Governance

Governance within the plan involves strengthening leadership, integrity, and ethics to build a police force that is respected and trusted by the community. It also includes accountability mechanisms to ensure that the FPF operates transparently and effectively, aligning with national priorities such as those outlined in Fiji's National Development Plan 2025-2029 & Vision 2025 which emphasises good governance as a pillar.

Strategic Objective 1. 3 Performance

The plan focuses on measurable outcomes by fostering a culture of continuous learning and innovation, improving operational capabilities, and rebuilding public trust. Performance monitoring is implied through the commitment to achieving targets and ensuring accountability among Directors, Divisional Police Commanders, Commanding Officers and Managers, which is critical to delivering optimum service to the people of Fiji.

What we will do:

- Review the Police Act 1965 and FSO
- Refresh the vision strategy and operating model for the FPF to improve public trust and confidence
- Provide quality and inclusive services
- Develop a new Performance Management Framework
- Formulate and implement the Fiji Police Service Plan and Master Plan to improve infrastructure and use of technology to improve policing
- Refine Police KPIs to focus on public trust, confidence in outcomes and operational excellence. This includes developing a balanced scorecard for public/external reporting
- Develop a plan to lift capability of the Police Mobile Force, in partnership with other policing agencies
- Develop interoperable SOPs and MOUs between Fiji's maritime police and other Government agencies to better leverage and amplify the impact of combined resources
- Ensure communication and media training for officers
- Develop clear communication for the FPF's Special Branch
- Review the Agency Governance framework, including - Establishing Risk and Audit Committee, Performance Forum and redesigning the Internal Integrity Board and Talent and Promotion Board



Pillar 2: Leadership

This pillar emphasises on developing strong ethical, and forward-looking leadership within the FPF to effectively respond to evolving security challenges and community expectations.

Strategic Objectives

Strategic Objective 2.1 Developing strong, ethical, and forward-looking leaders

This strategic objective focuses on strengthening leadership capacity within the FPF to ensure that personnel at all levels are equipped with the skills, knowledge, and ethical grounding necessary to guide the organisation through changing demands. It will emphasise on developing leaders who are proactive, forward-looking, and able to foster innovation and continuous learning, thereby improving operational capabilities and service delivery.

Strategic Objective 2.2 Continuous enhancement of police capabilities

The strategic objective centres around investing in comprehensive officer training, professional development, and fostering a culture of integrity, accountability, and excellence within the FPF. It highlights collaboration with local and regional partners which support leadership development and capability building tailored to Pacific policing needs. Aligning police leadership with regional and national priorities, including collaboration with Pacific policing initiatives and commitment to addressing transnational crime and security issues in the Pacific region.

This ensures that leadership supports the broader goals of Fiji's National Development Plan 2025-2029, which stresses good governance, institutional reforms, and maintaining peace and security as key to national progress.

What we will do:

- Develop senior leadership capacity building
- Acquire and adapt a multi-level leadership development program with a priority for sergeants and corporals.



Pillar 3: Integrity and Ethics

Integrity and Ethics represent a core pillar essential to rebuilding and maintaining public trust and confidence in the FPF. This means building a police force that serves the community with honesty, fairness, and transparency, ensuring officers act ethically in all aspects of their work.

Strategic Objectives

Strategic Objective 3.1 Honesty, Fairness and Transparency

As a strategic objective, honesty, fairness, and transparency, embodies a commitment to building a police force that is respected, trusted, and accountable by the public. This objective aligns with the broader goals of integrity, ethics, and community trust that underpin the plan. It means upholding absolute truthfulness and moral principles in all police actions, ensuring officers act with integrity and avoid any form of deceit or impropriety. It means treating all individuals impartially and without prejudice or favouritism, respecting cultural and ethnic diversity, and ensuring equitable enforcement of laws. It ensures the implementation of an open and clear process for handling complaints, investigations, and disciplinary actions to maintain accountability and public confidence.

Strategic Objective 3.2 Accountability and Ethical Behaviour

This strategic objective focuses on embedding a culture of accountability and ethical behavior throughout the organisation, so that the FPF's conduct aligns with the highest professional standards. It means strengthening partnerships with communities based on mutual respect and trust, which can only be achieved if the FPF demonstrates consistent integrity in police operations. It also means supporting initiatives that promote continuous learning and ethical leadership, ensuring that officers are well-trained not only in skills but also in upholding values that foster respect and legitimacy. This strategy also aligns with national goals of good governance and zero tolerance for corruption, as emphasised in Fiji's broader development plans, to ensure the FPF contributes positively to the country's stability and security.

What we will do:

- Foster professionalism, confidence in and accountability of the FPF, with an open and transparent Police Standards Authority within the FPF to discipline Police brutality, extrajudicial violence, and prevent corruption
- Enhance Professional Standards Unit's independence, effectiveness and efficiency by embedding external expertise and/or an independent adjudicator, improving data integrity, triaging, case management system, and developing early case closure processes
- Establish a dedicated 'Integrity' channel for internal and external, and a whistleblower facility
- Integrate a Human rights-based approach
- Prioritise wellness and safety
-

Pillar 4: Operation Capabilities

This pillar refers to the enhancement and modernisation of the FPF's practical ability to effectively respond to and manage evolving security challenges.

Strategic Objectives

Strategic Objective 4.1 Uplifting capabilities through comprehensive officer training

This strategic objective ensures that personnel are equipped with the right skills, knowledge, and modern policing techniques to meet current and future demands.

Strategic Objective 4.2 Leveraging technology and innovative approaches

This will focus on improving policing methods, including addressing emerging threats such as cybercrime and transnational crime, which are priorities in Fiji's National Development Plan 2025-2029.

Strategic Objective 4.3 Continuous learning and adaptation

This strategic objective will focus on maintaining operational readiness and effectiveness in a rapidly changing security environment.

Strategic Objective 4.4 Community partnerships and trust

This strategic objective recognises that operational success relies on cooperation, partnership, networking and legitimacy in the eyes of the public.

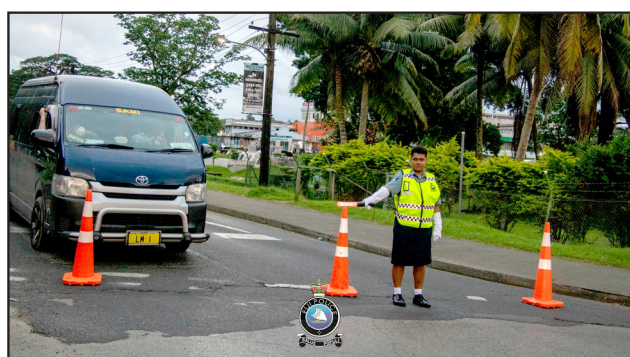
What we will do:

Proactive

1. Increase police visibility and police patrolling
2. Strengthen collaboration with community and faith-based organisations
3. Develop Crime Prevention Boards in all policing divisions
4. Engage key leaders in strategy and intel gathering, and form frontline response officers into neighbourhood policing teams
5. Strengthen intelligence-driven and community-based policing, including awareness on illicit drugs.
6. Develop community-based alternative resolution pathways and processes for youth and low-level offenders.
7. Develop a National Road Safety Plan
8. Work with partners to uplift the Canine Unit to improve responsiveness
9. Strengthen the capability and capacity of the police to tackle cybercrime and emerging transnational crime.
10. Strengthen border control initiatives

Reactive

1. Develop strategic approaches to combat the emergence of organised criminal networks, including illicit trade in strategic goods and adherence to the UN Security Council Resolution 1540
2. Strengthen the divisional command centres and the national command and coordination centre
3. Establish a centralised Forensics Unit in partnership with offshore providers
4. Establish a Child Protection Unit with appropriately trained staff
5. Develop a Victim's Charter, including protocols for support and management
6. Improve police response to gender-based crimes by establishing green room initiatives for gender-based violence in all policing districts
7. Improve the Prosecution systems and processes
8. Manage prisoner transfer activities in collaboration with the Fiji Correction Services



Pillar 5: Enablers and HR Capabilities

This pillar refers to the foundational support systems and workforce development necessary to achieve the strategic goals effectively. It focus on creating a robust, skilled, and well-resourced police workforce supported by effective systems and reforms to ensure the FPF can deliver high-quality policing services now and into the future.

Strategic Objectives

Strategic Objective 5.1 Investing in officer training and development

This strategic objective focuses on equipping police personnel with the right skills, knowledge, and modern policing methods to meet evolving demands and expectations.

Strategic Objective 5.2 Reforming and restructuring human resource capabilities

This ensures that the FPF has adequate manpower, specialised units, and resources aligned with emerging crime trends and future policing needs.

Strategic Objective 5.3 Building a workforce that is well-trained and adaptable

This emphasises on supporting innovative approaches and technology, fostering a culture of continuous learning and professional growth.

Strategic Objective 5.4 Aligning HR strategies with Fiji's NDP 2025-2029

This strategic objective focuses on strengthening institutional capacity and governance to support sustainable development and effective service delivery.

Strategic Objective 5.4 Utilising regional partnerships and initiatives

Strengthening the Pacific Policing Initiative, to enhance training and leadership development opportunities, thereby boosting the overall capability of the FPF.



What we will do:

Enabling Capabilities

1. Pursue full Digitalisation of the FPF
2. Develop a Fleet Management Plan
3. Review financial delegations and streamline the process and accountability arrangements
4. Review and refresh the capital asset management plan, align to risk and establish a capital asset maintenance program
5. Develop a case management system for the FPF and explore opportunities to revitalise this work.
6. Develop appropriate file management, divisional investigations and criminal justice support units.
7. Provide adequate funding for police vehicles in both urban and rural areas.

Enabling HR Capability

1. Uplift and professionalise HR function by establishing an operating model, durable and ethical frameworks, policies and systems
2. Post brief and counselling processes set up for serious incidents, fatalities and crash events
3. Improve training and resourcing for Police prosecution staff (computers and printers) and consider centralizing into divisional criminal justice file management centres.
4. Training - redesign training curriculum to reflect modern policing.
5. Invest in the Fiji Police Academy to improve facilities, systems, assets and resourcing
6. Redesign the division based field training model and workplace assessment framework for probationary constables
7. Create a new position Field training officer - Weapons training/perishable skills - Health, Safety and Wellbeing
8. Develop recruitment brand and strategy and adjust the recruitment process, simplify job descriptions and competency framework
9. Review the remuneration structure for Fiji Police including quantum and structure for Detectives
10. Develop Talent Management framework and system when promoting staff into senior positions (including Detectives) to complete relevant qualification/training course before being promoted to validate advancement (redesign) and consider specialist pathways.



IMPLEMENTATION AND REPORTING

This structured approach to implementation and reporting will ensure that the Fiji Police Strategic Plan 2025-2029 is effectively executed, monitored, and continuously improved to meet the security needs of Fiji's communities with integrity and excellence.

I. Our Success Measures

- a) Reduce crime rates across Fiji
- b) Increase community trust and satisfaction
- c) Faster emergencies response time
- d) Higher case resolution rates
- e) Stronger community partnership

II. Reporting

To ensure accountability, transparency, and effective monitoring of progress, the reporting framework for the Strategic Plan will include:

- a) **Regular Monitoring and Evaluation:** The FPF will adopt a robust Implementation and, Monitoring, and Evaluation and Learning (MEL) framework with clear Key Performance Indicators (KPIs) aligned to strategic outcomes. This framework will facilitate timely assessment of progress and enable corrective actions as necessary.
- b) **Quarterly and Annual Reporting:** The FPF will provide quarterly updates and an Annual Report on the implementation status of the plan's objectives and targets. These reports will be submitted to the Commissioner of Police and made accessible to stakeholders to maintain transparency.
- c) **Stakeholder Engagement:** Reporting will incorporate feedback mechanisms from community members, development partners, and other stakeholders to reflect the evolving needs and perceptions of the public, thereby enhancing service delivery and trust.
- d) **Accountability Measures:** The Senior Executive Team will be held accountable for the effective implementation of the plan through performance agreements and regular reviews, ensuring commitment at all leadership levels.
- e) **Integration with National Reporting Systems:** The FPF reporting will be integrated with the National Development Plan monitoring systems to align with Fiji's broader goals for peace, security, and sustainable development.





FPF

STRATEGIC PLAN 2025-2029

VISION: A Safe and Secure Fiji For All

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

STRATEGY, PLANNING GOVERNANCE & PERFORMANCE

- Review the Police Act 1963 and FSO
- Refresh the vision strategy and operating model for the FPF to improve public trust and confidence
- Provide quality and inclusive services
- Develop a new Performance Management Framework
- Formulate and implement the Fiji Police Service Plan and Master Plan to improve infrastructure and use of technology to improve policing
- Refine Police KPIs to focus on public trust, confidence in outcomes and operational excellence. This includes developing a balanced scorecard for public/external reporting
- Develop a plan to lift capability of the Police Mobile Force, in partnership with other policing agencies
- Develop interoperable SOPs and MOUs between Fiji's maritime police and other Government agencies to better leverage and amplify the impact of combined resources
- Ensure communication and media training for officers
- Develop clear communication for the FPF's Special Branch
- Review the Agency Governance framework, including Establishing Risk and Audit Committee, Performance Forum and redesigning the Internal Integrity Board and Talent and Promotion Board

LEADERSHIP

- Develop senior leadership capacity building
- Acquire and adapt a multi-level leadership development program with a priority for sergeants and corporals.

INTERGRITY & ETHICS

- Foster professionalism, confidence in and accountability of the FPF, with an open and transparent Police Standards Authority within the FPF to discipline Police brutality, extrajudicial violence, and prevent corruption
- Enhance Professional Standards Unit's independence, effectiveness and efficiency by embedding external expertise and/or an independent adjudicator, improving data integrity, triaging, case management system, and developing early case closure processes
- Establish a dedicated 'integrity' channel for internal and external, and a whistleblower facility
- Integrate a Human rights-based approach
- Prioritise wellness and safety

OPERATIONAL CAPABILITIES

Proactive

- 1. Increase police visibility and police patrolling
- Strengthen collaboration with community and faith-based organizations
- Develop Crime Prevention Boards in all policing divisions
- Engage key leaders in strategy and intelligence gathering, and form frontline response officers into neighborhood policing teams
- Strengthen intelligence-driven and community-based policing, including awareness on illicit drugs.
- Develop community-based alternative resolution pathways and processes for youth and low-level offenders.
- Develop a National Road Safety Plan
- Work with partners to uplift the Canine Unit to improve responsiveness
- Strengthen the capability and capacity of the police to tackle cybercrime and emerging transnational crime.
- Strengthen border control initiatives

Reactive

- Develop strategic approaches to combat the emergence of organized criminal networks, including illicit trade in strategic goods and adherence to the UN Security Council Resolution 1540
- Strengthen the divisional command centers and the national command and coordination center
- Establish a centralized Forensics Unit in partnership with offshore providers
- Establish a Child Protection Unit with appropriately trained staff
- Develop a Victim's Charter, including protocols for support and management
- Improve police response to gender-based crimes by establishing green room initiatives for gender-based violence in all policing districts
- Improve the Prosecution systems and processes
- Manage prisoner transfer activities in collaboration with the Fiji Correction Services

ENABLERS & HUMAN RESOURCES

Enabling Capabilities

- Pursue full digitalization of the FPF
- Develop a Fleet Management Plan
- Review financial delegations and streamline the process and accountability arrangements
- Review and refresh the capital asset management plan, align to risk and establish a capital asset maintenance program
- Develop a case management system for the FPF and explore opportunities to revitalize this work.
- Develop appropriate file management, divisional investigations and criminal justice support units.
- Provide adequate funding for police vehicles in both urban and rural areas.

Enabling HR Capability

- Uplift and professionalise HR function by establishing an operating model, durable and ethical frameworks, policies and systems
- Post-brief and counselling processes set up for serious incidents, fatalities and crash events
- Improve training and resourcing for Police prosecution staff (computers and printers) and consider centralizing into divisional criminal justice file management centres.
- Training - redesign training curriculum to reflect modern policing.
- Invest in the Fiji Police Academy to improve facilities, systems, assets and resourcing
- Redesign the division based field training model and workplace assessment framework for probationary constables
- Create a new position Field training officer - Weapons training/perishable skills - Health, Safety and Wellbeing
- Develop recruitment brand and strategy and adjust the recruitment process, simplify job descriptions and competency framework
- Review the remuneration structure for Fiji Police including quantum and structure for Detectives
- Develop Talent Management framework and system when promoting staff into senior positions (including Detectives) to complete relevant qualification/training course before being promoted to validate advancement (redesign) and consider specialist pathways.

VALUES:

PROFESSIONALISM, INTERGRITY, RESPECT, INCLUSIVENESS, COMPASSION, COURAGE

Fiji Police Force
Vinod Patel Building, 41/2 Miles
Nasinu.
P. O. Box 239, Suva
Telephone: (679) 3343777
Email: fpfplans@gmail.com
Website: www.police.gov.fj

