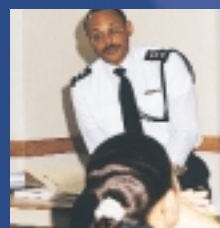


**BERMUDA
POLICE SERVICE**



1998


**A N N U A L
R E P O R T**



BERMUDA POLICE
HEADQUARTERS
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BERMUDA

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His Excellency the Governor
The Rt. Hon. Thorold Masefield, CMG
Government House

Your Excellency,

It is my honour and pleasure to submit this report
on Policing in Bermuda for the year ending 31st
December, 1998.

Jean-Jacques Lemay, CCM, BA
Commissioner of Police

MISSION STATEMENT

The Commissioner and members of the Bermuda Police Service are committed to upholding the law fairly but firmly; to preventing crime; to pursuing and bringing to justice those who break the law; to keeping the peace; to protecting, helping and reassuring the community, and to be seen to do all this with integrity, common sense and sound judgement.

We will ensure that, in delivering this service, we treat people equally regardless of their age, gender, race, ethnic or national origins and that our policies and procedures are designed so as not to discriminate, either intentionally or unintentionally against any group or individual. We will also seek to respond sensitively to any special needs experienced by particular groups.

We will be compassionate, courteous and patient, acting without fear or prejudice to the rights of others. We will be professional, calm and restrained in the face of violence and apply only that force which is necessary to accomplish our lawful duty.

We will strive to reduce the fears of the public and, so far as we can, reflect their priorities in the action we take. We will respond to well-founded criticism, with a willingness to change.



The Hon. Maxwell Burgess, JP, MP
*Minister of Labour,
Home Affairs and
Public Safety*

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I am indeed proud and honoured to present my second Annual Report as Commissioner. This year was both exciting and challenging for the Bermuda Police Service. Following the resignation of Mr. Colin Coxall as Commissioner in 1997, a new Commissioner and Deputy Commissioner were appointed in April this year.

The prolonged process of change continued in significant ways, not least of which was the succession planning initiative. With the excellent co-operation of the Director of Personnel Services and facilitated by His Excellency the Governor, an Extended Interview process was conducted under the direction of Dr. Martin Allnutt of the Home Office Consultancy Unit. The Extended Interviews were conducted in February and June. In all, 12 inspectors, 10 chief inspectors and 2 superintendents were put through the assessment process, used extensively in the United Kingdom and elsewhere. The Extended Interview process allows for the selection of fast-track managers in both the Police and Prison Services, and identifies senior officers suitable for strategic command course training in such core Services. The EI process also provides candidates with feedback on their strengths and weaknesses, and relays vital information that can be used in developing action plans to address the candidate's training and development needs. All this to ensure that a pool of suitable and qualified officers are identified for advancement through the senior ranks of the Service.

A number of key pieces of legislation were enacted which had a direct impact on the Service. The Proceeds of Crime Act 1997 and the Proceeds of Crime (Money Laundering) Regulations 1998 became operative January 19, 1998. A new Financial Investigation Unit housed within the Commercial Crime Department was created under the direction of a detective inspector. Efforts are now underway to second two experienced officers from the U.K. to help train local officers in matters pertaining to financial investigation. The Police Complaints Authority Act 1998 became operative on October 10, 1998. This Act provides for a more expedient process to deal with complaints against the police, and makes for better provision for the investigation and resolution of such complaints. The Road Traffic Amendment Act 1997 became enacted January 16, 1998. This legislation provides offences for causing death or serious injury by driving while impaired by alcohol, drugs, or specified dangerous drugs in the body. It also widens police powers and provides for a broader and more rigid range of remedies than previously available. The advent of new demands imposed on the Service by such legislation, and changes in policy and Service Standing Instructions (SSIs) necessary to incorporate such amendments, required the implementation of new equipment, training and procedures.

The Police Amendment Act 1998 authorised the establishment of a Code of Practice on tape recording of interviews of suspects and required that interviews of persons suspected of the commission of indictable offences which are held at designated police facilities be recorded in accordance with the Code of Practice.

The Training Department was kept extremely busy with at least 26 courses being run locally, and co-ordinating a total of 49 training courses and workshops overseas. Of these, seven focused on training for supervisors and managers.

The Narcotics Department seized in excess of 44 kilos of cannabis and four kilos of cocaine. The introduction and implementation of the Combined Enforcement Interdiction Team or CEIT, a joint inter-agency interdiction effort between Customs and Police proved most successful. A total of 746 persons were arrested in connection with drug-related offences. This represents an increase of 57 percent over 1997. The increase in arrests was also attributed to the excellent work done by our Task Force set up to deal with drug offences at the street level. The establishment of the Task Force has provided Narcotics officers with the opportunity to concentrate on interdiction.

Our gratitude is also extended to the U.S. Drug Enforcement Agency, U.S. Customs and Immigration Departments, and the many other overseas law enforcement agencies that continue to help us in our struggle to rid the Island of the drug problem.

Crime Stoppers was given a significant boost under the direction of a full-time Sergeant position paid by Crime Stoppers Bermuda. The programme has introduced a scheme whereby the calls are sent to an overseas operator in the United States, who collects the information and re-directs it to the Bermuda Police Service. The use of a 1-800 line with an overseas operator has significantly increased the number of calls made to Crime Stoppers during the past year.

The Reserve Police is another success story. These are men and women who volunteer their time to help make Bermuda a safer place in which to live. They are highly dedicated and committed to the job. Reserve Police provide a support to the regular police officers in every aspect of policing. Their contribution has been invaluable.



Jean-Jacques Lemay, CCM, BA *Commissioner of Police*

The year was punctuated with several particularly notable visits. The Commissioner of the Royal Canadian Mounted Police, Mr. Philip Murray visited in March; Police Adviser to the Foreign Commonwealth Office of the United Kingdom Overseas Territories, Mr. Lionel Grundy made a follow-up visit following the appointment of Commissioner Lemay and Deputy Commissioner Harold Moniz in May. His Royal Highness, Prince Philip, the Duke of Edinburgh, also visited Bermuda in March to present the Duke of Edinburgh Awards to Outward Bound students.

The change of Government following the historical election in November saw the appointment of a new Minister of Labour, Home Affairs and Public Safety. Following initial meetings with the Hon. Paula Cox, MP, a series of initiatives were developed in consultation with the Service's senior management team. Consensus was reached in regard to the development of a two-year Strategic Plan, which would take into consideration the 1995 (Coxall) Service Strategy, but would also underscore the need for further development of the Service's vision, mission statement and core values. The revised Strategic Plan also emphasised the need to link all newly-created programmes to such strategies as they lined up with the organisational changes taking place. The journey that we have undertaken to bring about these necessary changes continues in earnest, and with the tremendous efforts of all of the personnel of the Service. However, the critical shortage of human resources continues to undermine our potential and continues to be of the highest priority for both the Police Service and Government.

Community policing and crime-fighting initiatives continue to be the foundations of the Bermuda Police Service's external policing responsibilities. Our ability to attract qualified Bermudians

to the Police Service will be greatly assisted by the re-introduction of both the Service's Career Development, Education and Training Programme and the Junior Cadet Scheme, which has received overwhelming support from Government. The Service remains committed to providing safer streets and homes to the visitors and residents of Bermuda. The introduction of CCTV will certainly help to reduce incidents of crime in the city of Hamilton, and to a lesser extent, the fear of crime, and its imminent implementation is welcomed.

As stated at the outset, the Service is in the process of undergoing significant organisational changes – particularly in the last three years – as the result of the 1995 Service Strategy. While that Strategy sought to improve the Service in a number of areas with some 123 strategic intents (90 of which have been carried out), some, over the course of time, have become no longer relevant, and thus the new Strategic Plan is to address those areas outstanding. It will also place the Bermuda Police Service firmly and confidently on solid footing as it moves forward to meet the challenges of the 21st Century.

The public at large is owed a great debt of gratitude for its tremendous support of the Service in what have often been some very difficult and trying times. A special salute, however, is due to the entire personnel of the Bermuda Police Service and their families for diligent application and commitment in preserving life and property and ensuring the safety and quality of life for both visitors and residents in this beautiful community.

The new Strategic Plan

will... place the Bermuda

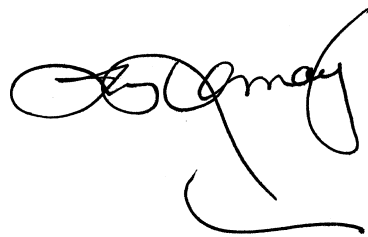
Police Service firmly and

confidently on solid

footing as it moves forward

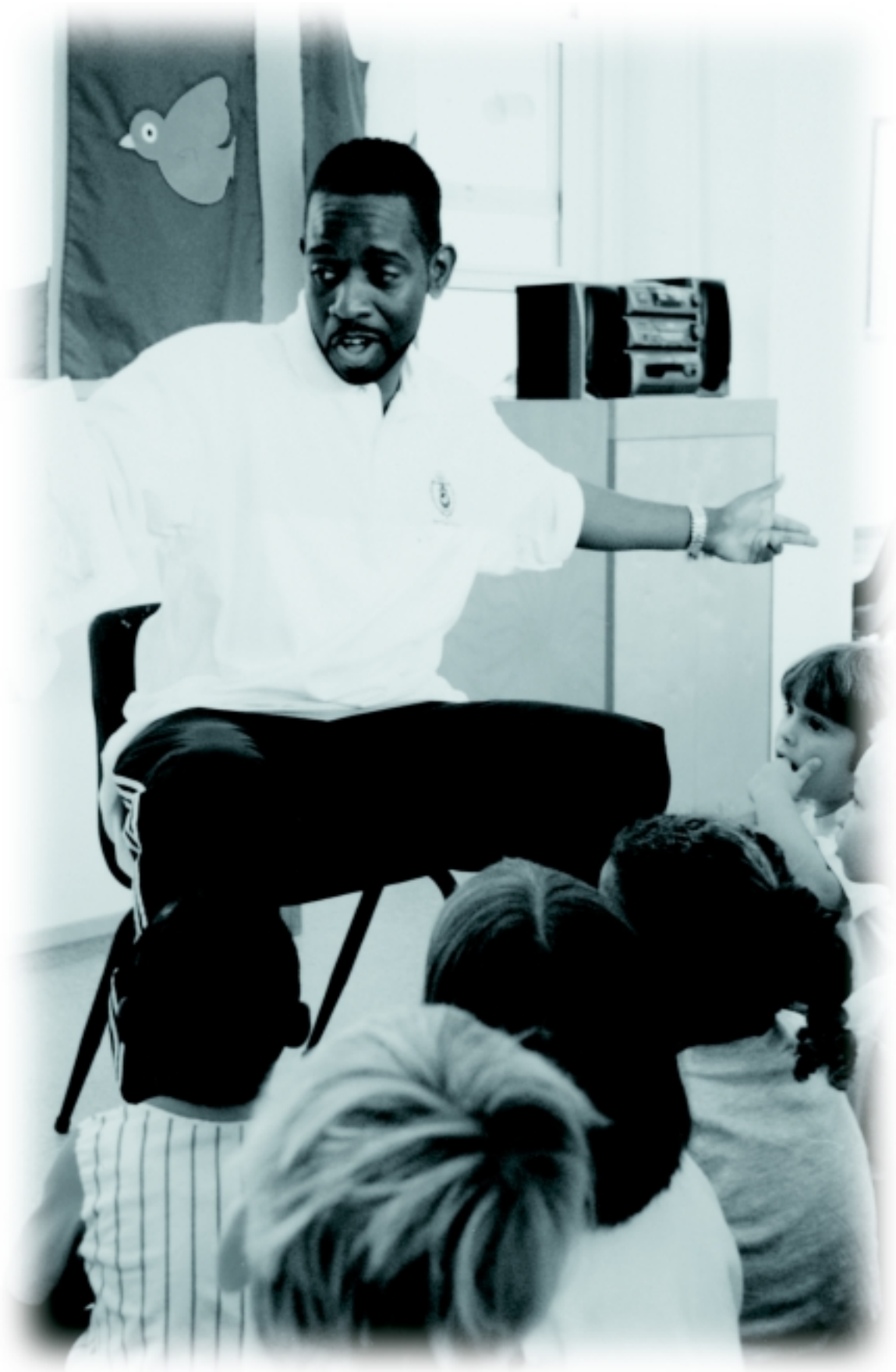
to meet the challenges of

the 21st Century.



Jean-Jacques Lemay, CCM, BA
Commissioner of Police





Students at AdVentureland Pre-School learn about the work of the Bermuda Police Service

INSPECTORATE

Chief Inspector Roger Kendall

The office of the Service Inspectorate reports directly to the Commissioner of Police. It is responsible for the day-to-day requirements of senior management in the areas of research and development, strategic planning, audits, legislative matters, and the Criminal Justice Information System. The office of the Operational Planning Unit was also placed under the command of the Inspectorate this year.

The Policy Committee is responsible for formulating and establishing the policies that govern the administration and operations of the Bermuda Police Service. Such approved policies are promulgated in General Orders and placed in Service Standing Instructions. During the year various policies were formulated or amended that involved the following:

Service Nomenclature

In order to alleviate the numerous variances of terminology within the working groups of the Service, a standardised Nomenclature was approved in January. The Service is now divided into six divisions (three territorial and three support). These, in turn, are comprised of departments that represent the main working groups of the Service. The departments are further sub-divided into Units to identify the various operations within the working groups. Part-time units brought together for a specific task or operational duty (Explosives/Firearms) are now designated as Teams.

Reserve Police

The establishment of the Bermuda Reserve Police was increased from 120 to 150 personnel in January, and to 200 a few months later. Training was also increased from 36 to 40 hours. In October, the recruiting age for the Reserves was lowered to 18.

Crime Statistics

Approval was given for a Crime Statistical Unit to be established in April within the Specialist

Criminal Investigation Department, to collate the various crimes and regulate how they are being recorded. This new Unit is responsible for formulating the release of all statistical information within and outside the Service.

Establishment Review

An Establishment Review of the Service was conducted in March with the assistance of Government's Management Services Department. This was to determine the needs and requirements of Police and civilian support staffing levels within the various departments and units.

Management Course

Approval was given for the Training Department to utilise the services of overseas trainers for a Sergeant's Management course. Local training was necessary because it was difficult to obtain sufficient places on overseas courses.

Policy Composition

The composition of the Policy Committee was revised in March to include all officers of the rank of Chief Inspector and above, along with senior civilian managers. Later in the year, the chairman of the Bermuda Police Association was included in the Policy Group.

G.R.E.A.T. Programme

Approval was given for the joint launch of the Gang Resistance Education and Training programme to be introduced into local schools. The Ministry of Education and R.E.A.C.H. officers received joint instruction in the United States. The programme began in September.

Driving School

A Driving School Policy paper that would regulate drivers/riders courses was approved in March.

Tourist Crime

In April, a Crime Theft Report Form was approved by Policy to enable tourists to show proof of reported crimes to their insurance

companies. The form replaced the time-consuming application letters that were required, and which caused delays when settling insurance claims.

Rank Insignia

Those serving in an acting capacity are now permitted to wear on epaulettes, the insignia of the acting rank.

Prisoner Photographs

As part of ongoing crime prevention initiatives for local hotels, a new policy was approved in May that would see the circulation of photographs of prisoners regularly involved in tourist-related crimes, to security personnel of the Bermuda Hotel Association.

Millennium Compliance

Policy and budgetary approval was granted in May for the replacement of the Police radio and computer systems to ensure millennium compliance.

Incident Command Vehicle

An Incident Command Vehicle was purchased to replace the current ageing Mobile Police Station. This new vehicle would act as the Incident Command Post for the Police and other emergency services at all major incidents and events.

Crime Stoppers

The establishment of the Bermuda Police Service was increased by one sergeant, after approval was granted in May for the Service to provide a full-time sergeant co-ordinator. The sergeant's position would be funded by the Crime Stoppers organisation.

Summer Student Programme

A Summer Student policy was approved in May that would see the establishment of an eight-week programme for approximately 10 students working in various departments of the Service.

Public Order Training

Policy Committee approved the training to a level 2 standard in Public Order for as many officers that could be issued with the new equipment. Policy further recommended that the UK Metropolitan Police be requested to assess the short and long-term public order training needs and assist in conducting Command Level training in Bermuda.

Crime Statistic Logs

Crime Statistic logbooks would no longer be carried in Divisions.

Financial Assistance for Private Study

A policy paper for the granting of financial assistance (under special circumstances) to police personnel was approved in August. One of the prerequisites of the grant required successful candidates to undertake police-related studies.

News Blackouts

Approval was granted to a policy paper that addressed the temporary news blackout for those specific incidents where lives may be put at risk.

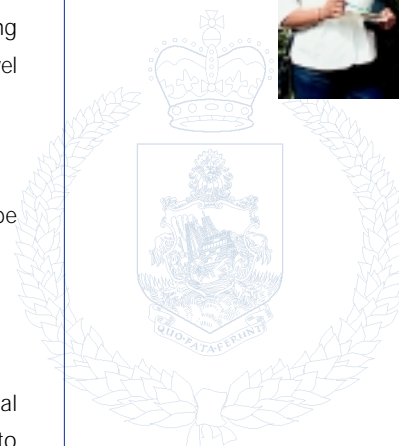
Officer Safety Committee

An Officer Safety Committee was established in November. A number of policy papers are expected from this group on officer safety issues and recommendations in the new year.

Millennium Leave

Late in the year, a policy paper was approved addressing the annual leave for police and civilian personnel before, during and after the new millennium. The Policy Committee approved restrictions on such travel to ensure that there would be adequate staff available to handle any Y2K problems and incidents.

Other policy matters involved police uniforms, gear, and equipment.



OPERATIONAL PLANNING UNIT

Inspector John Skinner

During 1998, the Operational Planning Unit became the responsibility of the Service Inspectorate.

The main duties under this Unit involve:

- Liaison Officer with local and visiting military units
- Disaster Planning Co-ordinator
- preparing National and Police Incident Response Plans
- researching and preparing strategic planning documents for chief officers
- providing administrative support for the senior Policy committees
- preparing Police Special Event Orders, including ceremonial and major sporting events
- providing administrative support to the Explosive Ordnance Disposal Team

During the year, 26 ceremonial and sports-related Police Operational Orders were prepared. In addition, two security-related Standing Orders were produced.

Highlights of the year included:

- the British Dependent Territories chief Ministers' meeting in January
- by-elections at Hamilton East and Pembroke West in February
- visit of the Duke of Edinburgh in March
- Bermuda Parliamentary Elections in November

The Operational Planning Unit also participated in several Joint Services Internal Security Exercises.

The Disaster Planning Co-ordinator provides the Secretariat Services for the Emergency Measures Organisation, which is now chaired by the Minister of Labour, Home Affairs and Public Safety. The EMO met on several occasions and exercises were held to maintain the standards of emergency preparedness within the organisation.

There were in excess of thirteen named storms in the western Atlantic during the 1998 hurricane season. The Bermuda Police ComOps Unit received alerts to eight potentially severe weather systems that could affect the local area, from the Bermuda Weather Service. This included Hurricane Mitch, which devastated Central America. Although Bermuda experienced some strong winds, there were no hurricane force winds experienced during the entire season. The closest point of approach of a hurricane system was Hurricane Francis in September, which came to within 200 miles of the Island.

PUBLIC AND MEDIA RELATIONS

Mrs. Evelyn James Barnett, B.Sc. (Hons.)

1998 saw the Public and Media Relations Department heavily involved in the process of ongoing change and development in the Bermuda Police Service.

The internal communications machinery began operating at a higher level with the launch of Newsbeat, a new monthly news-oriented publication containing current happenings within the Service affecting Police personnel. At the end of its first year, it has proven to be a popular and needed communications tool. Status reports from the Commissioner on the extended interviews, recruitment and training, succession planning and promotions were regularly shared with staff. In addition, decisions made by senior management during their executive meetings were regularly communicated and reviewed. The demand for the newsletter has steadily increased and its success is indicative of the importance of continuing the ongoing dialogue throughout the ranks.

Changes within the Service naturally drew interest from without. The Police Service stimulated a fair amount of media interest this year. Both the Commissioner, Deputy and Assistant Commissioner of Police were confirmed in their positions; the Traffic Task Force was launched with a media campaign; H.M.

Inspector General of the Dependent Territories, Mr. Lionel Grundy made a brief return to the Island in May; the new Warwick Parish office was opened by Public Safety Minister, the Hon. Maxwell Burgess; and a new dimension of Public Order Training provided good visuals for the media of the Service's new riot gear. Elsewhere, the Task Force in a number of drug raids; and regular quarterly crime statistics kept the public abreast of our crime-fighting efforts. On a more tragic note, a 10-year record of 18 road traffic fatalities kept the issue of road safety in the forefront of public concern; and the new independent Police Complaints Authority began its sittings.

Relations with both the broadcast and print media continue to be re-assessed and adjusted. This year a greater appreciation and respect of the roles and responsibilities each entity carries in the dual role of obtaining and disseminating information to the public was achieved through a series of one-on-one meetings. It is expected that the relationship will continue to grow as the bridge of respect and trust is forged.

Towards the end of the year, Gary Venning was promoted to sergeant, thus making his move to another section of the Service imminent. Sgt. Venning's expertise in this Department will be missed and he is wished every success in his new posting to the Marine Section. The move was the first of several changes anticipated for this Department in the ensuing year. The Public and Media Relations Department is anticipating the expansion of its responsibilities and thus its staff as the 21st Century looms on the horizon. Certainly policing is making progressive strides to a new era of law enforcement and public safety. Keeping the public informed and earning and harvesting public support of our efforts, in the true spirit of community policing, will likewise advance still further.



Relations with both the broadcast and print media continue to be re-assessed and adjusted. This year a greater appreciation and respect of the roles and responsibilities each entity carries in the dual role of obtaining and disseminating information to the public was achieved through a series of one-on-one meetings.

HUMAN RESOURCES

Mrs. Suzette Edmead

The purpose of the Human Resources Department is to develop and maintain the appropriate size of the workforce, to ensure that skills are kept current, and that fitness and morale within the Service are maintained at a high level. In addition, the Human Resources Department has a role to play in supporting the Service in meeting the goals of the Service Strategy and to support line managers in their day to day management of staff.

1998 saw the capability to support the Service improve, when an administrative assistant was hired in the department. This provided a total of two administrative/secretarial support staff, allowing Human Resource functions, (e.g. the recording and monitoring of all leave) to be gathered under one umbrella.

Civilianisation

Civilianisation continued to be one of the main priorities of the Human Resources mandate. A total of 23 posts remained to be civilianised at the end of 1997. This included four new administrative support posts. The following were established as a result of civilianisation – phase IV:

Public Relations Assistant

(Public & Media Relations Department)

Accounts Clerk *(Finance)*

Administrative Assistant *(Human Resources)*

Administrative Clerk *(Administration)*

Alarms/Crime Prevention Officer

(Community Relations Department)

PRC Manager *(Eastern Division)*

Support Driver *(Garage/Specialist Operations)*

Body/Paint Technician

(Garage/Specialist Operations)

Administrative Assistant PRC

(Finance & Administration)

Trainee Scenes of Crime Officer

(Specialist CID)

Outward Bound Co-ordinator

(Community Relations Department)

Secretary *(Complaints & Discipline)*

Secretary *(Community Relations Department)*

Secretary *(Human Resources)*

Welfare Officer *(Human Resources)*

Secretary *(Career Development/Welfare*

– Human Resources)

(2) Network Administrators

(Technology Department)

(2) Communications Assistants *(Technology)*

(2) Trainee Fingerprint Officers

(Scenes of Crime/Specialist Operations)

Intelligence Analyst *(National Intelligence*

Department/Specialist CID)

Crime Prevention Officer *(Community & Juvenile*

Services/ Community Relations Department)

Posts were graded by the Joint Grading Panel and advertised accordingly.

Eight of the above posts were filled in 1998. The civilianisation initiative will continue into the first quarter of 1999, when all posts should be filled. Police officers have been released to assume policing responsibilities as a result of this process. Phase IV is the final stage of civilianisation as identified in the original Service Strategy plan.

Recruitment

A more aggressive recruitment approach was launched in 1997 to attract more qualified persons to the Bermuda Police Service. The media campaign included personalised testimonials carried in both print and radio ads, using a professional agency. A more aggressive community approach was also adopted in the local recruitment effort: Police were represented at the Career Expo held at CedarBridge Academy, and at the in-house Info Expo at Police Headquarters, both held in April. Presentations were also made to members of the Bermuda Regiment. A promotional video is also in the works for 1999.

One Recruit Foundation Course (RFC) with twelve recruits commenced in August and was completed in November. In a second recruitment drive, 100 applications to the Service were received. 83 persons were invited to participate further in either a part or all of the assessment



process. Ten recruits were selected in December to commence training in February 1999.

Equal Opportunities/ Harassment Training

Female members of the Bermuda Reserves received Harassment in the Workplace training at a workshop facilitated by a panel that included a Police Harassment Contact Officer (HCO); a representative from the Women's Resource Centre; the Human Resources Manager; the highest ranking female police officer; and a sergeant. The attendance and response by those gathered were encouraging. A workshop for males is also planned.

The National Training Lab (NTL) sponsored a five-and-a-half-day workshop, entitled, "Men and Women in the Workplace: Valuing Differences and Avoiding Sexual Harassment", in November. Five Police staff, including the three HCOs and the Human Resources Manager attended. The Bermuda Police Service continues to strive for a harassment-free and safe working environment for all employees.

Welfare

The Police chaplain, Rev. Allan Doughty, continued to assist those in need of spiritual guidance and support throughout the year. This year saw more officers being able to take advantage of Rev. Doughty's services through an improved information system, providing access to those officers who were either sick or distressed. The Sickness Committee, comprising the Commissioner of Police, the Police doctor, a representative from the Employees Assistance Programme (EAP), and the Human Resources Manager met on a quarterly basis throughout the year to discuss and respond to cases of long-term sick employees. It is encouraging to note that the incidences of persons on such leave dramatically decreased this year compared to 1997. The services of a clinical psychologist were engaged on occasion to handle cases where critical incidents had taken place. Prompt referrals led to officers at risk being treated quickly

at the appropriate level of psychological care. There were no retirements on medical grounds during 1998.

The job description for a Welfare Officer was written and is awaiting grading from the Joint Grading Panel. Having a Welfare Officer in place will provide a tremendous enhancement to the Service support system.

Health & Safety

The chairman of the Bermuda Police Association (BPA) took on the role of Health & Safety Officer on a part-time basis. A central Health & Safety Committee was formed with representative members from all divisions/departments, and management. One of its first mandates is the drafting of a Health & Safety policy for the Service.

A survey was also conducted on all staff about health and safety issues.

Financial Assistance for Private Study

Policy Committee approved a policy of Financial Assistance for Private Study. This allows for monies to be put aside to aid officers with private study toward university degrees, or other courses of study deemed of benefit to the Service.

Government Bursary Award to Police Service

Mr. Oriche Williams, an Electronic Engineering major who worked for the Police as a summer student in 1997, was awarded a Government Bursary to assist with his university fees in the United Kingdom. This was the first of its kind for the Bermuda Police Service. It is anticipated this young Bermudian will return and work in the Technology Department of the Service.

The Human Resources Department continues to establish itself as a key function in the Police Service – building on strengths gathered since its inception in 1996.

*... the Department has a
role to play in supporting
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Strategy and to support
line managers in their day
to day management of staff.*

Chief Inspector Jonathan Smith

The Training Department is located at Police Headquarters in Prospect and is responsible for a wide range of operational, management and investigative training for the Service. The Department incorporates the Training School, Driving School and Public Order Training Unit.

The implementation of the Training Strategy introduced in 1996, continued to play a key role in determining the training plan for the year. Training for the Service continued to be diversified as officers received training (and education) from a variety of sources; from within the Service, the Bermuda College; other training organisations in Bermuda; Police training centres overseas; and other specialist training accessed overseas.

The Training Department retained training responsibilities in several areas: Reserve Police; Driver Training (see separate section); Public Order Training (see separate section); Fitness testing for members of (and applicants to) the Service; and the facilitation of Recruit Selection Boards.

There were several key training initiatives during the year. The No. 5 Regional Management and Development Unit at Sussex Police came to Bermuda in May and held a Sergeant's Management and Development Course. This exposed a group of sergeants to the latest management training and received high marks for its content. A second, revised, management training course for sergeants was sponsored by the Training Department later in the year and received equally enthusiastic support from participants.

Trainers from Kent Police arrived in Bermuda in June to conduct an Investigative Interviewing Course. Six officers completed the course and the Service is now better prepared to face the training responsibilities associated with the implementation of tape-recorded interviewing.

A major revision of the Recruit Foundation Course (RFC) occurred prior to RFC #55. The old Basic Training Course was eliminated and

the new 16-week introductory course gears officers to complete 34 policing tasks to a competent level. The assessment system for the RFC has also been revised with officers now assessed on their performance in some twenty different competencies and/or skill areas, compared to only five areas previously. Emphasis has been placed on leadership and interactive skills; but the traditional knowledge-based testing (exams) are still fundamental to the course. Skills Evaluation Exercises (i.e. completion of a policing incident under exam conditions) have been introduced and these have proven an invaluable measure of a recruit's progress through the course.

A new Investigator's Course was introduced to replace the old CID Course. The new course was innovative for the Service and placed emphasis on experiential learning for the trainee investigator. Crime scene management, planning an investigation and the investigation of volume crime (the most common crimes) are significant objectives on this particular course.

The 1998 Constable to Sergeant's Examination was held in February, and there were a number of successful candidates. This examination will be postponed during 1999 as the Service implements a revised promotion system.

Considerable funds were once again spent on overseas training as the Service continued to avail itself of training opportunities abroad. The diverse and highly specialised nature of Police operations means that some training is not available in Bermuda. Many of the officers who travelled overseas during the year received highly specialised training at recognised training institutions in Canada, the Caribbean, the United States and the United Kingdom.

Plans for 1999 include a major commitment to probationer training. Ten months of the year will be spent on RFCs and Continuation training for officers with less than three years' service. An Investigator's Course will be held as the demand for it remains high. Two U.K. specialists are expected to return to Bermuda next April to conduct a combined Inspector/Sergeant



Management and Personal Development Course. Similarly, Canadian trainers will be addressing the chronic need for officers to be trained in Child Sexual Abuse Investigation and Assessment in scheduled courses next May. A further Supervisory Management Course is planned for December 1999. By that time, over 80 percent of sergeants and constables who have been recommended for promotion by the Interview Board, will have received

appropriate management training.

1999 will also herald the Core Functions Review. The Training Department will make a submission to that process during the year. Critical issues in training still need to be addressed, particularly the ability of the Training School to provide instruction on a timely and effective basis, and ultimately requiring additional resources.

Training Department Courses - 1998

Appraisal Training Course (5)	54	officers
Emergency Level First Aid (3)	34	officers
Investigators Course (2)	25	officers
Continuation Course (2)	21	officers
Sergeants Management Course (1)	16	officers
Tutor Constables Course (1)	14	officers
Recruit Foundation Course (1)	13	officers
Senior Officer Public Order Command (1)	12	officers
Initial Trainers Course (1)	10	officers
Supervisors Management Course (1)	8	officers
Investigative Interviewing Course (1)	6	officers
Reserves Basic Course/Part 1 (1)	21	officers (Reserve)
Reserves Basic Course/Part 2 (1)	21	officers (Reserve)
ASP Baton Courses		
Rigid Bar Handcuff Course		see Public Order Training
Public Order Training Course		
Driver Training		see Driver Training

In addition to courses held by the Training Department, members of the Service received training in other areas at various locations in Bermuda.

- Institute of Supervisory Management Course (ISM) – Bermuda College
- Divisional Processing Officers
- Surveillance Training
- Marine Police Training
- Prevention 101 Workshops
- Prevention of Sexual Harassment
- Radiation Safety Seminar
- Instructor P.A.D.I. (Divers)
- Computer Training

Overseas Training Courses

Leading Change in Police Organisations	Canada
Commander-Hostage/Barricaded Persons	Canada
Executive Development Course	Canada
Critical Incident Debriefing Course	USA
Level II Investigators Course	UK
Senior Police Administration Course	Canada
Improvised Explosive Device Disposal Course (2)	UK
Advanced Public Order	UK
Interpol X400 Training Seminar	Puerto Rico
Tactical Advisers Course	UK
Internal Affairs Investigations Course	USA
E.R.T. Sniper/Observer Course	Canada
Police Supervisors Course	Canada
Advanced Narcotics Investigators Course	Jamaica
Drug Identification and Investigations	USA
Basic Video Surveillance	USA
Narcotics Investigators Course	Jamaica
G.R.E.A.T.	USA
E.R.T. Bermuda Regiment Attachment	Jamaica
Introduction to CID Management (2)	UK
Management of Serious Crimes	UK
Underwater Police Science & Technology	USA
US Coast Guard Search & Rescue OJT	USA
Investigation of Motorcycle Accidents	USA
Conventional Munitions Disposal Course	UK
Conventional Munitions Course	UK
General Purpose Patrol Dog	USA
Initial Crime Scene Examiner's Course	UK
Refreshers Crime Scene Examiners Course	UK
Armourer and Instructors Workshop	USA
Emergency Response Team Course	Canada
H.K. Armourers Course	USA
MP5 Operators Course	USA
MP5 Instructors Course	USA
Addiction Studies Course	Canada
Money Laundering	USA
Advanced Drivers Course	UK
Security Service Course	Barbados
RCMP Officer Safety/PTI Attachment	Canada

*Training for the Service
continued to be diversified
as officers received training
(and education) from a
variety of sources;
from within the Service,
the Bermuda College; other
training organisations
in Bermuda; Police
training centres overseas;
and other specialist
training accessed overseas.*

Overseas Training Seminars

8th World Conference on Disaster Management	Canada
Drug Commanders Conference	West Indies
12th International Forensic Science Symposium	France
P.C.S.S.S. User Conference	USA
IBM Spring Common Conference	USA
Advanced Homicide Investigators Seminar	Canada
Illicit Substances, Traffic & Drug Money Laundering	Martinique
International Drug Money Laundering Conference	Canada

The Service Physical Training Instructor was responsible for many of the Service fitness initiatives throughout the year. The Service recognises the value of fitness and its association with productivity and officer safety. 102 police officers took the Service Physical Fitness Test with a pass rate of 95 percent. This compared to 177 applicants for the Service who took the test with a pass rate of 39 percent.

In an attempt to encourage members of the Service to maintain and improve these fitness

levels, weekly circuit training sessions were introduced this year, for the benefit of Police and civilian staff. Six of these are held each week and have proven to be extremely popular. Since the introduction in September, 1,300 attendees were recorded to December 31st. Dr. Annabel Carter, Sports and Osteopathic practitioner attended several sessions to validate the circuit-training programme as safe and effective. Marked improvement in overall fitness levels has been observed in both Police and civilian staff.





Community outreach is a key aspect of our work

DRIVING SCHOOL

Sergeant Valence Holder

One of the primary objectives for the Driving School this year was to increase the number of Grade II Drivers' Courses, thereby producing better-qualified drivers. As a result there were 121 uniformed officers who enrolled in the two-day Authorisation Course, significantly increasing the complement of competent, qualified drivers in the Service (see chart). An additional driving instructor joined the Driving

School staff early in the year. All instructors become qualified after successfully attending courses at Hampshire Constabulary in the U.K.

With the acquisition of the new National Disaster Command Vehicle, training was also provided during the year to select Police and civilian drivers to drive Public Transportation Board buses in preparation for driving the huge Winnebago.

Courses held in 1998:

Course	Number	Students	Passed	Failed	%
Standard	4	24	14	10	58 %
Advanced	2	8	4	4	50 %
Motorcycle	2	6	6	-	100 %
Truck	5	9	9	-	100 %
Authorisation	16	40	31	9	77.5 %
Civilian Auth.	3	5	4	1	80 %
Total	32	92	68	24	

Current status of Police drivers' qualifications:

	Grade 1	Grade 2R	Grade 2	Grade 3	Cycles Only	Unauthorised
Constables	83	11	93	84	4	27
Sergeants	37	-	28	2	-	-

FINANCE & ADMINISTRATION

Mr. Robert L. Jardine, B. Comm., C.A.

All finance, stores, administration, estates and Recreation Club responsibilities are consolidated within the Headquarters Division as Management Support Services. The civilianisation process continues, with only three officers remaining to complement ten full-time, non-uniformed members of this Department.

As the Police Service evolves, the Finance & Administration Department provides operational personnel with anticipated levels of general support. Changing needs are regularly assessed and addressed, and new issues constantly arise to command continued attention.

Finance

The Finance Department offers accounting, financial reporting, financial control and other

specialised services, including budget preparation, payroll administration, receivables collection, accounts payable processing and purchasing. Increased emphasis has been placed on the control of budgeted departmental expenditures, particularly overtime, by responsible divisional officers. Staff also facilitate the operation of Stores, currently situated in leased facilities of the Bermuda Land Development Company, at St. George's Baselands. The Department administers an annual current account budget exceeding \$33 million, approximately \$63,339 per member, and controls capital acquisitions totalling nearly \$2.5 million.

ADMINISTRATION

Inspector John Dale

The Administration Department handles enquiries, provides reception, maintains the archives and registry, issues permits, licences

and certificates, liaises with Government Employee Health Insurance (GEHI) Plan and other government officials, and offers general clerical support. Some functions, previously undertaken by staff, have been reallocated to Human Resources and one position, previously occupied by a police constable has been civilianised.

Estates

Based upon the results of Facility Needs Assessment Studies, Capital Expenditure Plan funding has been confirmed by the Government as follows:

	1999/00	2000/01	2001/02	2002/03	2003/04	2004/05
Central Stn/ Magistrates Court	\$2 mil.	\$8 mil.	\$8 mil.	\$2 mil.		
Police Headquarters					\$5 mil.	\$10 mil.

The projects provide for the orderly and modern replacement of existing facilities within the capital and at Prospect. The new quarters will present the Bermuda Police Service as an open, functional, and accountable organisation; user-friendly and interactive with its public.

Interim renovations and upgrades are planned for temporary accommodations of the Narcotics Department in the McBeath Block.

During 1998, Works and Engineering staff renovated the Barr's Bay Marine Police offices, upgraded the Service Gymnasium, painted the exterior of several buildings and effected ongoing maintenance and repair duties.

with the Addiction Research Foundation at Ryerson University in Toronto in June. On his return he was able to produce a series of lesson plans for the new school year beginning September. These were in turn included in the primary and middle school curricula. He also attended several local courses, including a Lions Quest course, and a Skills for Adolescents course. He also participated in a voluntary capacity with the Parents Resource Institute for Drug Education, and in December was appointed as the Bermuda Police representative to the Council on Alcohol and Drug Abuse (C.A.D.A.)

CRIME PREVENTION UNIT

Sergeant Chris Wilcox

The Crime Prevention Unit continued to marry its responsibilities of traditional crime prevention strategies with the promotion of community-oriented projects. Some 20 lectures were given during the year, primarily to Hamilton businesses, and 38 security surveys conducted. Ten persons borrowed engravers to "U"-mark their property and one new Neighbourhood Watch was formed.

COMMUNITY RELATIONS

Inspector Archibald Husbands/ Sergeant Clarke Minors

DRUG PREVENTION OFFICER

P.C. Rodney Trott

The Bermuda Police Service's first Drug Prevention Officer was appointed in March 1998. P.C. Rodney Trott works under the Crime Prevention Unit and serves as a vital, unifying link in the working relationship between the Police R.E.A.C.H. officers, the Narcotics Department and the National Drug Commission. To this end, P.C. Trott completed five courses

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The Unit underwent significant change in 1998. Aside from the appointment of the Service's first Drug Prevention Officer, the Unit also saw its first civilian (part-time) employee designated as a Police Alarms Officer. In August, the Unit Commander, Inspector Archie Husbands retired, and his responsibilities as Government Security Officer (GSO) were transferred to another division. Prior to the hand-over, there were 631 vetting enquiries conducted on behalf of other Government Departments.

The popular Police Night School courses were held over a seven-week period in April. In October, CPU Officers participated in the first ever Flatts Village Festival.

COMMUNITY & JUVENILE SERVICES

Sergeant Clarke Minors

Staffed by a sergeant and four constables, the CJS Department's primary responsibility is young people up to 16 years of age. The only investigative unit in the Community Relations Department, CJS is charged with the locating of missing teens, and with the investigation of physical and sexual assaults on children. The Unit also investigates annoying telephone call complaints, and conducts educational lectures at various conferences around the Island. Personnel in CJS have often found themselves faced with issues that require a keen sensitivity to persons who may have been traumatised as a result of an assault; with such, a high degree of professionalism is required. Child Sexual Assault Training is vital in this regard and will continue to be a mainstay of this Unit. CJS officers have also been proactive in its outreach to young people: visiting a number of schools, youth clubs, anti-drug lock-ins and other service/community organisations.

Letters of Good Work were awarded to a number of officers for their commitment to duty throughout the year. One female CJS officer received a Commissioner's Commendation for her role in the successful prosecution and conviction in the Supreme Court of a teacher

who sexually exploited a student. Several other successful prosecutions in both Magistrates' and Supreme Court proceedings reflected the excellent work of officers in this Unit.

The Juvenile Liaison Scheme came under review in 1998. It is hoped that an alternative to this scheme can be recommended next year.

1998 CJS investigations included the following:

Annoying telephone calls	140
Common assault	10
Actual bodily harm	14
Manslaughter	1
Unlawful carnal knowledge	3
Child neglect	5
Sexual assault	10
Sexual exploitation/young person	5
Sexual exploitation/position of trust	6

Grocery hampers were prepared and presented to the Physical Abuse Centre in December. This was the result of a combined Community Relations effort comprising all the units.

POLICE SCHOOLS LIAISON R.E.A.C.H. PROGRAMME

Sergeant Paul Singh

The Schools Liaison R.E.A.C.H. Programme continues to be committed to the objective of introducing a positive police presence in the school system. Officers made more than 1,500 school visits in 1998 with the emphasis directed towards the Island's middle schools this year. The success of the programme in the pre-school, primary and secondary levels (CedarBridge Academy and the Berkeley Institute) is sought to be duplicated in the middle schools. In 1998, the Gang Resistance Education and Training (G.R.E.A.T.) Programme was introduced to the middle schools. This nine-week programme has been used successfully in the USA since 1991, and teaches children about conflict resolution, cultural sensitivity, goal-setting and the importance of community responsibility. Each R.E.A.C.H. officer successfully passed an intensive course in the United States to become trained G.R.E.A.T. instructors. This was the first time the course was

offered to a jurisdiction outside the continental United States and its military bases. Already, more than 200 students have graduated from the local programme.

Officers from the R.E.A.C.H. team continue to represent the Police Service both in and outside the classroom environment. They are represented on the Council on Alcohol & Drug Abuse (C.A.D.A.); the Schools Interagency Partnership (S.I.P.); the Health for Success programme; and Project Ride. Officers are also called upon to facilitate workshops for teaching staff and to address Parent Teacher Associations on various Police-related topics. Training is a vital component of the R.E.A.C.H. team. They have attended Lions Quest "Skills for Growing" and "Skills for Adolescence" courses and continue to participate both as attendees and lecturers at the Department of Education's Professional Development workshops.

With the continued dedication of the R.E.A.C.H. officers, the R.E.A.C.H. families of schools, and the continued support of the community, improvements in the relationship between the Police Service and the youth of Bermuda can only serve to benefit both the Service and the Island.

R . E . A . C . H . Families of Schools

St. George's Family

P.C. Martin Weekes

Clearwater Middle School
East End Primary
St. George's Preparatory
St. David's Primary
Francis Patton Primary
St. George's Pre-school
St. David's Pre-school
Lyceum Pre-school

Whitney Family

P.C. Grant Tomkins

Whitney Institute Middle School
Harrington Sound Primary
Elliott Primary

Prospect Primary
St. Mark's Pre-school
Prospect Pre-school
Devonshire Pre-school
Orange Valley

Dellwood Family

P.C. Edward Lightbourne

Dellwood Middle School
Northlands Primary
West Pembroke Primary
Victor Scott Primary
St. John's Pre-school

Warwick Spice Valley Family

W.P.C. Fawn Wade

Spice Valley Middle School
Warwick Academy
Gilbert Institute Primary
Paget Primary
Purvis Primary
Heron Bay Primary
Warwick Pre-school
St. Paul's Pre-school

Sandys Family

Sgt. Paul Singh

Sandys Secondary Middle School
Port Royal Primary
Southampton Glebe Primary
Somerset Primary
West End Primary
Southampton Pre-school
Somerset Pre-school
Lagoon Park Pre-school

All R.E.A.C.H. Officers

CedarBridge Academy
The Berkeley Institute

OUTWARD BOUND

Constables Mark Norman/Steve Palmer

The Outward Bound programme recorded another successful year. The total number of students involved in some form of Outward Bound activity was 1,090 – slightly down from



the previous year's capacity record of 1,114. The one-day courses continued to attract the greater number of students. While there are schools prepared to attend throughout the year, current staffing levels could not accommodate the crowds over a sustained period.

Outward Bound is funded by a grant of \$20,000 from the Ministry of Youth Development, Sport and Recreation.

Outward Bound works closely with the R.E.A.C.H. officers who often attend courses with their respective schools. Both Outward Bound officers continued to provide the courses, until one, P.C. Steve Palmer, was transferred to another Department in 1998. His departure will be sorely felt in the programme, and he is to be commended for his dedication and resourcefulness.

P.C. Mark Norman attended the second Outward Bound International Symposium in Berlin, Germany in late October. He continues to hold the position of Council Member on the World Board. The local programme has been visited by several personnel from other Outward Bound schools overseas, in the hopes that international students can be encouraged to participate in the future.

During the summer months, 98 students between the ages of 12-15 enrolled in the 5-day courses at the Paget Island Centre. Civilian staff provided assistance for the third straight year.

Some 20 Bermudian students attended the Aberdovey Outward Bound Centre in North Wales, U.K. to participate in a 19-day multi-element course. Many of the students were fulfilling the criteria for the Duke of Edinburgh's Award Scheme. The trip was again funded entirely through the generous donations of the business community to the tune of \$39,000.

COMPLAINTS & DISCIPLINE

Acting Chief Inspector Norman Ingemann

Established in June 1995, the Complaints &

Discipline Department continues to investigate complaints against the Police from members of the public. Occasionally, the Department is also charged with investigating breaches within the Service stemming from the concerns of fellow officers and civilian staff.

The Deputy Commissioner of Police remains the Service Discipline Officer. However, legislation passed in Parliament this year saw the formation of the Police Complaints Authority, an independent and accountable body. The Authority has broader powers than the former Police Complaints Review Board in that it can receive civilian complaints, can conduct its own investigations, and directs and/or supervises enquiries into civilian complaints. The independent status of the Authority boosts public confidence in the objectivity of the body, ensuring that complaints will be taken seriously, and scrutinised carefully. It also protects the Bermuda Police Service from any allegation or appearance of impropriety in the outcomes of investigations.

The Complaints & Discipline Department has three staff; a chief inspector, an inspector and a sergeant. An Acting Chief Inspector has headed the Department, however, since April.

Seventy (70) civilian complaints were investigated this year, an increase of 21-percent over 1997. Of the complaints filed, one-half were informally resolved. This form of disposition is the more amicable of resolutions, but it requires a mutually satisfactory agreement between those involved in the complaint in order for the process to work.

The Department is supportive of this year of change, and it is anticipated that 1999 will produce an increasingly effective partnership with the Authority in the resolution of complaints. It is also expected that there will not only be satisfactory resolutions, but also a continued readiness to make necessary adjustments to Service policy in order to accommodate public concerns and avert future conflicts.



SPECIALIST CID

REVIEW OF CRIME

*Acting Assistant Commissioner
Vic Richmond*

The total number of 'true' cases of indictable crime reported in 1998 decreased to 6,372 in 1998 from 6,751 in 1997 (5.6%). The decrease is reflected mainly in the following: murder; sexual assault; robbery; non-residential break-ins; forgery, uttering, false pretences; theft from hotels; theft of boats and marine equipment; removed cycles; shoplifting; counterfeiting; currency and firearms offences.

It is encouraging to note that the more serious offences of violence, i.e. murder, sexual assault and robbery, are down. Serious assaults are also down slightly.

Those crime categories showing significant increases this year include manslaughter; assault on police; residential break-ins; thefts by employees; thefts from dwelling houses; handbag snatches; removed cars and possession of offensive/prohibited weapons.

The detection or 'clear-up' rate fell to 32%, from 35.6% the previous year. However, it should be noted that many of the crimes for 1998 are still under active investigation at this time, making it quite conceivable that the detection rate of 32% could rise.

It is also noteworthy that detection rates are very much influenced by the number of assault and fraud (forgery, uttering and false pretences) cases. When those categories of crime fall, the detection rate generally drops and vice versa.

MAJOR INCIDENT ROOM

Chief Inspector Carlton Adams

The Major Incident Room continued its investigative responsibilities with great success in its various cases, notably the prosecution of a number of offenders involved in two separate bank robberies.

Three men were found guilty of armed robbery at the Bank of Bermuda, Somerset; one of the accused was sentenced to a term of imprison-

ment totalling 30 years, whilst his two accomplices were sentenced to terms of 18 years each. Two other men responsible for the armed robbery of the Bank of Butterfield, Somerset were sentenced to terms of 22 years and 8 years, respectively.

Other notable court convictions for 1998 included a man sentenced to a total of 9½ years for burglary and assault; and a man sentenced to a total of 11½ years for the armed robbery at the New Woody's Drive-in, Somerset.

The year also saw MIR personnel attend various courses in the United States and the United Kingdom. The need for such ongoing training to continue became evident after the services of a forensic orthodontist were engaged to review evidence in a local murder investigation. A MIR officer had recently attended a crime scene seminar and was able to share the potential application of this particular science in assisting in certain kinds of criminal assaults.

This specialist branch has also been assisted through the extensive use of overseas forensic experts and laboratories. While a costly exercise, the value of such services in producing such a high detectable crime rate cannot be overemphasised. As a result of DNA analysis, evidence was brought forward, resulting in the convictions of the men responsible for both Somerset armed bank robberies, and the Woody's Drive-in armed robbery.

The MIR staff has continued to lend its expertise to the various divisions within the Service throughout the year, assisting in two road traffic fatalities, a number of wounding offences, and a series of robberies. MIR core staff numbers are also augmented by officers from other divisions and departments within the Service on attachment during the investigation of various major crimes; their assistance is very much appreciated. The Western Division in particular has been generous in the loan of its officers during major incidents. The Scenes of Crime Office has also been extremely supportive and is duly acknowledged.

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i.e. murder, sexual assault

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Serious assaults are also

down slightly.



Schoolchildren learn more about Hamilton Police Station at an open house event

NARCOTICS DEPARTMENT

Chief Inspector George Jackson

The Narcotics Department hailed this year as a particularly busy but productive period, enhanced no less with the introduction and implementation of the Combined Enforcement Interdiction Team (CEIT), a joint inter-agency interdiction effort supplementing the Narcotics team with four Customs officers.

The primary functions of this Department continue to be those of detecting illicit drugs in Bermuda, reducing their availability and bringing the perpetrators before the courts. The long-term objective is that of eliminating completely the scourge of illicit drugs from Bermuda – arguably an idealistic goal, but one that the Department believes is achievable. Education of the entire community is essential in this regard, and is being pursued vigorously with drug and drug-related lectures given consistently to various organisations and institutions.

In addition to partnering with HM Customs, the Narcotics Department also works closely with the Bermuda Immigration Department, with U.S. Customs and Immigration Departments, and drug enforcement agencies around the world, including the U.S. and the Caribbean. That partnership is increasingly solidified with the frequent exchange of visits between our officers and these agents as the need arises. There is also constant liaison with the Bermuda Police Service's specially assigned U.S. DEA agent in the majority of the Island's importation and conspiracy cases; he is tremendously supportive, and we are grateful.

Highlights

Recommendations pertaining primarily to the control and custody of exhibits, which emerged from the Commission of Enquiry into the operation of the Department, have had a positive effect on the strategic direction of the Narcotics Department thus far. Several of these recommendations have been put into place, and it is anticipated that all of them will be implemented in due course.

The success of the 1997 Operation Cleansweep initiative has been able to be built upon, particularly with regard to vigorous targeting strategies for suspected major drug dealers. A new proactive, intelligence-driven approach has been adopted resulting in several notable seizures, arrests and successful prosecutions throughout the year.

This year saw another successful (but not quite as highly publicised) drug initiative, Operation Bermuda Triangle. It was the culmination of many years of long and painstaking investigation undertaken by both local and overseas drug enforcement authorities into the trafficking of illicit drugs and money laundering between the U.S., Jamaica and Bermuda. Those involved in this scheme for the most part used cruise ships to bring illicit drugs into Bermuda. Court proceedings have already commenced in the U.S. whilst in Bermuda, enquiries are continuing.

Operation Beauty Queen targeted the use by drug dealers of cruise ship passengers to transport drugs into Bermuda from Boston. This resulted in the seizure of a substantial amount of cannabis. Both operations have had a major impact in terms of reducing the availability of illicit drugs locally.

A drug dealer who had managed to escape from custody while awaiting his Supreme Court trial on cocaine-related charges was finally recaptured during the summer. The former cruise ship employee escaped in 1981 and was recaptured in Florida after 17 years on the run. Local Narcotics officers escorted him back to Bermuda and his delayed appointment with justice. He is currently serving an eight-year prison term.

The following notable cases also deserve mention:

Police executed a search warrant at the residence of a Hamilton parish man, and were able to seize 106.7 grams of cannabis and over \$27,000 cash. The man received four years' imprisonment.

In two separate incidents, prison terms were

meted out to two male residents who attempted to conceal illicit drugs in radios. In the first instance the suspect was found with 413 grams of cannabis, and was subsequently sentenced to 3½ years' imprisonment. In the second incident, both cocaine and cannabis were found hidden in a radio. A seven-year sentence was handed down. Video and computer equipment, baby powder, golf clubs, lotion and moisturiser also served as places of concealment for innovative drug traffickers.

A female resident was found with 73 grams of cannabis, 81 grams of cocaine and 27 grams of diamorphine (heroin) on her person, when searched at the Bermuda International Airport. She has pleaded guilty and will be sentenced next year.

A university student received 7 years' imprisonment for concealing 4.1 kilos of cannabis in computer equipment; another man received a similar sentence for hiding 326 grams of 70% pure cocaine in his duffel bag.

A drug sniffer dog alerted officers to a packet that was searched and found to contain a bracket for a bobcat machine. The bracket hid 10.1 kilos of cannabis. Two men are awaiting a Supreme Court trial.

The first case of its kind in which drugs were surgically removed from a male resident occurred in July when he returned to Bermuda. The ingested drugs posed a serious threat to the man's life. He subsequently received a 2-year prison term for attempting to escape detection by swallowing 63.3 grams of 58% pure cocaine.

At other ports of entry, a male cruise ship employee was arrested and is awaiting trial for importing 3,019 grams of cannabis and 233 grams of 66% pure cocaine. The drugs were seized in the storage area of the cruise ship, and were believed to have been a part of the drug ring targeted by Operation Beauty Queen.

Interdiction efforts were not limited to local shores. Narcotics officers travelled overseas to assist in major drug investigations in St. Maarten

where a Bermudian was being detained and investigated for cocaine possession; to Curaçao to assist in another related investigation; to Boston to assist in Operation Beauty Queen; to New York to assist in Operation Bermuda Triangle; and to Florida to assist in the investigation of a major seizure of cannabis destined for Bermuda.

(See the appendix for a breakdown of arrests, charges and drug seizure.)

The members of the Narcotics Department remain ever grateful for the assistance rendered by members of the general public, the Government analyst, and other local and foreign law enforcement agencies. This co-operation was responsible for the success realised this year. The continuation of such co-operation is solicited in the fight against drugs. We, the members of the Narcotics Department remain dedicated to performing the functions with which we have been tasked, and intend to carry out these functions to the best of our abilities.

NATIONAL INTELLIGENCE DEPARTMENT

Inspectors John Dale/Andrew Boyce

The change of the name of this Department appropriately represented a year of change within the Department. Formerly the National Intelligence Bureau, the Department is housed in the Prospect Headquarters complex.

Two long-serving officers retired during the course of the year. After a distinguished Bermuda Police career, Chief Inspector Norrell Hull returned to his native St. Vincent to embark on a political career. Detective Constable Frank Deallie, who had spent a number of years in Western CID also began his retirement.

A major boost to a lengthy relationship with the Department of Immigration was the full-time attachment of an Immigration officer to the NID in January. Because of the programme's success in having matters of common interest dealt with expeditiously, it is envisioned that the programme will continue to provide valuable

*A new proactive,
intelligence-driven
approach has been adopted
resulting in several notable
seizures, arrests and
successful prosecutions
throughout the year.*



support to law enforcement in Bermuda.

Several officers participated in a number of training courses during the year – all in efforts at keeping abreast with developments in the Intelligence field, and to counter the threat of an increasingly sophisticated criminal element. Some of the courses included Advanced Intelligence Analysis (Jamaica), Video Surveillance (Florida), Interpol Telecommunications (Puerto Rico), International Security (New York) and Criminal Investigation (Kent, England). The Department was also visited by a former Detective Superintendent from Kent, who implemented the Kent County Intelligence-Led system of policing. He conducted a number of seminars for local officers, and provided advice and assistance for the local implementation of an integral part of Intelligence-Led policing, informant handling.

Fundamental change is expected to continue in this department, particularly in the area of computer-linked intelligence. Several options are being considered that would greatly enhance the Department's capabilities in the areas of processing, analysing and disseminating information. An experienced Intelligence Analyst specialist is expected to begin working with the Department in early 1999. This will undoubtedly allow more of the NID officers to spend much needed time on developing information.

COMMERCIAL CRIME DEPARTMENT

Inspector David Cart

The Commercial Crime Department at Police Headquarters in Prospect underwent significant restructuring effective January 1, 1998. Two distinct units were formed within the Department as a result of the new Proceeds of Crime Act: the Fraud Unit and the Financial Investigation Unit. The original strength of five officers in the old Commercial Crime Unit was reduced by two officers who were then re-assigned to the newly created FIU. Each Unit is represented by a detective inspector, a detective sergeant and a

detective constable. All officers are considerably adept and trained in computer systems; the four senior officers have all attended various fraud and/or computer courses in Canada.

1998 saw the acquisition of some significant and necessary office equipment. These included computers, a high-speed laser printer, inkjet colour printer, an office laptop computer and Internet capabilities. A custom-designed Y2K-compliant "Access" database was also introduced.

The Fraud Unit dealt with approximately 72 cases in 1998, including those involving the fraudulent disposal of mortgaged goods, corrupt practices, fraudulent inducements to invest, larceny servant, forgery and uttering. Two cases of computer crime came to light, contrary to the provisions under the Computer Misuse Act 1996: both have been scheduled for trial in 1999. Noteworthy investigations included:

- the conviction in the Supreme Court of a lawyer on two counts of perjury and two counts against the laws governing bankruptcy
- H.M. Customs proceedings in connection with an attempt to extradite a resident to the United States in connection with a \$25 million fraud scheme
- investigations into a series of forged cheques uttered at local banks amounting to approximately \$450,000
- investigations into the alleged theft of approximately \$400,000 from a local bank

There was a noticeable reduction in the number of counterfeit notes being passed – 23 were reported for the year. A similar decrease was noted in the reporting of West African "scam" letters. 193 (including two from Ghana) were reported in 1998, compared to 388 in 1997. While the reduction is significant, it is possible that many more letters have been received, but the business community is now familiar with the scam, and is simply discarding them, rather than reporting the matter to Police.



The Financial Investigation Unit received 546 Suspicious Activity reports under the provisions of the Proceeds of Crime Act 1997, this year. Most of these reports originated with deposit companies, although a significant number were received from other institutions such as banks and other local companies. There were two cash seizures made at the Bermuda International Airport under section 50 of the Proceeds of Crime Act. The first amount of \$34,276 was seized from an outbound passenger, and was subsequently ordered by a magistrate to be forfeited. \$68,400 was seized from an outbound flight, and remains under active investigation. The Unit also received two requests for financial investigations to be conducted in connection with persons charged with drug-related matters. These cases have not yet been finalised before the Courts.

The Commercial Crime Unit participates in several Continuation course classes run by the Training Department throughout the year. Presentations are made in connection with the Proceeds of Crime legislation; and it is anticipated that this will continue with future courses. In addition, the legislation has brought about a number of new policies and procedures that have been adopted and that have resulted in new forms being used for several new procedures. The forms will be circulated to the relevant departments within the Service early in the new year.

Training continues to be a vital aspect of keeping current with the latest technology in commercial crime investigation. One officer attended a four-day money laundering conference in Canada; another attended a five-day Drug Enforcement Agency-sponsored money-laundering course in the United States. The expertise of local officers is also gaining recognition outside the local jurisdiction. Bermuda will be representing the Caribbean Financial Action Task Force during its mutual evaluation of St. Kitts and Nevis next year by providing a law enforcement expert in the area of money laundering.

The OIC of the Financial Investigation Unit sits on the National Anti-Money Laundering Committee as the representative of the Commissioner of Police. This Committee meets on a monthly basis and one of its responsibilities is to advise the Minister of Finance in relation to the detection and prevention of money laundering in Bermuda.

Both the Fraud Unit and the Financial Investigation Unit have given assistance to a number of overseas law enforcement agencies, including the FBI; the U.S. Treasury Department; HM Customs; the R.C.M.P; the Russian Federal Police and various U.S. and U.K. police agencies. Interpol enquiries were conducted on behalf of the U.S., U.K., Canada, Hong Kong, Guadeloupe, Italy, Moscow, Costa Rica and Belgium.

It is anticipated that 1999 will be an even busier year for both units of the Commercial Crime Department, particularly with the continued growth in international business. This growth, coupled with an increased awareness of Bermuda's anti-money laundering initiatives, will undoubtedly lead to a greater workload for the Department. The role of the CCD will become even more important as Bermuda seeks to maintain its status as a reputable international business centre. It is anticipated that both an increase in staff and relocation to the City of Hamilton will facilitate the fulfilment of the Department's responsibilities in this regard.

SCENES OF CRIME DEPARTMENT

Inspector Howard Cutts

The Scenes of Crime Office is charged with the examination and photography of all crime scenes and investigations, including incidents that occur in other Government Departments. This is accomplished by the collection of any forensic evidence such as fingerprints, footprints, hairs, fibres, biological material or any other item that assists in the identification of the person responsible for the crime. It also



*training continues to
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and the preparation
of evidence.*

determines how an incident occurred and prepares and presents such evidence for court cases.

In 1998, Scenes of Crime staff dealt with 1,325 photographic assignments (including 101 narcotics incidents); 22 sudden deaths; 13 sexual assaults; 80 physical assaults; 17 robberies; 15 arsons; 18 road traffic fatalities; and 1 manslaughter. Of the total 1,086 fingerprint examinations, 423 produced positive results, resulting in 104 fingerprint identifications.

Scenes of Crime training continues to play a pivotal role in the detection of offenders and the preparation of evidence. More than 160 uniformed officers have received training in the taking of fingerprints/photographs of arrested persons. Two officers attended the National Training Centre for Scientific Support to Crime Investigation in Durham, England. One successfully completed a nine-week Initial Scenes of Crime course; another successfully completed a Crime Scenes Management course. The latest technology in digital crime scene photography and forensic enhancement was presented at the 12th Interpol Forensic Science Symposium in Lyon, France; one SOCO officer attended.

The Service continued to receive invaluable professional assistance throughout the year from King Edward VII Memorial Hospital resident pathologists, Dr. Keith Cunningham, and Dr. James Johnston. Dr. Johnston retired and returned to England in December, and was presented with a Police plaque as a token of appreciation for his services. Government Analyst, Mr. Kevin Leask, continues to provide excellent service in cases involving serology, DNA and drug analysis.

This year also saw the Department utilising the expertise and services of the R.C.M.P. laboratories in Ottawa and Halifax for DNA analysis and to confirm footprint evidence found at crime scenes. Dade County (Florida) Medical Examiner and forensic pathologist, Dr. Valerie Rao, provided her services in the post mortem

examinations of a decomposed body found in a derelict building on the former U.S. Baselands, and a male who committed suicide by jumping into Hamilton Harbour. She also reviewed two suspicious sudden deaths. Dr. Faruk Presswalla, Acting State Medical Examiner from New Jersey, performed a post mortem examination on a male who subsequently died in hospital after receiving injuries at a licensed premises. Forensic Pathologist, Dr. Charles Smith, from Toronto Sick Children's Hospital, performed a post mortem examination on a child who died after being rushed to hospital from a nursery. Sincere appreciation is extended to all these agencies and professionals.

One of the most significant achievements for the Department in 1998 was the configuration of its digital photographic darkroom. This is expected to be finalised and become fully operational in 1999. Also expected is the expansion of the Department with the training of civilians as fingerprint and scenes of crime officers.

SPECIAL BRANCH

Sergeant Paul Wright

Special Branch is a small unit within the Specialist CID division, staffed by a sergeant, four constables and a civilian registrar. Special Branch remains an integral part of the Service, accountable to the Commissioner through OIC Specialist CID, and the Assistant Commissioner. The Special Branch unit is responsible for the gathering, assessment and interpretation of intelligence. It is particularly concerned with intelligence that may assist in the recognition and counteraction of threats to national security and public order. Special Branch also conducts local enquiries on behalf of various agencies and deals with a variety of vetting requests, particularly those related to British naturalisation of applicants seeking status in Bermuda.

1998 was a very busy year during which the Unit underwent a comprehensive internal review of its core functions and organisation. In addition, the Unit benefited from essential equip-

ment upgrades, including the installation of a computer system and the provision of another vehicle.

There were a record number of naturalisation enquiries processed this year – with requests more than doubling! The Unit was also kept busy in assisting with security arrangements for resident and visiting VIPs. These included the January meeting of the Chief Ministers of the British Dependent Territories of Anguilla, British Virgin Islands, Montserrat and the Turks & Caicos; the official visit in March of HRH Prince Phillip, the Duke of Edinburgh; and the official visit of the Rt. Hon. Hubert Ingraham, Prime Minister of the Bahamas, in November for the opening of Parliament. Other notable visits included President Zedillo of Mexico; HRH Prince Khaled of Saudi Arabia; Dr. Henry Kissinger; and Polish Prime Minister, Mr. Jerzy Buzek.

Notable events included the retirement of former Deputy Governor, Mr. Peter Willis, and the arrival of his replacement, Mr. Tim Gurney. Government House Registrar, Paul Dryden, handed over the reigns to his successor, Mr. Peter O'Brien. The historic victory of the Progressive Labour Party in the General Election and the celebration aftermath involved Special Branch officers, as did the operation in support of the Department of Immigration's handling of the Cuban vessel, *Jurel*, and the temporary relocation of His Excellency the Governor to Ireland Island.

Early in the year, one of our officers attended an Operational Skills course in Barbados. Plans are under way to run a similar course in Bermuda next year. In September, Bermuda was fortunate in being able to send a representative to a joint security exercise in the U.K. It was the largest of its kind ever to be held in the U.K. and was attended by a variety of police and other professionals from around the world. The exercise highlighted the effectiveness of Joint Intelligence Group management software solutions that could have significant potential for Bermuda.

SPECIALIST OPERATIONS

PROSECUTIONS DEPARTMENT

Inspectors Kenrick James/Anthony Mouchette

Police Prosecutions is the Department charged with the responsibility of initiating court proceedings and the prosecution of offenders. The Prosecutions Department receives, collates and vets most case files intended for prosecution, whether on indictment or by summary process. Excluded from our prosecution remit are those cases involving agriculture, fisheries, dog and military offences, which are instead handled by the respective Ministries, and processed by Crown Counsel from the Attorney-General's Chambers. Maintaining proper conduct and control of Plea, Juvenile, Traffic and Parking Courts also fall within the responsibility of the Prosecutions Department.

In 1998, the Prosecutions Department dealt with nearly 13,000 moving violation tickets, 1,025 criminal offence files, 42 indictable information, and 72 juvenile cases. The burden of processing some of the traffic violation (parking ticket) offences, however, was eased with the transfer of responsibility for the printing, processing and monitoring of the new electronic parking tickets used by the traffic wardens, to staff at Magistrates' Court.

The year also saw the transfer of responsibility for conducting Magistrates' Court trials from police officers to Junior Crowns from the Attorney-General's Chambers in what is known as the Magistrates' Court Prosecution Team. Police prosecutors are now used only on stand-by in cases of sickness or vacation.

A Police prosecutor remains as the Assistant Coroner to the Senior Magistrate (Coroner) in respect of deaths requiring the Coroner's attention and inquests.

In 1998, 37 of 177 reported deaths required further Police investigation for either inquest or criminal trial. Out of the 37, the Coroner conducted 15 inquests. Four others were held under the provisions of Section 9 of the



Coroners Act 1936. The remaining 18 inquests are pending.

CORONER'S OFFICE

There were 177 deaths reported through the Coroner's Office for the attention of the Senior Coroner in 1998. 37 of these deaths required further police investigations for either inquests or criminal trial.

A breakdown is provided as follows:

Suicide	4 deaths
Overdose	3 deaths
Road Traffic Accidents	17 deaths
Drowning	4 deaths
Falling	5 deaths
Manslaughter	2 deaths
Undetermined	3 deaths

The Coroner conducted 15 inquests during the year, and dispensed with 4 under the provision of Section 9 of the Coroner's Act 1936.

MARINE SECTION

Inspector Mark Bothello

The Marine Section operated during the year with a varying strength of one inspector, one sergeant and up to 12 constables, using its fleet of seven boats, ranging from a 22-foot Boston Whaler to a 46-foot Hatteras. This year, an additional vessel was added to the fleet with the purchase of an Arctic 24-foot rigid inflatable. Maintenance and repairs to the engines and machinery were tendered out to various Marine Service firms, while Marine Section staff carried out cleaning and maintenance of equipment.

Marine-related incidents increased 15% compared to the previous year. Bermuda Harbour Radio logged 1,123 foreign yacht arrivals, a record number of visiting yachts, exceeding the previous record of 1,082 in 1990. There were 29 Island Liquor permits granted to local cruise boats for operation during the year with no reported incidents.

Marine Section continues to provide the primary surface search and rescue facility in local waters. Officers conducted 214 search and rescue missions compared with 217 in 1997. One fatality this year involved a Jet-ski and a small, open boat.

A total of 404 offences were detected for the year, well above the 282 recorded for the previous year. Offences included stealing, boat registration violations, marine safety and fisheries violations and incidents of marine speeding. Marine pollution continues to be a threat and officers continue to be actively involved in Marine Pollution Contingency Planning. The Marine Section building is used as the command post during pollution emergencies.

The recovery of property as a result of crime and/or accidental loss prompted 18 operational underwater searches. Assistance was also provided in the operation of the recompression chamber at the King Edward Hospital. Every opportunity is taken to educate the public on water safety and crime prevention by the distribution of relevant brochures and pamphlets. Marine officers also give lectures to various organisations. A "U"-mark campaign was held during the Boat Show in Dockyard this year.

Two officers attended the United States Coastguard "Station Cortez", Florida for a two-week hands-on course. The Marine Section also hosted a number of in-house Search & Rescue and Diver Training courses throughout the year.

The Bermuda Reserve Police continued to provide invaluable assistance to this Section with two sergeants and five constables, all of whom are competent boat operators and ably trained in marine policing responsibilities. Gratitude is also extended to Bermuda Harbour Radio, Marine & Ports, the Bermuda Fire Department, the Bermuda Regiment and HM Customs for their assistance and co-operation rendered throughout the year.

The OIC Marine Section is involved with a number of committees, all of which are connected to his marine duties. These include the Administrative Search and Rescue Standing Committee; the Marine Pollution Contingency Committee and Command Team; the Marine Regulations Review Committee and the Water Safety Council. Eight members are appointed as 'Inspectors' under the Prevention of Oil Pollution Acts, 1971.

CANINE UNIT

Sergeant Ian Coyles

The Canine Unit operated for the better part of 1998 with its regular complement of two dog teams; the end of the year, however, saw major changes in both the composition and direction of the Unit.

The Chesapeake Bay retriever, "Max" was retired during the summer. A new dog, a Belgian Shepherd, also named "Max", replaced him. A second Belgian Shepherd, "Hutch" joined the Unit in December, while "Geoff", a Labrador, remains a reliable mainstay of the K-9 Unit. All three dogs are trained to detect the three main drug odours – cannabis (including cannabis resin and hash oil), cocaine (including 'crack') and heroin. "Geoff" is now trained to detect firearms and ammunition, but to date has yet to make a seizure of either. The addition of the two Belgian Shepherds enhances the Service's drug-detecting abilities; and it is anticipated both will undergo further training as operational General Purpose Dogs (G.P.Ds) in 1999.

The K-9 Unit continues to be an essential part of drug interdiction and detection in Bermuda, assisting both the Narcotics Department and H.M. Customs at all ports of entry. 1998 proved to be a most successful year with a record number of seizures logged, including 46 involving hashish and 86 growing cannabis plants. More recently, the Unit now accompanies the Street Task Force on occasional patrols. Demonstrations and lectures are also provided to schools, civic groups and other organisations.

The Canine Unit moved to new premises in the Training School this year. It also received three new vehicles. The excellent working relationship with H.M. Customs can only increase the success of this Unit, and indeed drug interdiction in Bermuda, in 1999.

PUBLIC ORDER, BATON/ HANDCUFF TRAINING

Sergeant Peter Morgan

The training aspect of this Specialist Operations Unit grew significantly in 1998.

During the summer, two public order specialists arrived from the Metropolitan Police in London. With input from these officers, the Bermuda Police Service moved closer towards implementing its own Public Order Strategy to support a proposed revision of public order training and tactics. It is hoped that the ensuing policies will reflect that public order policing is not limited to serious civil disorder, but requires the training and equipping of officers to meet a wide variety of situations.

160 police officers from the rank of constable to superintendent received the common minimum standard of public order training this year. In addition, 39 officers of the rank of sergeant and inspector received PSU Commander training.

In September, two officers attended an advanced Senior Officer Command Course at the Metropolitan Police Public Order Training Centre. As a result, they were able to return to Bermuda and in turn train 12 senior officers, up to the rank of Assistant Commissioner, in Public Order Strategic Command.

Further to the Public Order Training, the Police Service also continued the training of all operational staff for the Expandable Baton and Rigid Bar Handcuff equipment that had been purchased in 1996. 15 regular officers and 64 Reserve officers received training in the use of the baton. There were six reported occasions when officers were required to use the batons



The Cycle Crime Unit performs invaluable service to the community

in 1998; twice in striking an offender, four times as a visual deterrent.

Similarly, 61 regular and 36 Reserve officers received training in the use of the handcuffs.

During the latter part of 1998, an Officer Safety Committee was formed to examine the general issues regarding officer safety training and equipment. It is expected that this committee will be instrumental in implementing a comprehensive officer safety training package that will include both the baton and handcuff training.

NATIONAL TRAFFIC CO-ORDINATOR

Chief Inspector Larry Smith

CYCLE CRIME UNIT

The role of the Cycle Crime Unit (formerly the Cycle Squad) is to provide the Service with a unit concentrating specifically on the dishonest appropriation of all types of cycles, and other criminal offences committed with respect to that class of vehicle.

The Cycle Crime Unit responsibilities are manifold:

- to investigate reports of the dishonest appropriation of cycles and related offences
- to identify and prosecute offenders in matters related to the dishonest appropriation of cycles and related offences
- to co-operate with and assist other Police sections in the investigation of cycle thefts and related matters
- to collect intelligence on persons and groups believed to be involved in the dishonest appropriation of cycles as a systematic criminal enterprise
- to liaise with the National Intelligence Department on matters of intelligence related to cycle thefts.

The regular working strength of the Unit consists of nine officers, supervised by one sergeant. All officers work with a high degree

of energy and their dedication and commitment were rewarded in July, with a Merit Award from the Commissioner of Police. Officers' experience in Cycle Crime ranges from six to twenty years; and their expertise in other areas of policing, such as Emergency Response, Diving and Driving Instruction, has enhanced the Unit's success.

The mode of transportation is the Suzuki G5500E Police Motorcycle. This year, two new KTM 400 dual-purpose cycles were added to the fleet. These cycles provided officers with easier access to remote areas off the main roads. The KTM motorcycles do not look like the regular police motorcycles, and are thus useful during operations where a distinct Police presence can be counter-productive. The Unit also possesses two trucks for the collection of cycles and a new Mitsubishi Canter King Cab Truck was acquired with the capacity to carry seven personnel in addition to more cycles.

Approximately 160 persons were arrested for various offences during the year: 71 on suspicion of stealing; 46 for outstanding warrants; 16 for drug offences; and 24 for other reasons. Many of the arrests resulted in successful prosecutions and, in some cases, imprisonment. Particularly notable were three persons who were arrested for possession of controlled drugs with intent to supply. Two of the three were sentenced to prison terms; the third is awaiting sentencing. Cycle Crime Unit officers also issued more than 430 tickets for various traffic offences in 1998. In two weekends, over 100 cycles were impounded for loud noise and illegal engines. The Unit also assisted Narcotics and Task Force Units with undercover drug operations that again resulted in a substantial number of arrests.

The Cycle Crime Unit also provides lectures to new recruits, the Police Reserves, the Police Night School, Army cadets and school students. Another staple in the Unit's portfolio includes the popular "U"-marking service. This is provided to members of the public, and to

schools on a regular basis throughout the year.

The imminent operation of the Closed Circuit Television cameras is eagerly awaited by the Cycle Crime Unit which continues to monitor cycle crime in the City of Hamilton closely. The Unit continues to provide sterling service to this component of vehicular crime, and despite an upward trend in cycle theft and related crime, intends to maintain its meritorious energy and optimism.

T R A F F I C

During 1998, the number of accidents reported to Police has fallen by 2.7% to 2,852 compared to the previous year's total of 2,929. This also reflects a decrease over the figure for 1996 of 2,888.

There were 1,135 injury accidents reported, compared to figures of 1,255 and 1,217 in 1997 and 1996, respectively. As a result of the injury accidents, 1,374 persons were injured, 208 of them (153 locals, 55 tourists) seriously. A total of 4,837 locals and 551 tourists were involved in accidents last year compared to 4,887 and 593 respectively for the previous year. In addition there were 660 single-vehicle accidents, the highest proportion of which were 292 livery cycles.

Police attended the scene of 92 accidents (3.2% of the total number) in 1998 where alcohol or drugs were suspected as being the cause. 90 arrests were made on suspicion of impaired driving during the year.

There were 17 road traffic accident fatalities during the year, compared to 6 in 1997.

The 17 road fatalities are included in the above 1,135 injury-accident totals.

B E R M U D A R E S E R V E P O L I C E

Commandant John Moore, CPM

The Bermuda Reserve Police continues to develop towards self-sufficiency. Tremendous

strides have been made this year, with the assistance of Chief Inspector Vendal Bridgeman from the regular Police serving as Executive Officer working with the Executive Committee of the Bermuda Reserve Police.

At the end of the year, the strength of the Bermuda Reserves was 135. There are 23 additional applications under consideration. The Commissioner of Police has agreed to raise the 150 ceiling previously instituted, and recruitment is ongoing. Meanwhile, there has been tremendous interest in this Unit shown by members of the general public; the Bermuda Reserves often serve as a conduit into the regular Service.

Commandant John Moore and Acting Deputy Commandant Eugene Vickers were invited to attend both Policy and Divisional Command meetings in 1998, sharing in the decision-making that would shape the policies and future of the Police. Some of the notable highlights affecting Reserves included:

- ASP Baton and Quick Cuff training for Reserves
- several Reserve officers qualified as Police drivers
- Reserve officers qualified as CPR instructors following a CPR Course
- Narcotics training was provided for 18 Reserve officers
- an Acting Inspector qualified as an instructor in the new Police radios
- 126 Reserve officers turned out for the embodiment for the November 9th General Election
- a sergeant qualified as a Sexual Harassment Counsellor

Several promotions of Reserve officers also occurred during 1998. Congratulations are extended to the following:

[Sergeant to Inspector](#)

Victoria Castle

Constable to Sergeant

Henderson Weekes
Gregory Nelmes
Chris Malpas
Nena Virgil
Alsena Russell

The rank and file of the Bermuda Reserve Police are committed to providing the necessary support to the Bermuda Police so that ultimately the best of service can be rendered to the Bermuda public. With ongoing developments for this Unit provided by the Training School in management and other supervisory training, it is believed that the challenge of providing a management team capable of taking the Reserves into the 21st Century, can readily be met.

WESTERN DIVISION

Chief Inspectors Roger Brydon/ Sinclair White

The Western Division, covering a landmass of some 6.2 square miles, embraces the parishes of Warwick, Southampton and Sandys, from Cobb's Hill Road, which forms its most easterly boundary, all the way to the Dockyard area. The general policing of the residential and business communities in the West is augmented with the additional responsibility of maintaining law and order for the majority of the Island's premier beaches and tourist accommodations.

It was an active and exciting year for the Division in 1998. In April an exchange of command took place between Chief Inspector Roger Brydon, (who retired), and Chief Inspector Sinclair White. Other highlights included the opening of the new Warwick Parish Constable sub-station by The Hon. Quinton Edness. The sub-station has allowed easier access to the parish constables by the residents of this large parish. History was made in August with the move of His Excellency the Governor, Thorold Masefield, and Mrs. Masefield to their temporary residence at "The Cottage" in Ireland

Island. The residence was also the site for the swearing-in ceremony of the cabinet of the new Progressive Labour Party government in November. Heightened and sustained security for these most prominent residents has reflected well on the proficiency of the officers of this division. The Division was also actively involved in the policing of the Bermuda Jazz Festival held at Dockyard. More than 5,000 persons attended the two-night event. Other notable events for Western Division included the annual End-to-End Walk, the commencement of the Bermuda Day Half-Marathon and the annual Cup Match Classic at the Somerset Cricket Club. Western Division was also the first to have all of its non-authorized car drivers authorized for the motor scooters. This mode of transport allowed for greater interaction between officers and residents communities in the west end.

On a more sombre note, just under one half of the Island's 17 road fatalities and all of the suicides for the year occurred within the Division. Communication, camaraderie and teamwork enabled officers to cope with these tragedies sensitively and efficiently.

Crime in the Division was adequately countered through a number of effective, and pro-active community partnerships. The Western Consultative Committee held three western parish meetings to hear the concerns of the residents. Several neighbourhood watches were established and several community clean-ups occurred in the Royal Naval Field and Cambridge Road areas. The Western Division Reserves also provided sterling service in assisting regular officers with day-to-day duties and responsibilities.

Without a doubt, the team spirit and unity which has been forged between Police and each of the member communities of the Western Division can serve as an example to the rest of the Island of the true potential of the community policing concept if it is embraced by all with enthusiasm and commitment.



CENTRAL DIVISION

Central Division operates from Hamilton Police Station and covers the parishes of Paget, Pembroke and Devonshire, as well as the municipality of the City of Hamilton. Superintendent Campbell Simons served as the Divisional Commander until July when he retired after having completed over 35 years' service. Responsibility for the Division was handed over to Acting Superintendent Gertrude Barker, assisted by 99 personnel, including 19 CID officers and 13 civilian support staff.

General foot and mobile patrols continue to comprise the basic responsibilities of this Division. Additional uniform duties include static guard duties for high level Government officials. With the change in Government following the November elections, the Premier has now moved her residence to a Government accommodation. The Division provides security at these premises. Other uniform duties include providing assistance with crowd control at official functions, parades and sporting events within the City limits.

The Liquor Licence Amendment Act 1998 saw the introduction of al fresco dining in the City. Six restaurants were issued with permits during the year. When one walks along Front Street, one may see diners on the sidewalk outside of the Surf Club and The Beach. The Corporation of Hamilton is now considering making other parts of the City more pedestrian-friendly with the restaurants in that area incorporating al fresco dining. The changes in the Liquor Licensing Act also permit restaurants to now remain open until 3 a.m. Central Division has a total of 130 licensed premises, the majority of which are in Hamilton. A 'B' licence has been issued to The Wine Tasting Room on Reid Street.

Traffic

New traffic regulations were introduced this year that will continue the close liaison Police share with the Corporation of Hamilton. There are now eight traffic wardens. The long-awaited report

on traffic within the City is being compiled, and the findings of the published report are expected next year. We can envisage the City having more pedestrian areas.

Technology

Installation of CCTV has been delayed for a few months. The majority of the cameras were installed by year-end and should become fully operational in 1999. The Service is indebted to the Corporation for its assistance in this initiative. CCTV will be a tremendous asset in both crime prevention and detection. Removals of cycles and stealing from vehicles have been on the increase within the City. The introduction of CCTV should result in a decrease of these complaints.

Physical Plant

Consultation commenced with various agencies over the plans of a new combined police station and courts. A submission for a new building was made in the upcoming Capital Expenditure Plan for the five-year period 1999-2003. It is our understanding that our complaints of poor accommodation for the last 25 years will finally be resolved.

General

Members of the Division continued to perform admirably under the stressful conditions of poor accommodation and limited resources. Eight members of both Uniform Division and the CID received commendations. These ranged from saving a drowning victim, observation and investigations. Well done, all. Although understaffed, CID arrested several known criminals, who were responsible for a large majority of break-ins in and around the City. One habitual offender was responsible for a crime spree of at least 25 breaks in the City. These offenders are now serving lengthy custodial sentences.

Community policing remains a priority for the Service. Meetings with the Central Consultative Committee and other organisations continued. Community involvement, public forums and the development of Neighbourhood Watch

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groups are being enhanced by the parish constables. Reserve parish constables are now assisting the regulars with their daily patrols.

Members of the Police Reserves have provided immeasurable support to the Division, assisting not only general patrol duties, but also all major public events within the City. Without their assistance, the Service could have been hindered in its efforts to provide the necessary level of policing which the community expects.

Appreciation is also extended to other governmental agencies and departments for their support throughout the year.

EASTERN DIVISION

Chief Inspector Vendal Bridgeman

Eastern Division personnel work from the St. George's Police Station. The Division consists of the parishes of Hamilton, Smith's and St. George. The Bermuda International Airport and the Pennos Wharf cruise terminal both fall within Eastern Division's jurisdiction, making it a front-line interdiction Division, and necessitating a close working relationship with both the Narcotics Department and H.M. Customs.

The complement of 62 personnel has worked extremely hard in maintaining the Division as one of the lowest in crime levels. Criminal investigation officers in particular, enjoyed a successful year. Among the highlights was the successful prosecution of the first case of stalking since the Stalking Act, 1997 came into law. CID officers also prosecuted four separate persons for some 30 breaking and entering offences, 19 cases of thefts and two handbag snatches. The fact that many of the crimes were opportunistic and tourist-related made the successful prosecution of the offenders particularly satisfying. Less satisfying was the prosecution of 10 juveniles for being concerned together in 13 cases of breaking and entering of local residences.

The Division's image as a forerunner in successful community policing continues, notably

through the Pedal Cycle patrols. These officers provide dual service with front-line policing in dealing with drug offenders from the cruise ships. They also work very closely with the Parish Constables.

In May, the Eastern Consultative Committee honoured Eastern Division Parish Constables in a special ceremony, attended by His Excellency the Governor, Mr. Thorold Masefield. Plaques were presented to each of the Parish Constables as they were commended for their dedication and commitment.

Eastern Division received tremendous support this year from the members of the Bermuda Reserve Police. Through such dedication, the Division was always able to provide the public with the service which East Enders have come to expect and on which they rely.

The Division continues to display its sensitivity to the needs of the community. During the festive season, a donation was made to the St. George's Parish Council for the Rest Home, instead of the traditional, annual Christmas Party. It was a fitting gesture to herald the United Nations proclamation of the Year of the Older Person the following year. This was one of many acts of Eastern Division officers truly participating and making a difference in their community.

POLICE BENEVOLENT FUND

There were no meetings held this year.

BERMUDA POLICE ASSOCIATION

Sergeant Michael Jackman

The Bermuda Police Association represents the ranks between constable and chief inspector. The Association was established in 1968 in order that matters of importance and interest concerning the welfare of officers and the efficiency of the Service might be brought to the attention of the Commissioner, the Government and the Governor.



Democratic elections are held each September for each of the three Branch Boards: the Constables Board, comprising 14 members; the Sergeants Branch Board, comprising six members and the Inspectors Branch Board, comprising three members. The three branches then elect an 11-member Executive Committee that runs the affairs of the Association for the year, meeting on a monthly basis.

The members of the 1998 Executive Committee are Sgt. Michael Jackman, Chairman; Sgt. Kevin Christopher, Deputy Chairman; P.C. Hashim Estwick, Treasurer; P.C. Raoul Ming, Assistant Treasurer; Secretary, P.C. Carl Neblett; Assistant Secretary, P.C. Steve Nurse; P.C. Windol Thorpe, Welfare Director; P.C. Terry Pringle, Deputy Welfare Director; P.C. Steven Palmer, Financial Assistance Director and Sgt. Dawson Dates, Deputy Financial Assistance Director. Inspector Michael DeSilva is the other member of the Executive Committee.

1998 marked the first year the Commissioner of Police allowed the BPA Chairman to assume a full-time administrative position within the

Association. This has allowed the business of the Association to be conducted in a more efficient and effective manner. The Commissioner is to be commended for his support and vision in this matter.

The BPA was involved throughout the year in a review of the conditions of service for police officers. This led, however, to a delay in finalising an agreement on a new contract with Government. The Commissioner of Police and the Association did reach agreement on a number of conditions of service items that are anticipated will have an impact on efficiency and morale in the Service in the future.

The Association continues its monthly meetings with the Commissioner. It is to be appreciated that these meetings are conducted in a spirit of co-operation and mutual respect leading to a number of long-standing issues being resolved without the intervention of the Joint Consultative Committee. Several seminars and forums are planned for 1999 in an effort to educate our members on relevant issues affecting their duties and responsibilities.





R.E.A.C.H. Officers congratulate 1998 graduates of the G.R.E.A.T. Programme at Whitney Institute

DEPARTMENTAL STATISTICS

FINANCE & ADMINISTRATION

Annual Budget

	1997/98	1998/99	1999/00
Salaries	24,876,246	26,282,822	27,494,537
Wages	653,776	655,331	581,802
Other personnel costs	2,076,188	2,206,329	27,960,005
Employee expenses	27,606,210	29,144,482	30,872,344
Operational expenses	2,797,895	4,298,267	4,832,372
Capital acquisitions	2,374,605	2,509,998	27,863,323
Other expenses	5,172,500	6,808,265	7,618,695

ROAD TRAFFIC ACCIDENT STATISTICS FOR 1998

Statistics Analysis

	1997	1998	Difference
Fatals	6	17	+11
Serious injury	217	191	-26
Slight injury	1,267	1,166	-103

Main Causes of Accidents

Inattention	708	732	+24
Inexperience	441	382	-59
Following too close	221	206	-15
Overtaking improperly	201	211	+10
Entering main road carelessly	222	192	-30
Bad road surface	166	192	+26

Miscellaneous Statistics

Failure to stop	245	259	+14
First aid rendered by Police	411	381	-30
Children involved	96	89	-8
Pedestrians involved	59	68	+9
Animals involved	14	22	+8

Single Vehicle Accidents

Four wheeled vehicles	188	192	+14
Motor cycles/scooters	118	105	-13
Auxilliary cycles	67	63	-4
Livery cycles	328	292	-36
Pedal cycles	10	8	-2

The total number of vehicles/animals involved in accidents last year were 5,024 and 22 animals compared to 5,085 and 14 animals in 1997.

Percentage Analysis of Vehicles Involved

Private cars	2,420	48.2%
Motor cycles/scooters	763	15.2%
Auxiliary cycles	463	9.2%
Livery cycles	502	10.0%
Pedal cycles	38	0.7%
All trucks	582	11.6%
Taxis	201	4.0%
P.S.V.	55	1.1%

Ages of Persons Involved

Up to 15 years	95	1.6%
16 to 20 years	489	8.2%
21 to 30 years	1,032	17.3%
31 to 40 years	2,100	35.3%
41 to 50 years	1,066	18.
51 to 65 years	823	13.8%
66 years and over	347	5.8%

RECORDABLE MINOR OFFENCES

	Known	Cleared	Cleared %	Known	Cleared	Cleared %	Known	Cleared	Cleared %
Drunk & Incapable	31	31	100	16	16	100	26	26	100
Drinking in a Public Place	16	16	100	22	22	100	22	21	96
Offensive Words/Behaviour	96	89	93	135	115	85	191	147	77
Threatening Words/Behaviour	261	211	81	298	224	75	308	214	70
Indecent Exposure	18	9	50	20	7	35	24	4	17
Assault on Police	10	10	100	23	23	100	72	69	96
Common Assault	244	200	82	302	232	77	322	227	71
Violently Resisting Arrest	27	27	100	44	44	100	58	50	86
Prowling	137	44	32	126	12	9	104	10	10
Trespass on Priv./Public Property	116	59	51	134	76	57	120	80	67
Malicious Damage (Under \$60)	130	46	36	129	37	29	123	26	21
Dogs Act Offences	69	39	56	43	19	44	188	83	44
Powercraft Offences	220	218	99	224	222	99	366	352	96
Annoying Telephone Calls	211	108	51	202	114	56	188	103	55
All Other Offences	180	130	72	126	90	76	167	82	49
Grand Totals:	1,766	1,237	70	1,844	1,253	68	2,279	1,494	66

FITNESS ASSESSMENT RESULTS FOR 1998

	Number who took test	Passed	%	Failed	%
Police Officers	102	98	96.5	4	3.5
New Applicants	177	69	39	108	61
Total	279	167	60	112	40

RECORDABLE CRIMES BY CATEGORY FROM 1996 - 1998
(INCLUDING CLEAR UP RATES BY PERCENTAGE)

Offences Against The Person

	Known	Cleared	Cleared %	Known	Cleared	Cleared %	Known	Cleared	Cleared %
Murder	4	4	100	2	2	100	0	0	-
Attempted Murder	6	6	100	0	0	-	0	0	-
Manslaughter	2	2	100	1	1	100	2	1	50
Grievous Bodily Harm	56	43	77	51	39	76	51	30	59
Wounding	64	49	77	63	43	68	56	34	61
Assault - Bodily Harm	272	205	76	343	239	70	340	224	66
Assault on Police	30	28	93	37	32	86	45	44	98
Unlawful Carnal Knowledge	11	11	100	8	8	100	9	8	89
Unnatural Offences	2	1	50	0	0	-	0	0	-
Sexual Assault (Male/Female)	56	44	79	54	42	78	40	21	53
Sexual Exploitation (Male/Female)	12	9	75	13	11	85	15	9	60
Others Against Person	96	48	50	72	39	54	33	19	58
Subtotals:	611	450	74	644	456	71	591	390	66

Offences Against Property

Robbery	91	52	57	61	20	33	51	15	29
Arson	12	6	50	16	5	31	15	3	20
Burglary	262	40	15	354	54	15	369	38	10
Housebreaking	284	80	28	330	68	21	363	100	28
Storebreaking	88	29	3	99	20	20	80	17	21
Officebreaking	56	10	18	78	43	55	44	25	57
All Other Breakings	292	59	20	378	59	16	307	54	2
Poss. H/Breaking Tools	3	3	100	4	4	100	3	3	100
Receiving	28	28	100	7	7	100	28	28	100
Forgery & Uttering	297	131	47	455	288	63	340	206	61
Fraud/False Pretences	290	152	52	357	221	62	300	155	52
Embezzlement/Larceny Servant	92	52	56	163	90	55	295	126	43
Larceny From The Person	50	24	48	55	25	45	61	23	38
Larceny From The Docks	1	0	-	0	0	-	0	0	-
Larceny Dwelling House	199	93	48	178	67	38	202	73	36
Larceny From Beaches	31	1	3	25	4	16	26	0	0
Larceny From Hotels	43	2	5	48	3	6	27	0	0
Larceny of Boats	32	10	32	34	13	38	8	0	0
Larceny of Boat Parts	38	1	3	61	5	8	25	5	20
Handbag Snatches	43	3	7	24	3	12	37	5	14
Removed Cycles	1,159	198	17	1,188	192	16	1,011	101	10
Removed Cars	50	22	44	37	19	51	49	20	41
Shoplifting	177	145	82	185	120	65	160	128	80
Larceny From Vehicles	188	24	13	302	46	15	282	20	7
Other Larcenies	736	238	32	898	217	24	934	260	28
Malicious Damage (Over \$60)	397	181	46	523	179	34	500	135	27
Others Against Property	19	12	61	13	6	46	68	6	9
Subtotals:	4,999	1,628	33	5,953	1,837	31	5,663	1,576	28

Other Offences

Coinage/Counterfeit Offences	43	1	2	32	0	0	21	0	0
Poss. of Offensive/Proh. Weapons	31	28	90	52	47	90	78	68	87
Firearms/Explosives	19	14	74	10	9	90	4	3	75
Perjury	0	0	-	0	0	-	0	0	-
Bribery/Corruption	0	0	-	0	0	-	0	0	-
Sedition	0	0	-	0	0	-	0	0	-
All Other Offences	39	35	90	36	31	86	14	6	43
Currency Offences	9	8	89	24	24	100	1	1	100
Subtotals:	141	86	61	154	111	70	118	78	66
Grand Totals:	5,751	2,164	38	6,751	2,404	36	6,372	2,044	32

ALARMS

Police attended a total of 1,591 alarm activations in 1998 of which 1,533 (96.3%) were false. There were 58 genuine activations of which 16 were from panic alarms and 42 from intrusion alarms.

The number of alarm installations decreased by 110 during the year from 2,496 at the end of December 1997 to 2,386 at the end of December 1998.

The Alarms Officer levied fines of \$3,100 in respect of false alarms in 1998 (\$8,300 in 1997).

Five Year Comparison

	Installations	False Alarms	Rate of False Alarms
1994	1,791	2,047	1.14
1995	2,038	2,817	1.38
1996	2,283	2,209	.97
1997	2,496	2,018	.81
1998	2,386	1,533	.64

Installations:

Alarms monitored by Police (COMOPS)	1997	1998
Bermuda Alarm Company	75	76
Bermuda Central Station	22	25
Bermuda Telephone Company	53	52
Security & Communications (Baldwin systems)	59	59
Subtotal	209	212

Alarms terminating at Central Stations

A.E.C. Enterprises	6	3
Apex	13	-
Bermuda Alarm Company (Safeguard Security)	684	715
Bermuda Central Station (Island Wide)	683	703
Digital Electronics	6	6
Dynamark Security	140	-
Guardwell Security	15	5
Help Alert	7	7
Island Protection	332	341
Pro-Tech Security Security Services	36	55
Pro-Tech (former Apex systems)	-	10
Pro-Tech (former Dynamark systems)	-	63
Security & Communications	87	86
Security Protection Services	3	3
Sentry Security (former International Sec./Sentry Sec.)	140	146
Sentry Security (former Supreme Sec. Systems)	-	31
Supreme Security	135	-
Subtotals	2,287	2,174
Grand Totals	2,496	2,386

STOLEN CYCLES

Total number stolen to 31 December

Year	Total number stolen to 31 December											
	1995	1996	1997	1998								
	1,947	1,117	1,091	1,094								
1995	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Monthly Total	224	184	125	122	132	181	185	194	202	172	137	89
Weekly Total	50.54	45.99	28.2	28.42	29.8	42.23	41.77	43.8	47.13	38.83	31.96	20.09
Daily Average	7.22	6.57	4.04	4.06	4.25	6.03	5.96	6.25	6.73	5.54	4.56	2.87
Running Total	224	408	535	655	787	968	1153	1347	1549	1721	1858	1947
1996	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Monthly Total	108	97	87	79	110	108	118	120	69	71	61	89
Weekly Total	24.36	24.22	19.6	18.41	24.83	25.2	26.64	27.09	16.1	16.03	14.23	20.09
Daily Average	3.48	3.46	2.8	2.63	3.54	3.6	3.8	3.87	2.3	2.29	2.03	2.87
Running Total	108	205	292	371	481	589	707	827	896	967	1028	1117
1997	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Monthly Total	76	69	95	72	63	92	84	106	111	135	105	83
Weekly Total	17.16	17.24	21.45	16.8	14.22	21.46	18.96	23.9	25.9	30.48	24.5	20.75
Daily Average	2.45	2.46	3.06	2.4	2.03	3.06	2.7	3.4	3.7	4.35	3.5	2.6
Running Total	76	145	240	312	373	467	551	657	768	903	1008	1091
1998	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Monthly Total	81	65	69	82	79	93	93	126	122	96	82	106
Weekly Total	20	16.25	17.25	20.5	19.8	23.25	23.25	31.5	30.5	24	20.5	26.5
Daily Average	2.6	2.3	2.2	2.7	2.5	3.1	3	4.1	4	3	2.7	3.4
Running Total	81	146	215	297	376	469	562	688	810	906	988	1094

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