



BERMUDA
POLICE
SERVICE

www.bermudapolice.bm

Annual Policing Plan

Making Bermuda Safer

APRIL 2012



MISSION STATEMENT

Making Bermuda Safer

VISION STATEMENT

We see a police service working in partnership with the community for a safer Bermuda.

ANNUAL POLICING PLAN

The Annual Policing Plan was introduced for the first time by the Bermuda Police Service (BPS) in January 2010 as a one-year list of activities that represented priorities and key actions to be completed as part of the overall Strategic Plan for 2007 – 2011. Since then, we have fixed the lifespan of the Annual Plan to the accounting financial year so that operational priorities can be identified and set within the boundaries of available budgetary funding. It enables us to ensure that the priorities are realistic and that they have been considered against all of the competing demands and limitations that our organisation faces. But the plan is still intended as a “bite sized” activity list that keeps us sharply focused on what is important, what makes a difference, and what must get done. It also helps the public know what to expect from us and to monitor our performance against what we say we are going to do.

Since 2009 we have improved our operational response, community engagement and investigative capacity. But then, we had to. Bermuda is dealing with more serious crimes than at any other point in our history and the key to suppressing gang and violent crimes lies in three ingredients: strong education and diversion; strong enforcement and conviction; strong rehabilitation and resettlement. It calls for joined up work across public and private sectors, as well as connectivity at the national, community, neighbourhood and individual levels.

For the third year in a row, the focus of the BPS is sharply pointed at enforcement and community partnerships in response to our four key operational areas:

- GUNS
- GANGS
- DRUGS
- VIOLENCE



ANNUAL POLICING PLAN (CONTINUED)

To help our staff align their work with our priorities, we have developed a simple acronym - TEMPO. The letters stand for each of five key areas of activity:

- T – Tackling Crime
- E – Enhancing Public Confidence
- M – Modernising the Service
- P – Policing With the Community
- O – Optimising Performance

We don't expect everyone to memorise our strategic and annual plans, and some of the specifics are the remit of senior commanders. So we have summarised three simple questions for our staff to consider during their shift in order to stay focused on our priorities:

- 1 Have you helped prevent or solve a crime?
- 2 Have you helped improve public confidence in the police?
- 3 Have you worked in partnership with the community?

In this way, we provide clarity on the things that matter and the areas in which police officers and support staff should be placing their energy. Performance and Development Reviews (PDRs), conducted on an individual level, help officers and their supervisors assess whether we are on track in delivering on our promises.

Specifically, during the financial year 2012/13, the BPS plans to engage in the following areas of priority operations:



TACKLING CRIME

We will:

- Use intelligence and community information to carry out targeted operations against those who commit serious crimes as gang members, those who commit crimes with the use of firearms, those who deal in drugs and those who commit acts of violence and bring them to justice.
- Continue to use our forensic services to identify those committing the most serious crimes through fingerprints and DNA profiling.
- Work with partners on the Inter-agency Gang Task Force (IGTF) and Inter-agency Gang Enforcement Team (IGET) to manage prolific offenders and deter them from committing more crime.
- Work with the Director of Public Prosecutions and the courts to take away assets gained through crime (cars, boats, cash and jewelry for example) to take the profit and attraction away from criminal lifestyles.
- Deny criminals use of the Island's roads through enhanced patrols and report offending motorists.
- Target thieves and burglars in response to the effects of the economic downturn on crime.
- Commence work to increase firearms capacity and improve our ability to respond effectively to spontaneous incidents of public disorder.



ENHANCING PUBLIC CONFIDENCE

We will:

- Ensure that the work that we do is geared towards keeping public confidence and satisfaction levels high.
- Deliver a high quality of service and focused investigations.
- Focus on keeping people safe from harm.
- Deploy visibly effective policing as a key element to reducing fears of crime and increasing feelings of safety.
- Provide timely and accurate information of all policing activities.
- Recruit extra police officers and increase resources in the areas of most need including the local Community Action Teams (CATs) and the Serious Crime Unit (SCU). A Recruit Foundation Course commences in May and additional recruiting is planned for later in the year.
- Continue to provide training to all staff that aims to make every public contact count when responding to calls for service. We will also acknowledge and resolve those times that we make a poor first impression.
- Monitor public satisfaction levels with the BPS and address any identified areas in need of improvement.
- Attend serious crimes and other serious incidents promptly and explain to victims clearly what they can expect.
- Provide updates and feedback to victims and witnesses of crime to keep them informed as to the status of their investigation or court case.
- Provide crime prevention information and carry out public information campaigns.
- Continue to ensure that an equally high quality of service is provided to all persons in Bermuda regardless of race, ethnicity, gender, sexual orientation, religion, economic status, age, cultural group or any other identifiable group.



MODERNISING THE SERVICE

We will:

- Work towards increased Bermudian representation in the BPS.
- Work towards more diverse representation throughout the Service as well as the Bermuda Reserve Police that is more reflective of the local community and provides equal opportunities, including at the recruit level, within specialist departments and at higher ranks of command.
- Prepare the Service for the full implementation of the Police and Criminal Evidence (PACE) Act - Phase 4.
- Prepare the Service for the implementation of Public Access to Information (PATI) legislation.
- Implement a new computerised Records Management System (RMS) and Custody Information System (CIS).
- Commence work on a new system of addressing staff behavioural issues.
- Conclude work being done to update the Promotion Policy.
- Address internal meeting structures.
- Report out on the work being done by the Safety and Health Committee.
- Expand the use of CCTV to prevent and detect crime.





POLICING WITH THE COMMUNITY

We will:

- Work with partners and local neighbourhoods to tackle anti-social behaviour, particularly the most serious and persistent cases that have the greatest impact on quality of life.
- Make sure that the Island's schools have access to the BPS as a partnership resource to inform and educate children about the dangers of gangs, drugs and violence.
- Continue to enhance Community Action Teams and make them accessible to the public at convenient times and places.
- Continue the development and implementation of Community Action Groups (CAGs) in the Island's most affected communities.
- Commence work on an Independent Advisory Group (IAG) to assist the BPS with strategic development and responses to national issues.
- Develop a model for consideration by the Ministry of National Security to form a multi-agency approach to the safe planning and management of large public events.



OPTIMISING PERFORMANCE

We will:

- Ensure that our most important resource – our people – is used as effectively and productively as possible. We want to better manage those things that take officers and staff away from core policing duties such as sickness and injury. We will manage sickness to ensure staff and officers are available for work.
- Streamline our recruitment and training processes so that officers and staff are fully functional in new roles as soon as possible.
- Use government approved procurement agreements and join up, where possible, with other agencies and government departments to purchase goods and services at competitive prices.
- Demonstrate value for money, making the most of our people and resources.
- Plan and promote regular sporting and cultural activities to enhance morale and team spirit within the Service.
- Examine the organisational structure against operational priorities for improvements or efficiency gains.
- Develop a system of non-emergency reporting and call handling that frees-up response resources for urgent calls and priority deployments.



GET INVOLVED

Tackling Crime

Enhancing Public Confidence

Modernising the Service

Policing with the Community

Optimising Performance

Your opinion is important to us. We welcome feedback on our Annual Policing Plan and we hope that you will take advantage of the many opportunities to engage directly with the BPS. We are more accessible to the public than ever before and we invite you to stop by your local police station, contact your area commander or your local Community Action Team, attend one of our community meetings, start a neighbourhood watch, join a Community Action Group or just simply send your comments by letter or email. We look forward to hearing from you.

Contact details for all our senior staff ranked inspector and above are located on our website or you can use the contact details below.

Emergency Telephone: 911

Non-Emergency Telephone: 295 0011

Serious Crime Unit Telephone: 299 4246

Community Action Team Email: cat@bps.bm

Website: www.bermudapolice.bm

BPS Facebook: [http://www.facebook.com/pages/](http://www.facebook.com/pages/Bermuda-Police-Service/173632061061)

[Bermuda-Police-Service/173632061061](http://www.facebook.com/pages/Bermuda-Police-Service/173632061061)

BPS Twitter: <http://twitter.com/#!/BermudaPolice>

Crime Stoppers Telephone: 800-8477

Crime Stoppers Website: www.crimestoppers.bm



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