

**BERMUDA POLICE SERVICE****Head 07****Found on Pages B-281 to B-285 of the Estimates of Revenue and Expenditure**

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**1. OBJECTIVES****Mr. Chairman,**

The mission statement of the Bermuda Police Service (BPS) is “Making Bermuda Safer” by engaging in three priority areas of operations:

- Tackling Crime & Antisocial Behaviour
- Community Engagement, and
- Making the Roads Safer

**2. PRIORITIES****Mr. Chairman,**

Like all government departments, the (BPS) has limited resources but wide, varied areas of responsibility. That means that financial and human resources must be deployed strategically. It is important for the police to be focused on the issues that pose the most significant threat to public safety in Bermuda, as well as those things that most impact the feeling of community confidence in the ability of the police to keep our Island safe. To that end, the police have committed to the following priorities for the next fiscal year:

**Tackling Crime and Antisocial Behaviour:**

- The BPS continues to work in partnership to target those criminals who cause the greatest harm to our communities. The BPS will further invest in government and community partnerships and participate in joined-up offender management, education programmes and prevention programmes with the island’s schools and government departments, particularly those connected with the Criminal Justice System.
- The BPS will continue to work with partners within the framework of the Interagency Gang Task Force (IGTF) and its associated levels: the Interagency Gang Enforcement Team (IGET) and the Interagency Community Response (ICR) Team. The work of the IGTF combines strategy with enforcement and community support.
- The BPS will continue to assess risks and provide an appropriate intelligence-led policing response to local nightlife activities and sporting events. The police will also mount highly visible and effective patrols wherever needed to deter crime and antisocial behavior.
- The police will monitor trends in organized crime and continue the excellent working relationships that have been forged with international law enforcement partners to protect against and mount appropriate responses to threats from terrorism, cybercrime, organized crime and financial crime.
- The BPS supports initiatives that prevent crime and reduce offending. The police will collaborate with its criminal justice partners and other local organisations to help develop a system of restorative justice in Bermuda.

**Engaging with the Community:**

- The BPS will continue to develop and support Community Action Groups, particularly in those neighbourhoods that are directly affected by antisocial behaviour. Aided by the existing police Community Action Teams (CATs), the BPS will work to enhance public confidence by developing and implementing local solutions to local problems.
- The Problem Oriented Policing and Partnerships (POPP) strategy remains as the cornerstone of police operations. CAT officers rely on partnerships to build stronger communities; the BPS will make every effort to provide greater consistency in providing local community officers so that relationships at the neighbourhood level are strong and enduring.
- Strong enforcement must be complimented by strong education, prevention and diversion efforts. The police will continue to deliver the Gang Resistance And Education Training (GREAT) programme in partnership with our island's schools in an effort to weaken the grip of the gang culture on young people.
- The BPS will also continue to support its members to enhance youth engagement with the police and to volunteer outside of the police to serve with other helping organizations.
- Good communication sits at the heart of strong relationships. The BPS will develop media strategies and expand the use of its website and social media sites to keep the public informed and engaged with the latest news from the police.

#### **Making the Roads Safer:**

- The BPS Road Safety Strategy is a community collaboration that is designed to save lives, make our roads safer and increase public confidence.
- The police will deliver operational plans to reduce the total number of traffic collisions with an emphasis on reducing the number of deaths on the road. Patrols will be targeted to disrupt criminal use of the road and combat antisocial driving behaviours. The goal of the police is to calm the roads and reduce the frequency of impaired driving.
- The approach to road safety will include intelligence-led data analysis to determine traffic “hot spots” and areas that need attention. The police will raise awareness of poor driving behaviour through education in concert with key stakeholders. The BPS will engage in enforcement that is combined with professional judgment and discretion, so that punishment is balanced with prevention.

#### **Optimising Technology:**

- The BPS is working to ensure that their technology infrastructure provides modern, automated assistance to operations and delivers value for money. The BPS will consult with the Bermuda Government to invest in technology that is more efficient and enhances public safety.
- The police are currently engaged in an expansion project on the public CCTV network using funding made available in the current financial year to place cameras in Dockyard and St. George's. The cameras are due to be installed in April.
- New technologies are being explored that could potentially be used to increase the CCTV network's capability, including enhanced video analytics that will enable features such as facial recognition, traffic compliance and speed cameras.

### **3. ALLOCATION OF STAFF**

#### **Mr. Chairman,**

The staffing level in the BPS has dipped below 400 officers for the first time in many years through a combination of austerity measures and natural attrition. In order to prevent the operational strength of the police from falling any

further, the Government has increased the budget allocation for police salaries from \$38.3M to \$39.9M. The 2017/18 budget will support 425 officers and 12 cadets. This will enable the police to hire approximately 30 new police officers, half of whom will be locally recruited and half will be recruited from overseas as trained firearms officers to help support the vital armed response role that the police must provide. All of the police cadets will be hired locally.

The Commissioner has the authority to move staff according to the exigencies of the Service, and consequently the staffing level in each department is not fixed. For ease of accounting, salaries for police officers are allocated to the Commissioner's cost centre, 17000. The allocation of these human resources is divided into three Divisions, each commanded by a Superintendent. Specifically, the regular police staff will comprise: 1 Commissioner, 1 Deputy Commissioner, 2 Assistant Commissioners, 3 Superintendents, 7 Chief Inspectors, 25 Inspectors, 66 Sergeants and 320 Constables.

Salaries and wages for the 84 civilian staff support the Service in areas of finance, technology, human resources, Station Duty Officers and the garage department is budgeted at \$5.5M.

#### 4. ADDITIONAL RESOURCES

**Mr. Chairman,**

The variances to be observed in most of the cost centres reflect operational considerations that fall within the remit of the Commissioner whose internal submissions for funding are mission driven. However, I wish to highlight for Honourable Members, key additional elements of this 2017/18 Budget that indicate this Government's support for the BPS and the jobs we ask them to carry out in Bermuda:

**Mr. Chairman,**

**Overseas Investigative Assistance is allocated \$1,034,538:**

- This funding allows for the employment of temporary additional staff with specific policing expertise that is not currently available in the Service. The roles include: financial investigators, intelligence analysts, and forensic crime scene investigators. This initiative has run since 2011 and has resulted in the detection and successful prosecution of a number of serious and violent crimes. The reduction in gun crime can be partly attributed to this increased investigative and technical capacity. The BPS will look for opportunities to employ Bermudians in these roles as circumstances allow, in an effort to decrease reliance on this overseas assistance.
- BPS policies allow up to four police cadets each year to participate in a further education programme by attending university overseas with a \$20K bursary per annum per cadet for a maximum of three years. The bursary is predicated on the cadets returning to Bermuda and working in the Bermuda Government for five years at the end of their studies. Three Bermudian cadets have previously graduated from this programme and are currently serving police officers. The Government has provided funding of \$80K to support four cadets in the next financial year.

#### 5. SPECIFIC INITIATIVES 2016/17

**Mr. Chairman,**

Bermuda will be hosting the 35th America's Cup in 2017. In addition to bringing the island a number of exciting opportunities, the event also brings a number of challenges for law enforcement on both land and sea. The event will draw dozens of super-yachts and other sailing vessels and thousands of spectators. The America's Cup stretches over nearly six weeks and coincides with a number of other large public events such as the Tall Ships Regatta, the Bermuda Juvert, and the National Heroes Day holiday.

**Mr. Chairman,**

The increase in the police salary budget will help to put more boots on the ground, and an overtime budget increase from \$2.6M to \$4M will pay for extra policing services as well as the partial embodiment of the Bermuda Reserve Police in support of the policing operations.

**Mr. Chairman,**

The Bermuda Reserve Police, now in its 65<sup>th</sup> year of operation, provides vital support to the regular Service by harnessing volunteer efforts from the community. Efforts are underway to increase its membership from 65 to 80 officers and to encourage further diversity within its ranks that is commensurate with the diversity in the community they serve.

**Mr. Chairman,**

Police vehicles are driven on our roads 24/7/365, resulting in constant wear and tear. A number of vehicles must be replaced annually on a scheduled basis according to their useful life as an emergency vehicle in order to maintain safety standards. The BPS has been provided with \$270K in capital acquisition to purchase new vehicles in this regard. In an effort to be more prudent in its spending, the BPS will explore options to deploy more economical vehicles, including electric and hybrid vehicles. The BPS will give precedence to vehicle purchases that enhance the operational priorities to provide highly-visible front line policing and to respond quickly to emergencies. The BPS will also increase the number of motorcycles to help calm Bermuda's traffic and make the roads safer.

**Mr. Chairman,**

This Government is committed to helping Bermudians find jobs and the Bermuda Police Service should be seen as a career of choice by young people in this community. In addition to hiring local recruits later this year, funding has been provided to maintain 12 cadet positions in the BPS. Some current police cadets are set to graduate from the Bermuda College in May and they will be appointed to the Recruit Foundation Course to be trained as police officers. That will create 8 vacancies for cadets who will be hired this summer and enter the cadet programme. These cadets and their colleagues will go on to become the next group of Bermudian recruits in the BPS.

**Mr. Chairman,**

In conclusion, the increases to the BPS budget will come as welcomed news not only to the Commissioner and his officers, but to members of the community who rightfully expect and demand a high level of quality service from their police. This Government is committed to public safety, and this budget demonstrates a commitment to "Making Bermuda Safer" by providing law enforcement with the tools they need to do their very demanding and important job.

Thank you Mr. Chairman.