



BERMUDA
POLICE
SERVICE

PEOPLE THAT MAKE A DIFFERENCE

2 0 0 2 A N N U A L R E P O R T



The Hon. Terry Lister, JP, MP

*Minister of Labour,
Home Affairs
and Public Safety*

Vision Statement

The Bermuda Police Service, focusing on its core functions, is operating at full strength and is supported by an effective and efficient Human Resources Department and civilianisation process. Facilities are specifically built or adapted to meet the unique demands of modern policing. Proven technological and support equipment as well as the required financial resources are utilised.

Its highly trained and respected Bermudian Commissioner is heading an effective, apolitical management team that is practicing shared leadership of a disciplined Service. Consistent application of policies reflects its values, mission and vision. Effective training and development programmes continuously enhance job performance and meet individual and organisational needs.

The communication process is open, honest and respectful. It flows effectively, both internally and externally. It is working in partnership with the community and other agencies to provide the necessary education and information that enhances these relationships. There is a safe, practical and healthy work environment for all. An effective welfare policy and enforced code of conduct promote openness, trust and unity.

Its members have access to legal representation and funding when a complaint has been lodged. Through unified representation, all members are covered by an equitable medical policy and are provided with similar benefits.

Introduction

Section 62 (1) (c) and (d) of the Bermuda Constitution set out the responsibilities of the Governor of Bermuda for the internal security of Bermuda and the Bermuda Police Service.

The operational control of the Bermuda Police Service (BPS) is vested in the Commissioner of Police by virtue of the Police Act, 1974. The BPS exercises its authority under several pieces of legislation – but the primary ones are the Criminal Code, the Police Act, 1974, the Misuse of Drugs Act, 1972, various other Acts relating to Traffic offences and Proceeds of Crime.

In 1977, the Governor, by Section 62 (2) of the Constitution delegated certain administrative responsibilities of the BPS to the Minister responsible for Labour, Home Affairs and Public Safety.

Those delegated responsibilities are:

- Establishment matters
- Recruitment
- Training
- Equipment
- General Organisation
- Finance
- Community Relations



BERMUDA
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His Excellency the Governor
Sir John Vereker, KCB
Government House

Your Excellency,

It is my honour and pleasure to submit this report on Policing
in Bermuda for the year ending December 31, 2002.



Jonathan D. Smith, CPM, BSc, Dip Crim
Commissioner of Police



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PEOPLE THAT MAKE A DIFFERENCE Members of the Bermuda Police Service are truly members of the community. They work with, or on behalf of citizens in our neighbourhoods and communities. Together they make a difference to help ensure a safe, secure and peaceful Bermuda.

Commissioner's Foreword

I will take the opportunity in this year's Foreword to the 2002 Annual Report of the Bermuda Police Service (BPS) to highlight three areas: our major achievements in the past twelve months; the development of our Strategic Plan and capital development initiatives; and the commitment of our staff.

MAJOR ACHIEVEMENTS 2002

Operational Tasking

Throughout 2002, the BPS maintained Service delivery responses in all of the core areas:

- Calls for Service
- Collision Investigation
- Public Order
- Investigation of Crime
- Investigation of Serious Crime
- Investigation of Marine Incidents
- Investigation of Drug Importation, Supply and Possession Cases

All of the remaining Intelligence, Administrative Support, Communications and Specialist response capabilities were maintained against a backdrop of increased policing activity and calls for service. During the year, we remained committed to the continued implementation of the Policing Strategy for the Community and the Crime Management Strategy. The key principles of the Policing Strategy remain:

- Our work must be community based
- Partnerships at problem solving must be developed
- Our range of policing services will reflect community needs
- The highest ethical standards of our staff will be expected.

The policing philosophy of the Police Strategy combines a community-oriented, problem-solving approach, together with intelligence-led policing. Community-oriented problem solving is at the core of this work and our purpose is to tackle quality of life crime, incidents and Public Order/nuisance offences, and to reduce the number of incidents that require an intervention by members of the Service and/or other agencies.

You will find details of significant operational achievements described throughout this year's report. We continue to honour the hard-working staff of the Bermuda Police Service and the tremendous assistance we get from the community as we seek to make our Island a safer place to live and work.

By the end of 2002 our release of Selected Crime statistics (those released to the public quarterly) revealed the following: the figures showed a 12% increase in crime in the reported categories of 'Crimes of Violence', 'Crimes of Stealing', 'Breaking Offences' and 'Removals'. A total of 3,095 crimes in these categories were reported during 2002 as compared with 2,743 in 2001.

Recent annual comparisons are as follows:

1996	2,864	crimes
1997	3,205	crimes
1998	2,994	crimes
1999	3,305	crimes
2000	2,533	crimes

The most significant increases in crime during 2002 (over 2001) were in the offences of Breaking and Entering Offences and Removal of Vehicles. Violent Crime (Murder, Manslaughter, Grievous Bodily Harm, Wounding, Firearms Offences, Robbery and all Sexual Assaults) were actually down from 265 reported crimes in 2001 to 236 crimes in 2002.

Recent annual comparisons for the category of Violent Crime are as follows:

1996	350
1997	309
1998	296
1999	336
2000	295

There were three murders in Bermuda in 2002, 32 cases of sexual assault, 45 robberies and 12 firearms offences.

Crimes against property (Housebreaking and Burglary) and Removals remain particular local problems and the association between drugs and acquisitive crime remained strong. Illegal narcotics seizures for the year were up over the previous year with cannabis, cocaine, heroin and 'crack' cocaine comprising the major seizures with a significant number of non-Bermudian nationals being arrested for drug importation offences. HM Customs and Police teams seized over 400 kilogrammes of controlled drugs during 2002. This was accomplished through strong working partnerships and alliances with Her Majesty's Customs, the US Drug Enforcement Administration, Her Majesty's Customs and Excise-UK, US Customs and the Caribbean Regional Drug Commanders.

These partnerships resulted in the seizure of an assortment of drugs destined for local consumption which far surpassed the major seizures compared to 2001. The increase in drug activity prompted a corresponding increase in illicit financial activity and related investigations.

Our street level drug enforcement was not overlooked and as such, a dedicated Narcotic Street Enforcement Team is in place; together with our Police Support Unit, they collectively addressed street level drug and other anti-social activities such as public order and quality of life issues.

Youth violence or violence on the whole can be attributed to a decline in our moral values, which in part are triggered by socio-economic and other factors. The Service will continue to treat violent crime as a priority in keeping with community concerns and the recommendations of the Serious Crime Commission (2000).



Jonathan D. Smith, CPM, BSc Dip Crim
Commissioner of Police



The new conditions imposed by the Liquor Licensing Authority on license holders during 2002, at the recommendation of the Service are proving to be effective. The Service will continue to monitor and will report violations at the 2003 hearings of the Authority and, where necessary, further recommendations will be made. Generally, many liquor license establishments became more co-operative, have increased their security officers and have a better awareness of their responsibilities under the Act.

Counter Terrorism Exercise

The BPS actively participated, along with other agencies in a highly successful counter-terrorism training exercise in October 2002. Lessons learned from this exercise will be used to ensure improved inter-agency co-operation and response to both future exercises and real events.

Regional Security Conference

The BPS proudly hosted a regional Heads of Special Branch Security Conference during June 2002. Many Caribbean Police Services and other law enforcement agencies were represented at the conference which focused on security-related issues germane to islands in the Caribbean. We were extremely pleased to have the Deputy Administrator of the Drug Enforcement Administration (DEA) Mr. John Brown III attend and deliver the keynote speech.

Reserve Commandants' Conference

The BPS proudly hosted the first World Reserve Commandants' Conference during October 2002. Reserve Commandants and other Reserve officers from Police Services in North America, Europe and the Caribbean attended. The benefits derived from hosting the Conference were as follows: increased networking; increased knowledge and ability to develop more effective operational strategies; exposure to infrastructures of other Reserve Police organisations. Our own Reserve Commandant, Mr. Eugene Vickers was elected as the president of the newly formed International Executive Committee.

Recruiting Staff

During the year we were grateful to receive notification from Government that permission had been granted to recruit officers from overseas. In addition, we received permission to offer additional contracts to those officers who were originally brought here on three year contracts. The reality was that local recruiting initiatives continued to fall short of our attrition rates. We continue to realise that a significant number of job opportunities exist for Bermudians and that we have to compete for the available talent like every other employer. The permission to recruit overseas means that critical staff shortages will be addressed during 2003.

STRATEGIC PLAN 2002-2004 AND CAPITAL DEVELOPMENT INITIATIVES

We unveiled our Strategic Plan 2002-2004 during the year. The Plan embraces many of the changes that occurred during 2001 and articulates approximately 60 additional initiatives and/or projects that are planned, completed or underway now. The Strategic Plan is important as it ensures the Service is indeed on a path to improve its service delivery to the people of Bermuda. The Plan sets out a number of initiatives designed to improve Service delivery in the operational, administrative, specialist and technical support areas of the BPS. Highlighted below are some of the planned projects.

- Development of a Police website
- Continued implementation of the Policing Strategy, i.e. more Community Beat Officers coming on line
- A Professional Standards Policy will be developed
- New Training Strategy
- Seeking recognised accreditation
- Development of additional Performance Indicators – as they are part of the same department.

CAPITAL DEVELOPMENT INITIATIVES

Hamilton Police Station

The long-awaited new Hamilton Police Station and Magistrates Court complex to be constructed at the junction of Court and Victoria Streets will now be funded in three successive years 2004/05, 2005/06 and 2006/07 instead of 2002/03 and 2003/04 as previously planned. The Service looks forward to this largest ever capital development project undertaken by the Bermuda Government for the Bermuda Police Service.

Southside Police Station

The amount set aside for the Southside Police Station has been increased from \$1 million to \$2.25 million. Building #842 at Southside has been identified and we consulted with Works & Engineering staff during the year on the detailed planning for this project. The completion of this Station will ensure that a modern, renovated station will meet the needs of the Service as it will be equipped with state of the art interview rooms, detention cells, adequate storage facilities and better working conditions.

BERMUDA POLICE SERVICE STAFF

All of our achievements would not be possible without the sheer hard work, determination and commitment from the staff of the Bermuda Police Service. Kudos is deserved for the officers, support staff, Reserve Police and all of our industrial staff for contributing to the achievements of the Service during 2002. As Commissioner, I am, once again, indebted to their hard work and look forward to the same level of enthusiasm in the coming years.



Jonathan D. Smith, CPM, BSc, Dip Crim
Commissioner of Police



Remit of the Commissioner of Police

JONATHAN D. SMITH, CPM, BSc, DIP CRIM

PUBLIC & MEDIA RELATIONS

Mr. Dwayne Caines, BA

In a technical age where a hard-drive containing massive amounts of megabytes and gigabytes is seen as the foundation, bandwidth sets parameters for growth, and success and failure literally lies in the touch of a button, the Bermuda Police Service seeks to remain on the cutting edge.

As has been in the past, much of our abilities to police rest in the ability to gather, formulate and convey information. And whereby days gone by saw an abundance of personal contact and hard copy, this has given way to often more efficient, albeit impersonal, *modus operandi*.

E-mail, PCs, satellite feeds, fibre optics are the wave of now and who knows what more services the future has in store. Yet we cannot allow ourselves to be consumed by this "techno-jungle", one which threatens to reduce mankind to one, two and three dimensional images upon a computer screen or imaging device.

We cannot allow ourselves to abandon the human element that is our true bond with the community, our calling card helping to foster real relationships with the community we serve. Voices over the phone are not enough, mere pictures are not enough, we must get and remain 'in the mix' offering a presence that will comfort and reassure. We must also remain committed to issues such as the training and retraining of staff, increasing victim support and, most of all, developing partnerships with the community.

Much of this partnership development falls under the purview of the Public and Media Relations Department (PMR).

Heading the Public and Media Relations Office is Mr. Dwayne Caines, who carries just under a decade of experience in the public relations field, and in August of 2002 Mr. Caines was joined by Mr. Robin Simmons.

Mr. Simmons, who took over the position of Media Relations Assistant, formerly performed as a journalist at the Bermuda Broadcasting Company. He was educated at Northeastern University in Boston, graduating with a BS Music Industry before going on to attain a Masters designation in Mass Communications from Bond University in Australia.

He has thus far proven to be invaluable in his role among a department that finds itself on the front line, acting as liaison to international and local print and electronic media, not to mention the community at large.

We continue to develop positive relations between the various parties in order to facilitate a smooth flow of information in all directions. To offer examples of that which the Public and Media Relations Department faces on a continual basis, it can be noted how no less than 3,650 calls from the various media outlets were fielded over the course of 2002.

The department also continues to create opportunities to display different facets of the Bermuda Police Service, offering presentations depicting and describing methods of policing, collected evidence, departmental roles and suggested safety measures. These included offensive weapons caches, CCTV, community beat patrols, cycle theft, counterfeiting, warnings against excessive speed, intruder protection, and internet scams, to name a few.

Active headway is ongoing in the development of a Bermuda Police Service website and an improved corporate identity, which will offer greater accessibility and information for the public and Service alike. It is anticipated that these initiatives will be completed during the course of this year.

A raging success was the Recruitment Drive, with the Public and Media Relations Department creating a campaign tailor-made to the specific needs of the Service, using print and electronic mediums to rewarding effect.

As in 2002, 2003 will no doubt see a continued evolution of the Service in this age of technology, where the personal touches provided by the Bermuda Police Service remain 'key'.

RESEARCH, DEVELOPMENT & INNOVATION UNIT (RDIU)

Inspector Michael Jackman

The Commissioner established the Research, Development & Innovation Unit (RDIU) in May 2001, in a transition from the Project Renewal & Implementation Team. The RDIU works under the direction of the Commissioner and consists of an Inspector and a Constable. Its mandate is to provide research and development support to the Senior Command Team and the Policy Committee, and to undertake projects at the direction of the Senior Command Team and/or Policy Committee. It is also charged with developing innovative solutions to current or projected policing or administrative systems.

During the year the RDIU conducted research on a number of subjects including a review of the baseline skills and knowledge required at the Constable, Sergeant and Inspector ranks. The RDIU was also involved in research on the impact of the Police Amendment Act as it relates to the use of custody officers. In addition, the RDIU worked on Strategic Plan initiatives and is currently working on a review of the Police Discipline Code, the development of a Professional Standards document and the implementation of additional performance indicators for the Service.

During the year, the RDIU also assisted in co-ordinating the overseas recruiting in the Caribbean and United Kingdom as well as working with the local recruiting team on a number of initiatives.

The officer in charge of the Unit also provides support to the Strategic Executive Group and the Policy Committee.

EMERGENCY MEASURES ORGANISATION (EMO)

The Emergency Measures Organisation (EMO) is the primary incident response co-ordinating authority in Bermuda for mitigating the effects of natural or man-made disasters. The EMO consists of Government and non-Government organisations and is chaired by the Minister responsible for Labour, Home Affairs and Public Safety. The Director of Operations for the EMO is the Commissioner of Police.

One planning meeting was held during 2002 and the EMO Standing Instructions were updated. In direct contrast to the frequency of meetings held during 2001, owing to several tropical storms and hurricanes in the Bermuda area and the response to terrorist incidents in September 2001, 2002 was a very quiet year with a lack of tropical systems. Consequently, there were no extraordinary meetings of the EMO during the year.



Remit of the Deputy Commissioner of Police

GEORGE L. JACKSON, CPM, DIP CRIM

CORPORATE SERVICES

Superintendent Gertrude Barker, CPM, DIP CRIM

HUMAN RESOURCES DEPARTMENT

Human Resources Manager Mrs. Joan Rogers, MA

The Human Resources Department's functions encompass all aspects of employee related issues from their recruitment to their termination, resignation or retirement. The Selection and Recruitment process is designed in correlation with our Service's established policies to effectively attract and retain the best workers. Employees are encouraged through training and appraisal to develop a career that will challenge their acumen, helping them aspire to their fullest potential within the framework of the Service Strategy and in accordance with its Core Values.

Recruitment

The local recruitment initiative resulted in the hiring of 27 officers who were trained in two courses, namely Recruit Foundation Course #59 and #60. The average annual attrition rate of 7.34%, or 32 officers, provides a constant challenge to the recruitment office in attracting qualified Bermudians to maintain the established strength of 436.

Civilian Recruitment

There are 102 civilian posts in the service.

The demographics of these posts are as follows:

BPSU represented (civil servants)	74
BLU represented (full-time)	14

Other Posts

Police Recreation Club Workers	3
Self-Employed Tailor	1
Consultant	1

New Non-established Civilian Posts

Trainee Intelligence Analyst (3 years)	2
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Temporary Workers

Data Inputters	4
Secretaries	3

Vacant Civilian Positions filled in 2002

A total of 12 civilian vacancies were filled during this year. New personnel were employed to fill the following positions:

Manager – Police Recreation Club – St. Georges
Communications Assistant
Public Relations Assistant
Crime Prevention Officer
Maintenance Person
Trainee Intelligence Analyst
Trainee Fingerprint Officer
Data Input Officer
Senior Bookkeeper Secretary
Team Secretary – HR

Senior Managerial Positions

Manager – Human Resources / Manager – Technology

The Manager of Human Resources position, one of the three Senior Managerial positions within Corporate Services was filled in June of this year after being vacant for several months. One of the other two remained vacant at the time, the post of Manager of Technology, which was revised in a Management Services Department review of the Corporate Services Division and is now being re-graded by the Department of Personnel Services.

Overseas Recruitment for Civilian Position

There was one team sent to the UK on overseas recruitment this year to interview for the civilian post of Temporary Fingerprint Supervisor in the Forensic Support Department.

Summer Employment of Temporary Police Officers

The Service continued the practice of hiring former police officers who previously left the Service to pursue study abroad and returned during their summer vacation. This year a total of eight were hired. They provided valued service as they assisted in the non-operational areas where police presence was a necessity.



HEALTH & SAFETY

Inspector Michael Jackman

Health & Safety Issues

The Health & Safety Committee met twice in 2002. Recommendations were made for Bermuda Water Consultants to conduct inspections of buildings both at the Headquarters in Prospect and at the Hamilton Police Station. The results showed that there were high levels of moulds in some areas that, if left unattended, would create medical problems for persons who had allergies to them. In other cases, high carbon dioxide levels were identified as well as high levels of volatile organic compounds in areas that were not well ventilated. Asbestos tiles were found in some buildings and were removed as renovations were carried out. As a result of the testing, remedial work was carried out at these buildings including the special cleaning of carpets using mould-killing ingredients or the total removal of offending carpets in some cases. In addition, all water tanks were cleaned.

The Macbeath building located at Headquarters, Prospect, had major renovations done which included the removal of the asbestos tiles. This building was evacuated whilst the work was carried out. Some remedial work was also undertaken at Hamilton Police Station to address health and safety concerns. The external fire escape was repaired and other repairs were done in the Traffic Wardens' office and in the basement area. There are still areas of concern that have been highlighted and a detailed list of the remedial action required has been forwarded to the Ministry of Works and Engineering for their attention. During the year problems were experienced at the St. George Police Station; the Station Duty Office and the Sergeant's office had to be evacuated when a portion of the ceiling collapsed. Works and Engineering did the repairs and pronounced the building safe before it was re-occupied.

Due to the age of most of the buildings in the police estate, health and safety complaints continue to be high and are constantly being addressed through the assistance of the Ministry of Works and Engineering. Some of these concerns will require considerable expenditure as major renovations are required to meet the health and safety standards.

Policy Development

The HR Department continues to strive to meet the individual's, as well as the organisational needs, to derive mutual benefit for both employee and Service. Several policies are being worked on. Two new ones were adopted this year and the status of others is still a work in progress:

The Critical Incident Support Management Policy (CISM)

- Critical Incident Support Management Policy implementation to be carried out by the Welfare arm of this office.

The Harassment Policy

- The Harassment Policy was completed this year and the Service has actively participated in training. It is a requirement for all employees from all areas and levels of the organisation.

The Pregnancy Policy

- The Pregnancy Policy is still a work-in-progress for presentation to the Policy Committee in early 2003.

The Transfer Policy

- A proposal for amendments to the Transfer Policy was circulated in November of this year for consideration.

Computerised HRIS System

The Great Plains Human Resources Software System, a Human Resources Information System that will enable all employees to have access to demographical, leave and training information was chosen by the Technology Committee in 2001. This project was a result of the Strategic Plan outlined by the Commissioner, his executive team and service members to meet more efficiently the needs of the organisation. The software was purchased and customised, and demographical information was inputted to complete Phase One of the project. Presently the project is in the last stages of Phase Two after which the final phase, Phase Three, will commence. This will consist of the launching of the programme on the system and the training of all employees.

Long Service Awards

Special receptions were held in April and in October in recognition of the periods of long service given by 30 officers.



Medals were also presented at Government House to those with service of 18 years and Long Service Clasps were given to those commemorating 25 and 30 years of service. In addition there were other well-deserved Long Service Awards presented in the form of cash remuneration totaling \$59,400 which were given to 37 officers to commensurate services for year periods of 6, 12, 18, 24 and 30 years.

Queen's Golden Jubilee Award

The Queen, in celebration of her Golden Jubilee Year, gave a very special award. A total of 325 officers qualified for this one-time award.

Financial Assistance for Private Study

The Financial Assistance programme for private study is in its third year of operation. Each financial year an allocation of \$28,000 is available for the specific purpose of enabling an officer to pursue studies in approved areas on their own time, whilst employed within the Service. This year a total sum of \$13,628.89 was awarded to 13 officers to aid in the following areas of study:

- Associates Degree in Business Management *Bermuda College* (3 officers)
- Master of Science in Security and Risk Management *University of Leicester* (1 officer)
- Bachelor of Arts Degree in Business Administration *Bermuda College/Mount Saint Vincent University* (2 officers)
- Bachelor of Law Degree *Bermuda College/University of Kent* (1 officer)
- Policing and Law of Human Rights *Henson College, Dalhousie University* (1 officer)
- Advanced Graduate Diploma in Management *Athabasca University* (1 officer)
- Master of Science Criminal Justice Studies *University of Portsmouth* (1 officer)
- Bachelor of Science in Criminal Justice *University of Portsmouth* (1 officer)
- Supervisory Management Certificate *Bermuda College* (1 officer)

WELFARE SUPPORT

Police Welfare Officer Mira Ingemann

The Police Welfare Office has been in operation for two years and has strived to provide quality and effective services to all members of the Bermuda Police Service. This report highlights the activities of the Police Welfare Office in 2002.

Counselling & Welfare Service

Since 2001, a total of 105 cases were referred to the Police Welfare Officer of which many old cases were still being addressed over the past year. Forty-nine new cases were referred to the Welfare Office over the course of the year. Demographic data reveals that 78% of the clientele were police officers and the remaining 22% were civilians. 53% of these were male and 47% were female employees. There was a significant increase in health related and occupational related problems, which may be a result of the manifestation of prolonged manpower shortages, an antiquated shift system and an increase of critical incidents occurring in the community. **Note:** The following figures do not reflect the number of personnel who received Critical Incident Stress Management interventions.

TABLE: DEMOGRAPHIC COMPARISONS 2001 AND 2002

	2002 N=49	2001 N=56
Male	53%	47%
Female	47%	53%
Police	78%	77%
Civilian	22%	23%

Critical Incident Stress Management (CISM) Programme

The Welfare Officer's main focus in 2002 was to launch and maintain the Police Critical Incident Stress Management Programme (CISM) while managing other duties. The programme is still in its infancy and will undergo a 'teething' process until the activation process and call-out system is fine tuned. CISM is a preventative programme which assists

officers who have been exposed to traumatic events to rebound more quickly and return to a normal level of functioning. The programme utilises a peer support model which allows police officers to support their fellow colleagues who have been exposed to such events. After revisions to the Trauma in the Workplace Policy, a CISM Advisory Board was established and police personnel were recruited to become members of the CISM Team in June 2002. The CISM team was comprised of 23 members, 14 police personnel and nine mental health professionals. All but three persons received internationally recognised Basic CISM training. Team members were required to attend monthly team meetings and were placed on a call-out schedule. Within six months, the team provided a total of five debriefings, two defusings, numerous follow-ups and one-to-one interventions for approximately 38 police personnel. One notable accomplishment for the Police CISM team and for the Bermuda Police Service, was the deployment to New York City in March 2002 to assist the NYPD as a result of September 11, 2001. The Police Organization Providing Peer Assistance (POPPA), requested assistance from National and International CISM Teams and the Bermuda Police Service graciously responded. Four members of our Police CISM team were deployed for one week at Ground Zero.

Other Activities

The Welfare Officer participated in numerous committees and meetings in 2002, and was represented on the Health & Safety Committee, Sickness Committee, Shift Schedule Committee, Wellness Committee, Operational Commanders Group and the Policy Group. Full-day Stress Management seminars were incorporated into the Recruit Foundations, Continuation, and Sergeant Courses. Issues pertaining to pregnant officers and childcare, shift schedule and conflict in the workplace were also highlighted over the past year.

CAREER DEVELOPMENT UNIT

Inspector John Dale

The Career Development Unit of the Corporate Services Division is now in its fourth year and is run by an Inspector.

Responsibilities

The Career Development Officer (CDO) is responsible for the management of the career process for all Police Officers below the rank of Inspector. This includes career counselling, the management of the appraisal system, the review and update of the Career Management Manual and, more recently, the management of the Promotion Interview Process.

Planned Approach

The purpose of the CDO is to provide a systematic and planned approach to the management of job opportunities, assignments, training and development of staff and is designed to match, where possible, the individual's skills, abilities and interests with the needs of the Service.

Project Vacancies

The CDO identifies current and projected vacancies and plans to fill these in a timely manner. This will involve liaising with managers when vacancies are identified to discuss their needs and facilitate the placement of suitable personnel.

Equal Opportunities

The CDO, along with various department or unit heads, has conducted many interviews for transfers in the past year as a result of advertising for interested and suitable officers to fill vacant positions. Most officers now appreciate the openness and fairness associated with this procedure as they see equal opportunity and fairness.

Exit Interviews

As personnel retire or resign from the Service they have an opportunity to visit the CDO for an Exit Interview. This serves to make the officers feel appreciated, and gives them the opportunity to air any final concerns they may have had. This also provides often valuable advice and suggestions for the Service in aid of its continuous growth and development. This interview culminates with words of appreciation, which are reinforced in a separate interview with the Commissioner.

Promotion Interview Process

More recently, the CDO has become responsible for adopting, managing and facilitating the interview process within the Promotion Policy. All successful officers will be notified of passing the requisite parts of the promotion examinations



and will be assisted in preparing their Personal Appraisal Review and Career Summaries required to complete the process. The CDO also liaises with the appointed chairman of the interview panel to arrange the appropriate times, dates and venues of the structured interviews.

Awards Ceremonies

The Commissioner has introduced annual Award Ceremonies. All supervisors are encouraged to report on their staff in reference to particularly outstanding performance during the year. Each Divisional Commander will then collate their respective list of worthy candidates which is forwarded to the Commissioner for his approval and subsequent presentation. Awards range from Commendations, Merits Awards, to Letters of Good Work Done. This ceremony serves to complement the Career Development Process.

RECRUITMENT & TRAINING UNIT

Chief Inspector Charles J. Mooney

A total of 71 applications were received and processed prior to the start of Recruit Foundation Course (RFC) #61 in April 2002. Eighteen officers started the course and 16 graduated in July 2002.

Eleven officers commenced Recruit Foundation Course #62, in December 2002. They were selected from a group of 70 applicants, some of whom had been carried over from the Recruit Foundation Course #61, recruitment drive.

Photographs of all 62 courses can now be seen hanging on a wall in the entrance hall of the Training Centre. These represent the Basic and Recruit Foundation Courses held in Bermuda since the inaugural one in June 1962. Among the luminaries represented are the Commissioner of Police, Jonathan D. Smith, in Recruit Foundation Course #25, which graduated in September 1979; Deputy Commissioner of Police, George Jackson, Recruit Foundation Course #16, which graduated in July 1973; and Assistant Commissioner of Police, Carlton Adams, Recruit Foundation Course #11, which graduated in April 1969.

Overseas Courses

The most significant achievement in Overseas Course Training during 2002 was the successful negotiations conducted with the Canadian Police College to bring their staff to Bermuda to conduct the Senior Police Administration Course. This was the first time this course had been presented in Bermuda and it is believed to be only the second time it has been taken outside of Canada. Eighteen Inspectors and Acting Inspectors participated in what was an extremely enjoyable course that demanded, and received, a tremendous effort and commitment from the participants. It is to their credit that some of them had to maintain their own unit, and attend Court, whilst on the Course. The teaching staff proved to be the ultimate professionals and demonstrated to all, the reasons why the Bermuda Police Service sends officers to the Canadian Police College and why we were so pleased to be able to accommodate this Course ourselves.

Other officers were sent overseas on courses in the following countries which were provided by the various agencies listed below:

Bahamas

- Association of Caribbean Commissioners of Police Conference – Nassau

British Virgin Islands

- UKCOT Armourers Course

The K9 unit continues to send its personnel and their canine friends to the Vohne Liche Kennels in Denver, Indiana, USA

Canada

- Crime Stoppers International Board Meeting
- Crime Stoppers International Conference

Canadian Police College

- Senior Police Administration Course
- Advanced Vehicle Theft Investigations
- Major Case Management

Ontario Police College

- General Investigators Course

France

- International Conference on Financial Crime – Interpol Headquarters, Lyon



“The Bermuda Police Service recognises that we must have a commitment to hire and train Bermudians so that they can aspire to positions of leadership. As Bermudians we have an obligation to serve our country.” – *Police Commissioner Jonathon D. Smith*



Jamaica

Constabulary Staff College

- Financial Investigation
- Command Course
- Drug Commanders Course
- Caribbean Regional Drug Commanders Conference

Monaco

- Egmont Group Meeting

St. Lucia

- Crime Analysis Workshop

Trinidad

- CALP Supervisors Symposium

United States of America

- Advanced Access Data – Florida
- Managing your Smart Zone – Illinois
- Sexual Crimes Investigations – Miami-Dade Police
- Advanced Traffic Crash Investigation – Florida
- Investigations of Motorcycle Crashes – Florida
- Marine Accident Investigation – Florida
- Special Problems with Traffic Crash Reconstruction – Arizona
- Advanced Police Drivers Course – Florida
- Basic School Resource Officer – Boston
- Gang Resistance Education and Training – Florida
- Homicide Seminar – New York State Police
- IAATI Training Seminar – Albuquerque, New Mexico

- International Association of Identification – Las Vegas, Nevada
- Intelligence Analysts Conference – Nashville, Tennessee
- US Maritime Security Conference – New York

United Kingdom

- Criminal Intelligence Analysis – Kent
- National Intelligence Analysis – West Yorkshire
- Major Incident Room Course – West Yorkshire
- Egmont Group Workshop – Bramshill
- Financial Investigation Courses and Attachments – Gloucester
- Public Order Trainers Course – Metropolitan Police, London
- Investigation Sexual Offences – Kent
- Joint Investigations – Kent
- Firearms Tactical Advisors Course – West Mercia
- Crime Scene Examiners Course – Durham
- Crime Scene Managers Course – Durham
- Fire Investigation Course – Fire Service College – Gloucester
- Medical Training Course for Coroners Officers – Manchester
- Justice and Public Orders Conference – London
- Emergency Planning Conference – Bournemouth
- Crime Stoppers U.K. Conference

TRAINING CENTRE REPORT

Inspector Mike Chlebek

This unit is headed by a Chief Inspector and comprises the following staff – one Inspector, five Sergeants, eight constables and two civilians. The following is a brief synopsis of some of the changes that have taken place in the unit over the said year.

- New staff that have transferred into the department during the year – PS Calvin Smith, PC's Gibbons, Oliver and Morgan. Ben Beasley (civilian Outward Bound).
- One classroom is now fitted with the necessary equipment to provide PowerPoint lectures.
- Audio and Investigative Interview Training and Outward Bound have now been added under the Training umbrella. (The Unit now comprises of six departments – each with its own area of responsibility for training and development).

Training Centre

- Responsible (primarily) for all Recruit and Probationer training.

Cadet Training

- Responsible for all Cadet training.

Driver Training

- Responsible for all Driving training.

Audio & Investigative Interview Training Department

- Responsible for delivering training of 'taped suspect interviews' (14 courses and 62 people trained during 2002)

Recruiting Department

- Responsible for processing all applications to join the Service – Constables and Cadets (66 applicants in 2002)

The following courses commenced in 2002 at the Training Centre:

Two Recruit Foundation Courses (RFC)

- RFC #61: April 1st – July 19th – (16 officers graduated).
- RFC #62: December 2nd – (10 officers graduated)

Two Continuation Courses (CC)

- CC #43: January 7th – February 1st – (seven officers)
- CC #44: May 6th – 31st – (nine officers)

One Senior Police Administration Course

- Management Course: September 9th – 27th – (seven Inspectors – 11 Sergeants)

One Sergeants Management & Personal Development Course

- Management Course: March 4th – 22nd – (15 Sergeants)

Two Bermuda College Management Certificate Course

- Management Course: February 18th – March 1st – (12 Sergeants)
- Management Course: June 24th – July 5th – (Six Sergeants and five Constables)

Two Traffic Accident Collision Investigators Courses (TACIC)

- TACIC: November 18th – 29th – (Four officers)
- TACIC: December 9th – 20th – (Eight officers)

Policing Strategy

- Twenty seven 'Policing Strategy' Seminars took place.

Harassment Seminars

- Seventeen 'Harassment Seminars' took place.

The Promotion Process

- Constable-to-Sergeant and Sergeant-to-Inspector examinations took place in March and June respectively.

Staff Training

- Local and overseas courses attended/completed by training staff.

Overseas

- Accident Reconstruction Seminar, Florida, USA
- Measuring Accident Scenes using 'Speed Lasers,' Florida, USA

Local

- First Aid Instructor's Course – seven officers.
- Royal Life Saving Society Instructor's Course – eight officers.



DRIVER TRAINING UNIT (DTU)

Sergeant Darren Glasford

The Driver Training Unit (DTU) consisted of one Sergeant and two Constables. The staff in the unit successfully completed computer courses in Microsoft Excel, Word, and PowerPoint. Sergeant Glasford successfully completed his Laser Instructors Course, Constable Thomas successfully completed a level one Traffic Collision Investigators Course and Constable Gilbert was successful in passing his Promotion Board and should be promoted sometime in the future. All three members of the Driver Training Unit are members of the Emergency Response Team. This meant that relief instructors would be needed to fill in at times. A local Driver Instructors Course was held with Sergeant Cardwell and Constable Lawrence successfully completing the course. They joined Constables Miller, Astwood and Gibbons as relief instructors. They all provide assistance throughout the year. Constables Miller and Astwood are scheduled to attend an overseas Advanced Car Course at Hampshire Constabulary in the United Kingdom in January 2003.

The unit received three Opel Astra cars. They are equipped with driver and passenger-side airbags, antilock braking system (ABS), seat belt tensioners and traction control. It is hoped that the Service will continue to purchase vehicles that have these safety features. The unit's primary function is to train the Services personnel to drive the various

types of police vehicles. The unit had intended to provide training throughout the year and dramatically increase the amount of trained drivers. However, due to manpower issues, three Standard Car Courses were cancelled. The following were held throughout the year:

- Two Standard Car Courses were held with a total of 15 students. Twelve students achieved Standard designation and were trained to drive up to 55kph without emergency equipment. They also received training in driving heavy trucks.





- Five Response Courses were held with all 14 students that attended achieving a passing grade. A Standard driver that failed an Advanced Car Course was able to achieve his Response designation. Response Drivers are qualified to drive up to speeds of 80kph with or without emergency equipment.
- Three Advanced Car courses were held with 13 out of 16 students passing. Advanced Drivers are qualified to drive safely and smoothly at speeds in excess of 100kph. With the fuel injected cars speeds of 140kph are frequently reached.
- Three Motorcycle Courses were held with 10 students. Nine students passed and are qualified to ride all police motorcycles. This course is offered to Advanced Drivers only as they use many similar concepts and techniques. One difference is that the speeds on the motorcycle are much higher due to the acceleration capabilities of motorcycles.

CADET UNIT *Sergeant Calvin Smith*

The Cadet Training School continues with its mandate to assist in the recruitment of young Bermudians between the ages of 16 and 21 years, into the Bermuda Police Service, while at the same time providing a college education.

The Cadet Programme presently has 11 cadets, three male and eight female, who are pursuing various Associate Degrees at the Bermuda College. It is hoped that this initiative will continue to provide the excellent long-term goal of producing disciplined, college-educated and professionally trained young people for a career in the Bermuda Police Service.

The Cadets are very active performing community service, and continue to serve as a working example of how successful partnerships can be forged between the Bermuda Police Service, outside communities and the community as a whole. The Cadet Programme will continue to maintain its responsibility for preparing young Bermudians for entry into the Bermuda Police Service and to become productive citizens.

To date (2000-2002), 20 persons have been successful candidates in the Service Cadet Training Programme.

• Cadets serving (present)	9
• Resigned as Cadets	3
• Required to resign	4
• Dismissed as Cadet	3
• Deceased Cadet	0
• Cadets now serving as Constables	1
• Resigned/Dismissed as Constable	0

Recruitment

The Cadet Recruitment process has continued throughout 2002 for an August 2003 intake. In the academic school year 2001, Government implemented a mandatory extra school year for the Government High Schools, with the first graduating class due in June 2003. The Cadets and Instructors have been very active recruiting throughout the Island's Senior Schools, career Expos and other community events on behalf of the Service Cadet Training Programme. This has led to 28 applications being processed for positions available within the programme.

The Cadet Training Staff and Cadets provided excellent support and commitment to the 2002-2003 recruitment drive conducted by the Bermuda Police Service. They participated in service recruitment initiatives at numerous community events including Harbour Nights, Government Career Expo at the No. 1 Shed, Middle and Senior School Career Days, as well as Parent Teacher Association Meetings where the Cadets addressed parents and students on issues relating to the Cadet Training Programme and answering questions following their presentations.

College Grade Point Averages

The Bermuda College provided us with continuous assessment of the Cadets' progress and grade point averages (GPA). Overall, there is a significant improvement and consistency over previous reports. There are two Cadets presently on academic probation as a result of below standard academic achievement at the Bermuda College. The remainder of the Cadets are in "Good" academic standing and remain on course for graduation from the Associate Degree Programme at the Bermuda College.

Community Awareness

The Cadets are required to complete a minimum of four hours of monthly community service. They continue to be very active throughout the community performing these duties in the name of the Bermuda Police Service, and often exceed the required hours. Outside of their own initiatives the Cadets have performed community services including:

- St. John's Church – Pembroke Community Fair
- Teen Haven Annual Tag Day
- Lion's Club Annual Tag Day
- PRIDE Bermuda Fundraising
- Recruitment Presentations at Senior School PTA meetings



Parents/College Meetings

Parents/College meetings were held every three months during the year, with parents representing all Cadets attending the meetings. The relationship between the staff and parents remains on good terms with the parents receiving all information in relation to the Cadets' progress both in College and here at the Training School. Their meetings will continue to be held at regular intervals.

Meetings with Bermuda College administrators and advisors were held regularly, with written progress reports received every semester from the college lecturers. This information was then used to assist in improving the Cadets in areas where weaknesses had been identified, and has resulted in better academic performances.

Discipline

There are no concerns in this area. There have been reports from members of the Service in relation to traffic concerns. However, Sergeant Ming and officers from the Vehicle Crime Unit spoke with the Cadets, and the areas of concern were addressed. All other matters were dealt with by the staff at Cadet Training school i.e. lateness and deportment.

Staff

At present the staff at the Cadet Training School, following the promotion of Sergeant Smith, is one Inspector and one Constable, WPC Astwood, who is often called upon to assist or conduct physical assessments with new recruits, Continuation Courses, as well as the Cadets. WPC Astwood's duties also include assisting with the clerical duties of the office, conducting and performing instruction in physical training and mentoring and promoting productivity of the Cadets. With the present staffing, this often proves difficult with the varying college and physical training schedules of the Cadets.

New Policies

In June 2002, the proposal of the Bermuda Police Service Cadet Training Programme Policy was accepted by the Policy Committee. It was noted that the previous Cadet Programme Policy required reviewing and updating to meet the needs of the Service and its participants.

Achievements Within the Cadet Programme

Cadet C. Bartley has been a member of the Service since November 2000, and has reported for duty every day, without a sick day. Cadet Bartley was recommended for recognition by the Commissioner of Police. Cadets C. Bartley and T. Outerbridge, following successful completion of their spring semester college exams, will complete the requirements to obtain their Associates in Arts and Sciences Degrees from the Bermuda College and are due to graduate in June 2003. They will become the first Cadets under the new cadet scheme to obtain Associates Degrees from the Bermuda College.





OUTWARD BOUND UNIT

Constable Mark Norman

The Paget Island Outward Bound centre continues to be popular amongst the youth of the island through schools and various youth groups. In April 2002, Bermuda hosted Outward Bound International who held their spring Board Meeting at the Grotto Bay Hotel. The Board visited the Paget Island base and a reception was held and hosted by ACE Insurance at their Global Headquarters in Hamilton. Immediately following the Board Meeting, the Bermuda Outward Bound programme underwent its second external Safety and Quality Review. Personnel from Outward Bound centres in the UK, Hong Kong and South Africa conducted the review. There were no major concerns in the review and Bermuda can be proud of its safety and course-quality record.

The summer five-day residential courses were once again full to capacity. In the summer of 2002 the courses were run with only four staff which included the two full time staff and two temporary summer staff who were both experienced from previous years. Ninety-eight students took part in the summer courses. There were no students attending courses overseas in 2002. This is the result of the cancellation of the local courses in 2000. There was not a group of eligible students to make the trip to the UK. Towards the end of the summer the Senior Instructor, Kate Durkin, resigned and was replaced by Benjamin Beasley, a four-year temporary summer instructor.

In October, Ben Beasley attended the inaugural 'Muhibbah Challenge Course for Youth' in Sabah, Malaysia. He was the only participant, of 20, from the northern hemisphere. It was an amazing experience for him and he has given several talks to Rotary and Lion's Clubs of his adventures. While in the region he also attended the Outward Bound World Conference and AGM in Singapore with PC Mark Norman, who holds a position of Council Member on the International Board. While at the Conference it was revealed that Bermuda Outward Bound has the highest number of students, per capita, of any other Outward Bound member country.

During 2002 a total of \$78,000 was raised, which included a \$20,000 grant from the Ministry of Youth Development, Sport and Recreation whose support we continue to greatly appreciate. The remainder of the donations were from various corporate donors and clubs along with the support of the Bermuda Police Service.

A total of 1,145 students took part in Outward Bound Courses in Bermuda during 2002. At the end of the year the second edition of 'The Inward Odyssey' arrived in Bermuda. Canadian photographer Mark Zelinsky produced this book, which has excellent pictures of all current Outward Bound schools around the world.

FINANCE & ADMINISTRATION

Mr. Stephen Harrison, CA

Finance & Administration comprises three departments; Finance, Administration and Stores.

Finance

The Finance Department provides accounting and financial management for the whole of the Bermuda Police Service. The operating budget of \$40.4 million plus a variable capital budget are controlled by the Finance Department. Its responsibilities include payroll administration including overtime, accounts receivable, accounts payable, financial statement and budget preparation, and many ad-hoc reports that are required throughout the year. These responsibilities are carried out by four dedicated staff; Ms. Shanda Scott, Ms. Andrea Mills, Ms. Finote Paynter and Ms. Clara Saunders.

ADMINISTRATION

Inspector Cindy Eve

The Department comprises one Inspector, one Sergeant, Marlo Santiago, plus two Civilians, Ms. Dawn Brown, Ms. Gloria Joell, and one vacant position. The department handles a wide range of issues including firearm and security guard licenses, permits, many enquiries from members of the public, police clearances, overseas immigration enquiries and maintenance of annual leave and sickness records.

STORES

Mr. Michael Bremar

The stores department, located at Southside, is responsible for the acquisition, receiving, storage and issuing of Police uniforms and consumable items. This involves management of an inventory of approximately \$1 million. The head storeman is assisted by Ms. Tracie Harvey.

TECHNOLOGY DEPARTMENT

Mr. Brent J. Furbert

The Technology Department in the Bermuda Police Service is responsible for the provision of all computer services, including software, hardware, and the selection and use of applications, as well as all information databases. It is also responsible for the provision of communications services, including both radio and telephone, and the provision of electronic devices of an advanced technological nature used in police surveillance and other tasks.



In recent years, a Strategic Plan has been created for the Bermuda Police Service in order for it to better serve the public interest in regard to policing the community and solving crime. The Strategic Plan has led to the development of two new policing strategies. The first is called the Policing Strategy for the Community. The focus of this plan is to partner with the community, and to gather information that will enable the police service to do a better job of targeting individuals involved in criminal activity. The second is called a Crime Management Strategy. The focus of this second plan is to enable the Bermuda Police Service to use information in a pro-active manner, so that it can do a better job of predicting and preventing criminal activity.

Both the Policing Strategy for the Community and the Crime Management Strategy are heavily dependent on information databases. Thus, the development and implementation of these two strategies, in support of the overall Strategic Plan for the Bermuda Police Service, has created additional demands for information systems and database operations. In the immediate future there will continue to be increasing demands for service. This has required the Technology Department to evolve into a new role. Also, in recent years, a number of new project initiatives have been approved and installed, or are a work in progress.

Accomplishments – 2002

In recent years, the installation of a modern computer network infrastructure, and a modern mainframe computer software system designed specifically for policing activities, have been successfully installed. This has enabled all members of the force to be able to effectively communicate internally with one another via e-mail and other radio communication systems.



In 2002, in order to further upgrade communications processes, a strategic decision was made to upgrade the telephone system by installing a new Nortel Meridian telecommunications switch. The main hub for this system has been successfully installed at the Prospect Operations facility. A number of connecting switches have been installed at several branches of the Police Service around the island. The new telecommunications switches allow for more phone lines to be installed. As a result of the additional phone line capacity, a project commenced during the past year in support of a policy to provide all police officers with voice mail services. This voice mail project is now 30% complete.

During 2002, an additional project commenced to upgrade our external e-mail communications system. A vendor was contracted to support the Bermuda Police Service policy of making its external e-mail system secure. This project is now 50% complete. Once fully implemented, all members of the police service will have the expanded capacity to be able to use the internet for external e-mail services, both locally and internationally, in a totally secure communications environment.

These strategies and policies were adopted in 2002 through project initiatives designed to upgrade our communications facilities and services in order to enable the Police Service to support emerging plans to provide improved



policing service to the community. The implementation of the modern telephone exchange and voice mail system has been achieved with the hands-on supervision of civilian employee Mr. Gary Dublin, who worked closely with staff members of the Bermuda Telephone Company. This accomplishment is remarkable in that Mr. Dublin had to learn much of the technological skills required to successfully complete this project on the job. A special mention must also be made on behalf of Police Constable Larry Fox, who has gone to extraordinary lengths to ensure that the Bermuda Police Service has been provided with 24/7 network support services.

Telecom Bermuda continues to provide the Bermuda Police Service with radio communications services. Telecom, liaising with Paul J. Ford and Company of Columbus, Ohio, was also involved in the completion of an engineering analysis study to help the Service determine which of the communication towers would require maintenance work during the upcoming year.

As computers have become more and more common, their use by criminals continues to grow. The Technology Department continues to assist various departments with forensic imaging of computers. In the upcoming year additional IT personnel will be provided with training in forensic computing. Therefore, various divisions of the service, including Narcotics, Commercial Crime, Criminal Investigations Department and the Department of Telecommunications, can expect to receive increasing support from staff with forensic computing skills, as demand for this service continues to grow.

Looking ahead to the upcoming 2003 fiscal year, the Technology Department is well positioned to improve the rate of implementation of many of the strategic policy recommendations identified in the Policing Strategy for the Community, and the Crime Management Strategy. A new civilian Technology Manager has been recruited to the organisation with comprehensive computer systems development and project management experience. The successful recruitment of this individual has already resulted in the early adoption of a "Project Approach" to the management of technology assignments issued to the department. This method of solving technology projects was a key recommendation identified to enable the Technology Department to meet the requirement of the new policing strategies. It is anticipated that all IT staff in the department will be provided with training to upgrade their skills in the effective use of project management principles and practices. The upgrading of IT staff skills will enable the Technology Department to better plan and communicate project requirements, as well as manage multiple projects that the department has in progress. A key project that will commence in the near future is a Data Integrity Project designed to ensure the reliability of data entered into the computer databases.

As we commence our new fiscal year, responsibilities for the Great Plains Human Resources system are being transferred from MCS Consulting, who developed the computer software system, to the Human Resources Department of the Bermuda Police Service. This new human resources management system will enable employee personal data profiles to be entered, maintained and readily retrieved on-line. This database will therefore allow the Human Resources Department to pro-actively respond in a timely manner to enquiries on personal data statistics such as demographic information, accrued leave, work permit renewal and requirements for CURE.

In summary, the Technology Department of the Bermuda Police Service is evolving. It is in the process of modifying its procedures and upgrading the skills of its staff in order to allow it to change its role to effectively meet the requirements of the new policing strategies.

COMPLAINTS & DISCIPLINE UNIT (CDU)

Inspector John Dale

The Complaints & Discipline Unit (CDU) falls under the remit of the Deputy Commissioner of Police (DCOP), who is the Service Discipline Officer. The Inspector in charge of CDU reports directly to the DCOP.

The introduction of The Police Complaints Authority Act 1998 established the Police Complaints Authority (PCA) to make better provision for the investigation and resolution of complaints against Police. The Authority consists of a Chairman and five members, one of whom must be a Barrister. Presently the Chairman is that Barrister. The Chairman and its members are appointed by the Governor. The Commissioner of Police no longer has direct control over Police

investigations into complaints. The Commissioner is required by law to notify the Authority of all complaints made that are reportable under the Act. This has now changed previous methods of conducting investigations. All complaints are now investigated fully, and preliminary investigations and informal resolutions can only be conducted with the approval of the PCA.

The PCA have total control of the administration of complaints. Upon receiving or being notified of a complaint the Authority may do one or more of the following:

- Defer action until receipt of a report from the Commissioner on a Police investigation of the complaints;
- Supervise and direct a police investigation of the complaint;
- Direct the Commissioner to seek an informal resolution of the complaint; and, or
- Decide, pursuant to Section 12, to take no action on the complaint

The Complaints & Discipline Unit is run by the Inspector with the assistance of a Sergeant who conducts investigations into complaints, when such actions are required, assists the Inspector and lectures at Recruit Foundation Courses. An administrative assistant maintains a log of all complaints, including actions taken and disposition, in addition to other administrative tasks. The Inspector regularly communicates with the PCA and DCOP on the status of investigations and other related matters. A positive relationship with the PCA has developed which boasts a professional and

guarded distinction. The separate duties of the PCA and the Bermuda Police Service are distinguished and respected. A healthy understanding and working relationship makes for the most efficient process presently available under legislation.



The year 2002 saw 47 complaints against Police Officers, which is a decrease of 10 over 2001. Presently six have been completed which have resulted in PCA action. Twenty-nine are outstanding with ongoing investigations and are currently being brought to a close. Twelve complaints are in the hands of the PCA awaiting direction and instructions. Due to the amount of complaints most are distributed to Chief Inspectors, Inspectors or Sergeants to investigate according to the rank of officers, subject of the complaint. The investigating officer will always be at least one rank higher. As these officers are engaged in their own particular sphere of Policing and are having to meet many deadlines, including conducting thorough and sometimes lengthy investigations into complaints, some investigations tend to take longer than preferred. The Deputy Commissioner and staff at the Complaints & Discipline Unit, however, are constantly aware of the importance to the community in relation to complaints and actively encourage the early completion of investigations. The Bermuda Police Service recognises the importance of conducting timely and efficient solutions to complaints which are resolved by the Police Complaints Authority.

POLICE RECREATION CLUBS (PRC)

Mr. John F. Perinchief

Mission Statement

The mission of the Police Recreation Club (PRC) is to provide first class service and support to all its members and sporting sections. The PRC is dedicated to building long-term relationships between the police and the community through sports, family activities and social events.

Police Recreation Clubs provide a support service to the Police and the Community. Offering a facility to encompass and promote social events, sporting and community activities, mess facilities and relaxation. They function as a non-profit Members Club where facilities are subsidised through membership and activities. The Police Recreation Clubs in Somerset, Prospect and St. George this year have undergone renovations and upgrades to their facilities. Currently the PRC cafeteria in Prospect is undergoing renovations. A temporary kitchen has been set up in the room adjacent to the main hall, providing breakfast and lunch from 0800 – 1400. These renovations are just the beginning in providing continued support to the police and sporting sections island-wide. Alongside these improvements we plan to provide uncompromising service and satisfaction to the police, its members and the community.



Remit of the Assistant Commissioner of Police

CARLTON E. ADAMS, CPM

POLICE SUPPORT UNIT (PSU)

Inspector Craig Morfitt

In 2002, the Police Support Unit (PSU) continued to operate as the Bermuda Police Services public order unit for the second successive year, having been created in January 2001. When the PSU was created, the intention was to rotate officers through the unit on an annual basis. To that end, a new batch of officers led by Inspector Morfitt rotated into the unit in November 2001. However, during 2002, it was decided that annual rotation of officers was not conducive to maintaining optimum performance from the unit. It can take a number of months for PSU officers to become trained to "Level 1" status and to become familiar with the nuances of policing public order events. The practice of automatically rotating officers was therefore abandoned.

The proposed strength of the PSU is one Inspector, three Sergeants and 18 Constables. This mirrors the make-up of Police Support Units in the United Kingdom. For the entirety of 2002, the unit operated with a maximum of 16 Constables due to manpower restraints within the service.

The PSU is not an established unit within the service and continues to be staffed by Officers who are "on loan" from other units within the Operational Policing Division (OPD).

During 2002, the shift pattern of the PSU was adjusted to ensure that optimum coverage was achieved during the evening hours on Fridays and Saturdays every week. This was to ensure that the unit was available to deal with public order incidents in and around licensed premises.

In addition to dealing with public order incidents, the PSU took on the role of a uniformed street-level drug enforcement team. The unit actively targeted areas Island-wide that were known for drug dealing. The unit enjoyed success in their efforts to tackle street-level drug dealing and have made many drug related arrests throughout the year.

The unit has also developed information on suspected drug dealers and has executed warrants at their homes, resulting in some sizeable seizures and arrests. A drug-detecting police dog is attached to the unit and has played a significant role in the unit's success in tackling the street-level drug trade. The unit has made a significant impact on some of the more well-known drug dealing areas.

In the St. Monica's Road area of Pembroke, drug dealers were in the habit of concealing drugs in various hiding spots in the area to avoid having to carry them, thereby risking being caught in possession. The unit was able to regularly seize sizeable quantities of these concealed drugs. Whilst the drugs could not be attributed to the men in the area, the constant seizures obviously had a financial impact on the local dealers. In subsequent months, the unit became aware of a change in the method of operation for these dealers. Drugs were being concealed far less frequently and the unit believes that this was in direct response to the successes enjoyed by the unit. The dealers were forced to keep the drugs on their person and to run away with them on the arrival of the PSU. The unit, in turn, has been able to adapt its approach in order to apprehend some of the drug dealers as they leave the area.

Drug dealing and young men "hanging out" in the area known as "White Wall" on St.

Augustine's Lane in Pembroke caused concern to residents of the nearby homes. Repeated visits and attention from PSU caused the young men to leave the immediate areas. They are now frequenting an area on Curving Avenue that is less populated and efforts are underway to tackle them at the new location.





Areas where drug dealing takes place are also known to be affected by disorderly conduct by the young men who frequent them. The combined drug dealing and disorderly conduct have been cause for concern to the community in general, and particularly to nearby residents. The PSU sought to tackle these issues throughout 2002 by addressing the various offences that took place in these areas. The Unit made arrests for offences such as Drinking in a Public Place, Offensive Words and Threatening Words and it is thought that dealing with such matters will have a positive effect on the quality of life in the community.

The PSU were joined in their efforts by a newly formed partnership with the Bermuda Housing Corporation (BHC). A number of BHC tenants were being affected by the disorderly behaviour whilst others were thought to be directly involved in it. The partnership with the BHC assisted in identifying problem areas and in dealing with problem households.

The PSU was utilised throughout the year to provide policing coverage for incidents where large crowds of people were expected to congregate. The deployment of the unit in such circumstances assisted in maintaining the peace and provided peace of mind to those members of the community who were present at such events. This was particularly noticeable at the New Year's Eve celebrations in Town Square, St. George. A small number of youths began to act in a disorderly manner but a prompt response by a well co-ordinated unit quickly nipped the problem in the bud and ensured that the event was not spoiled. The police coverage at this event was subsequently praised by the Mayor of St. George.

The PSU's combined roles of public order and drug enforcement during 2002 have supported both the Policing Strategy for the Community and the Crime Management Strategy.

The PSU sets aside training days every month. Training is provided by trainers within the Service based on UK Home Office guidelines. The unit is trained to UK Home Office Level One standards in public order control utilising shields. This training includes techniques to deal with incidents ranging from rescuing individuals from a crowd, dealing with persons armed with blunt or edged weapons, dealing with persons barricaded inside buildings, cell insertion / extraction for violent prisoners and large scale public disorder (riot).



The year 2002 saw significant increases in most categories. Only warrant arrests saw a significant decline. The unit has moved away from the practice of conducting road block checks that result in large numbers of warrant arrests and has directed more attention towards street-level drug dealing.

During 2001, all drug possession arrests were combined together (simple possession and possession with intent to supply), so the 2002 figures have been combined to give a true comparison. Drug arrests more than doubled in 2002.

The 2002 statistics show significant increases in arrests for Offensive Words, Threatening and Offensive Behaviour and Possession of Weapons, and reflect the increased attention that the PSU is giving to unruly individuals.

Total arrests for the year show a modest 4% increase over the total for 2001. However, when the warrant arrests are removed from the equation, arrests increased by a significant 81%.

The unit attended 330% more disturbances during 2002. Some of this increase may be due to the change in the shift system that ensures that the unit is always working during the evening hours on weekends. There does, however, appear to have been an increase in the number of street fights and disturbances taking place.

The month of December 2002 was an impressive month for PSU. The 11 arrests for possession of drugs with intent to supply was the highest monthly figure for the year. The 15 arrests for Offensive Words was also the highest monthly figure for the year. The 120 total monthly arrests was the highest monthly total for the year, surpassing the previous high of 85.

The PSU has established itself as a very necessary part of the service that is providing good service to the community.





OPERATIONAL POLICING DIVISION

Superintendent Sinclair White

OPERATIONAL PLANNING UNIT

Inspector Gary A. Venning

During 2002, the Operational Planning Unit, staffed by an Inspector, was directly responsible to the Superintendent of the Operational Policing Division. The main duties of the Operational Planning Unit include:

- Being the Bermuda Police Service Liaison Officer with local and visiting military units.
- Being Staff Officers to the Emergency Measures Organisation and assisting the Chief Inspector, Operational Support Division in his role as Disaster Planning Co-ordinator.
- The preparation of National and Police Incident Response Plans.
- Research and preparation of strategic planning documents for the Commissioner of Police and other members of the Command Team.
- Providing administrative support for the senior committees of the Bermuda Police Service.

During the year, 34 ceremonial, special events and sports-related Police Operational Orders were prepared. These included the Operational Order for the visit of Mrs. Cherie Blair, QC, wife of the British Prime Minister, the funeral of the Hon. David Allen JP, MP and the Pembroke East By-election.

In addition, following the tragic events of September 11, 2001 and in conjunction with other emergency services, a Counter Terrorism Plan was produced and tested during 'Exercise Liberty' which was held at the Bermuda International Airport in October, 2002.

The Unit helped to prepare, and assisted in, various Internal Security related exercises and presentations under the direction of the Deputy Governor. The Unit also assisted the Commissioner of Police in the preparation of internal and external presentations.

The Disaster Planning Co-ordinator provides the Secretariat Services for the Emergency Measures Organisation, which is chaired by the Minister of Labour, Home Affairs and Public Safety. The Bermuda Police Combined Operations received a number of severe weather alerts from the Bermuda Weather Service, two of which became potential threats and passed close enough to affect the Bermuda area. During 2002 a member of the Operational Planning Unit attended the Emergency Planning Conference in Bournemouth, United Kingdom.

PATROL DEPARTMENT

HAMILTON POLICE STATION

Chief Inspector Anthony Mouchette

Hamilton Police Station – Patrol is one of three sections of responsibility of the newly formed Operational Policing Division which was implemented in August 2001. The Hamilton Police Station – Patrol has primary responsibility for the three Central parishes, namely Paget, Pembroke and Devonshire as well as the municipality of the City of Hamilton. It remains the largest policing area (by population) and the busiest in terms of calls for service. Chief Inspector Anthony Mouchette is the Station Commander and is ably assisted by 67 officers divided between four Watches and six civilian support staff.

Uniformed officers perform mobile and foot patrols from the core policing duties of this Station. These officers are cognisant of their individual safety and can clearly be seen wearing their bullet-proof, protective vest as they perform their day-to-day duties.



Also, the Bermuda Police Service has a continued mandate to deploy Constables for static guard duties at Government House, the Premier's residence and the House of Assembly when in session. In addition, Hamilton Police Station acts as the central housing Station for prisoners and, therefore, a jailer is provided who has responsibility for the care and custody of them.

Additional duties consist of assisting with crowd and traffic control at official functions, strikes or labour disputes, parades and sporting events that are held in the City of Hamilton. The seven traffic wardens also assist with traffic and parking controls.

Disturbances and unruly behaviour have become prevalent around the late night establishments with the patrols occasionally encountering large crowds on any given weekend. As Public Disorder offences are on the rise, the reinforcements of the Police Support Unit (PSU) have been a blessing to the Uniform Patrols. The Unit continues to assist and takes the lead in the policing of such offences and behaviour.



It has long been recognised that the mandated static duties, while functionally important, continue to impact on resource and morale levels. The Hamilton Police Station personnel have expressed concern over the lack of Constables deployed for Operational duties. With calls for service being the number one priority, the shortage of personnel, combined with a less than favourable working facility, a draconian seven-day shift system and excessive static duties, have caused morale and officer safety to become a major issue which only complicate matters and provides an enormous challenge for the watch supervisors and personnel. The personnel anxiously await the reality of the purpose built facility as promised by Government. This new facility should help to relieve some of the health and safety issues presently being experienced.

Hamilton Police Station – Patrol has become more reactive than proactive in its policing. To this end, the members of the Police Reserves have become more operational and have made a significant contribution to maintaining law and order by providing their dedicated and loyal support to the full-time officers. Their commitment is acknowledged and deeply appreciated. Despite these obstacles, the personnel of Hamilton Station – Patrol endeavour to provide the best service possible to the community.

SOMERSET POLICE STATION

Chief Inspector Michael DeSilva

Located near the village of Somerset in Sandy's Parish, Somerset Police Station houses a total of 55 staff members, including uniformed officers, detectives and civilians, who provide the full range of policing services to the public in the west end of the Island. The Western Patrol Area includes the three parishes of Sandy's, Southampton and Warwick and spans an area of approximately six miles between Cobb's Hill Road in Warwick and the North Basin in Dockyard.

The uniformed Patrol Unit is comprised of four Watches each made up of one Sergeant, seven Constables and a civilian Station Duty Officer. These officers provide 24 hour patrols and respond to all calls for service from the community. Such calls include reports of road traffic collisions, house breaking, assaults, stealing, intruders, domestic disputes and public disorder. To that end, these officers play perhaps the leading role in providing service delivery to the public as they are very much the first point of contact for the community.

During 2002, training courses, transfers and other exigencies continued to extract staff from Somerset and other stations. As a result, the men and women posted at Somerset Station were faced with constant resource challenges in terms of meeting the number of calls for service. To a very large extent, these shortages were offset by the efforts of the Bermuda Reserve Police. These volunteer officers played a key role in subsidising Watch levels and providing patrol coverage for the area. The Reserves continue to be a significant part of the Operational Policing Division and their energy and commitment are appreciated by their career colleagues.



In January 2002, the Community Beat Officer (CBO) Unit was implemented within the Service. Two CBO's were appointed to the Station, one each to cover the parishes of Sandy's and Warwick. These officers are tasked with providing community driven, problem solving of issues facing the Western area. They negotiate policing problems on a local level and consider the full range of services available to address the issues. They are responsible for implementing the concept of "community policing" and finding more effective, long-term solutions to problems other than the traditional police response of arrest and prosecute.



The officers enjoyed quick successes in the Western area by mobilising several neighbourhoods to stamp out street level public nuisance complaints. In the Bob's Valley area for example, the CBO's led a community initiative that helped the residents form an alliance with the perceived troublemakers. The end result took the form of neighbourhood clean-up days, cook-outs and a family sports day. During the Christmas season, the CBO's implemented a "Business Watch" programme in which western business owners created a network between each other. By doing this, they were able to quickly inform each other of suspicious persons or activities and initiate a quick police response to these reports. It is believed that this initiative put at least one would-be 'cheque forger' out of business for the Christmas period.

The power of community policing lies within the strength and cohesion of the community and the partnerships that are formed throughout. The Western CBO's have had a successful year in terms of meeting and planning with residents, business owners, hoteliers, Members of Parliament and the West End Development Company (WEDCO). The connections and partnerships arising out of these meetings will carry the CBO's well as the community moves into 2003 and continues to address its local issues.

It is anticipated that the remaining parish of Southampton will have a CBO appointed to it during 2003, along with a supervising Sergeant for the whole team. The final challenge for the CBO's will be to continue to advance the concept of community policing both within the Service and throughout Bermuda as a whole.

ST. GEORGE'S POLICE STATION

Inspector Clarke Minors, MSM

St. George's Police Station personnel perform duties from two locations – St. George's Police Station, York Street, and the Bermuda International Airport. Officers stationed at St. George's Police Station provide frontline policing to St. George's, Smith's and Hamilton parishes, and those at the Bermuda International Airport perform foot patrols (with particular emphasis placed upon departure areas) and static duties. Since the September 11, 2001 tragedy, the Airport Security Officer (ASO) and the Department of Airport Operations (DAO) have maintained a close liaison. In January, Community Beat Officers (CBO's) were appointed in keeping with the Policing Strategy, and six months later, three CBO's were permanently attached to the Eastern parishes. These officers performed policing roles in key geographical areas of the eastern parishes and have addressed several quality of life issues for citizens in the community.



It is anticipated that the entire complement of 23 CBO's will be in place as soon as possible in furtherance of our aim to provide quality focused policing in Bermuda. The year also saw the appointment of two Pedal Cycle Patrol officers in the Town of St. George who were highly visible during the summer season in key locations in Ye Old Towne. Also during the year, Eastern CID officers returned to their established location in the office space above St. George's Post Office after working at the Bermuda International Airport for nearly two years. These officers continue to conduct quality focused criminal investigations in the eastern community. Plagued by conducting our business in an old and poor physical plant, 2002 saw the 90% completion of plans for the construction of St. George's Police Station at Southside, St. David's.

These facilities will afford ample room and each detachment of St. George's station will operate under one roof with the proper amenities (locker rooms, showers, lunchrooms etc.). The station will be compliant with international policing standards, with state of the art video and audio capabilities. Interview rooms will be amenable to audio and videotaping as mandated by established legislation.

During the year, the Eastern Divisional consultative committee was disbanded. However, CBO's and ECID personnel have maintained community partnerships with a smaller group of concerned businesses and citizens initiated by the Corporation of St. George.



Finally, St. George's station officers are very thankful to the dedicated and committed Police Reserves who have worked with the Bermuda Police Service during the year. The demonstration of loyalty to the maintenance of law and order in Bermuda, and their professionalism is highly commendable.

CRIMINAL INVESTIGATIONS DEPARTMENT (CID)

Inspector Tracy Adams

The Establishment of the Criminal

Investigations Department:

- 1 Detective Chief Inspector
- 4 Detective Inspectors
- 8 Detective Sergeants
- 30 Detective Constables
- 1 Civilian

Eastern CID was without a Detective Sergeant for an 18-month period, placing all of the responsibility on Detective Inspector Minors. In the early part of 2003 a Detective Sergeant was transferred from Hamilton CID to that post. The Detective Constables in this unit are experienced officers and work well together.

Western CID operated short with only one Detective Sergeant during 2002, instead of the established two Detective Sergeants, and still remains in that position to date. There are six seasoned Detectives attached to this unit and two Constables who were attached from the uniform branch. One of these officers has been confirmed in the CID post, while the other has been posted to Hamilton CID. Hamilton CID has operated with only two investigative teams of Detective Sergeants, leaving two of the four teams without an immediate supervisor. While this unit was two Detective Constables short, almost half the Constables had served five years or less in the Police Service. There was a large turnover in personnel, with twelve officers being transferred into the unit within the year.



Working Conditions & Environment

Both Western and Eastern CID offices have been recently renovated and the working conditions have vastly improved. Officers in Hamilton CID continue to work in a challenging environment; however it is anticipated that renovations to this unit may occur in 2003.

Overall the Criminal Investigations Department has attained considerable achievements during 2002. Most of the year has been spent in a reactive mode; however this unit is committed to conducting pro-active initiatives when manpower permits. Many challenges have been faced during 2002 and the officers' work ethic, professional attitude and determination to proceed forward during the trying times are strong. Training is to be a priority for CID personnel as highlighted in the Serious Crime Commission report. CID officers continue to be committed to the delivery of quality service to the community.

Hamilton

Establishment



During the preceding year the unit had an establishment of:

- 2 Detective Inspectors
- 5 Detective Sergeants
- 16 Detective Constables
- 1 Civilian

Resource Availability

- 1 Detective Inspector
- 1 Acting Detective Inspector
- 2 Detective Sergeants
- 14 Detective Constables
- 1 Civilian



Secondments

During 2002, 12 officers were seconded to Hamilton CID. Of the 12 officers, eight remained attached to Hamilton CID while four officers returned to their previous duties. During 2002 Hamilton CID consistently faced manpower challenges, which included lack of sufficient manpower, lack of experienced detectives and a fair turnover in personnel. At least half of the officers attached to the Hamilton CID during 2002 had five years or less experience in the Bermuda Police Service. While these officers' interest in criminal investigations work and their enthusiasm are to be applauded, they lack investigative experience. On their arrival to the Hamilton CID these officers were expected to carry the same work load as any other officer within the unit. Due to the shortage of experienced detectives attached to this unit, the younger serving officers did not, in most cases, have the opportunity to work alongside a seasoned detective in order to gain experience and guidance.

Also during 2002, there was a lack of resource availability regarding supervisors leaving two of the four investigative teams without any immediate supervisor, and during some time periods when Hamilton CID Sergeants were seconded to assist with other departments, three of the investigative teams were functioning without a Detective Sergeant.

Working Conditions & Environment

The working conditions within the Hamilton CID have room for improvement and there are issues that need to be addressed.

On December 25, 2001, members of the Police Health & Safety Committee attended the Hamilton CID office and carried out an inspection. Inspector Mike Jackman subsequently submitted a report dated October 1, 2001, concerning the office inspection. Observations were made by the committee and some of these issues have been addressed. However, a number of building defects are still to be addressed.

Efforts are being made by upper management to address these issues and it is anticipated that the Hamilton CID facilities will be renovated in the near future. The fire escape has been repaired and is now at an acceptable standard. Numerous test fire drills have been conducted with positive results.

In a separate survey conducted by the Works and Engineering Building Sub Committee in the latter part of 2002, which was headed up by the late Richard Lynch, concerns were raised. The general observations made by this committee were that the Hamilton CID office and the entire building known as the Hamilton Police Station is in a deplorable condition. The air quality of the Hamilton CID office is poor, there are too many officers being housed in the office space, there are insufficient rest room facilities and the infrastructure of the Hamilton CID office leaves much to be desired.

Equipment & Acquisitions

Hamilton CID is currently equipped with four unmarked police vehicles, which is not adequate for the number of officers working out of this unit. These vehicles are utilised by all members of the Hamilton CID, including the Detective Inspectors. The number of vehicles is not adequate in order to meet the demands of the current workload of this unit. Efforts were made during the year to have one more vehicle assigned to the unit.

There are three computer workstations within Hamilton CID to be used by a team of Detective Sergeants and all Detective Constables. This number is not adequate for an office the size of the Hamilton CID and efforts were made to have a fourth computer installed.

There were no new purchases of equipment during the year.

Work Attitudes

Hamilton CID personnel were faced with many challenges during the year, which included poor working environment, shortage of manpower, absence of experienced Detectives, and the lack of a sufficient number of supervisors. Along with these challenges, Hamilton CID personnel dealt with a high volume of low-end to intermediate crimes, while being confronted with numerous challenges when trying to conduct quality focused investigations. Under the conditions that personnel were required to work, morale was mainly good, but was affected and did suffer on a number of occasions.

Training & Education

There is a need for more officers within the Hamilton CID to receive adequate training in CID related subjects as well as refresher courses to keep them up to date with any new techniques and procedures relating to their field of work.

During the year, the following training courses were attended at the Police Training School/Driving School:

- Approximately 75% of CID officers attended a four-hour harassment training seminar at the Police Training School.
- Five officers in their probationary period were required to attend continuation courses at the Police Training School.
- Three officers attended an audiotaped interview course and qualified. There is one officer in the unit who qualified as an instructor for the audiotaped interview course.
- Two officers attended and completed a standard driving course.
- One Sergeant attended and completed a Sergeants Management and Personal Development Course in March.
- One officer attended and completed surveillance training, while one officer qualified as a Surveillance Instructor.

During 2002, no local or overseas CID related courses were allocated to officers within Hamilton CID. There is a significant percentage of the office that has not received either basic or intermediate criminal investigation training and it is anticipated that this situation can be remedied in the future.

Promotions

During 2002, Detective Constable Stephanie Thompson was attached to this unit, and was promoted to the rank of Sergeant and subsequently transferred to Central Uniform. Also during the year, Detective Sergeant Nicholas Pedro passed the necessary examinations and interview process, and is currently eligible for promotion to Inspector.

Significant Achievements

In January, Delvin Stevens was arrested for unlawful detention of a 25-year-old Pembroke woman. He appeared before the court and received an 18-year prison sentence.

During March, a security guard was on duty at the CedarBridge Academy in Devonshire when he was stabbed by Jamel Mallory. Mallory appeared before the court and was charged with attempted murder, found guilty and was sentenced to three years imprisonment, with a view to extend depending on his mental state.

In April, a Pembroke residence was broken into while the occupants were watching television and property was stolen. Anthony Webster Swan was arrested and is expected to appear in court in April of 2003.

During May, Hamilton CID executed a search warrant for stolen property at Tito Smith's residence on Curving Avenue, Pembroke parish and in excess of \$33,000 in currency was seized along with a significant amount of cocaine. Matter is still pending.

In December, Kimani Fubler, Shaki Weeks and Kuma Smith were arrested and charged with burglary, robbery, and wounding of a Devonshire resident. They appeared in court and were remanded in custody pending trial.

New Policies Adopted

In June, personnel within this unit became aware of the admissibility of victim impact statements and all officers were provided literature concerning the same.

Somerset

Establishment:

- 1 Detective Inspector
- 2 Detective Sergeants
- 8 Detective Constables

Resource Availability:

- 1 Detective Inspector
- 1 Detective Sergeant
- 6 Detective Constables



Secondments

During the year two uniform officers were seconded to Somerset. One of those officers was subsequently placed on attachment to Hamilton where he remains. The second officer remains in Somerset.



Working Conditions & Environment

Working conditions remain acceptable. An ongoing problem was discussed with Works and Engineering. The ducted air conditioning system in the Inspector's office is inefficient during the summer months and makes for an uncomfortable environment. It is anticipated that a wall-mounted unit will be installed in this office thus providing a more comfortable environment. Two Sergeants' offices exist but with the absence of one of the sergeants, the second was used by a Detective Constable. Overall security of the office has also been considered.

Equipment & Acquisitions

During the year the unit was equipped with five computer terminals, one printer and eight separate telephones. This is considered sufficient for the existing unit. In the latter part of 2002, a VCR and TV were purchased to assist with the immediate viewing of tapes used in CCTV security systems at business premises and for viewing copies made by the Forensic Support Department. It has also been viewed by witnesses in order to explain events that occurred in front of CCTV systems. Somerset CID is currently equipped with three unmarked police vehicles. A fourth vehicle, for use by the Beach Squad, is available seasonally. During busy periods it has been found that this number of available vehicles has been inadequate; court commitments together with enquiries well away from the Somerset Police Station have tied up vehicles. It is recommended that the department be equipped with a further CID police vehicle. The CID unit was equipped with one cellular telephone for use by the Detective Inspector. During the latter part of the year, a further telephone was issued to the Beach Squad in order to assist in their means of communication. With the tenure of the Beach Squad ending during the latter part of the summer, the telephone was retained and used by the existing Detective Sergeant. It has proved to be more productive than when used by the Beach Squad.

It is recommended that the existing telephones be retained and that a further cell phone be issued to CID Western for use by "on duty" officers. The inner door to the CID office has been equipped with a combination lock. The number is known only to CID officers and the Chief Inspector thus preventing any unauthorised access.

Work Attitudes

The attitude towards police work within the CID is positive. The officers operate with enthusiasm and morale is, for the most part, high. This is reflected by the effort that is put into investigating crime and the preparation that is used in achieving goals. Examples have been seen of a reduction in enthusiasm when officers have been seconded to other units for extended periods of time thus preventing them from being available to investigate cases assigned to them and prepare files for court.

Training & Education

During the year all officers in the CID attended and became qualified as a result of the taped interview courses within the service. One particular officer is qualified as an instructor for the courses. It is doubtful that the officers would be in a position to commence doing taped interviews without some kind of refresher course should taped interviews be implemented at the Somerset Police Station. No officers, other than the Detective Sergeant, have attended overseas CID courses.

Promotions

During 2002 no officers attached to this unit were promoted. Detective Sergeant Redfern, at that time, passed the necessary examinations and board. He is currently eligible for promotion to Inspector.



Significant Achievements

During March a serious sexual assault occurred in Sandy's parish. The complainant identified the assailant as her estranged husband Perry Brangman. He was subsequently arrested, interviewed and charged with serious sexual assault. His trial is scheduled for 7th April 2003.

During September a stabbing occurred at Henry VIII Restaurant in Southampton. Paul Clarence Williams was seen by a member of staff to remove several bottles of liquor from behind the bar area. The staff member, Remus Marele, confronted Williams who fled with the stolen bottles. A foot-chase ensued ending in a brief struggle in which Williams stabbed Marele with a small knife. A description of the suspect was obtained and based upon that, two days later a

search warrant was executed at the residence of Williams. Williams admitted the offence and the knife used was seized by the officers executing the warrant. Williams has since pleaded guilty to Wounding with Intent and stealing. He is pending sentence by the Supreme Court following a social enquiry report.

Action in Support of Crime Management Strategy

During 2002 approximately 240 break-ins and attempted break-ins occurred within the three parishes covered by Western CID. Many of the complainants received advice from the investigating officers about the security of the property involved and many of them were made aware of the Crime Prevention Unit within the police service and advised to contact them with a view to having a security survey done on the property.

New Policies Adopted

As a result of officers attending a symposium arranged by the Director of Public Prosecutions in June, they became aware of the admissibility of victim impact statements. This type of statement is now recorded from a complainant after the conviction of an accused person for serious offences.

St. George's

Having been displaced in April 2000 to allow for extensive renovations to the historical St. George's Post Office Building which housed the St. George's CID, the Unit returned to this location in November of this year. The internal structure is now an 'open-plan' style allowing for good air circulation; has the addition of a kitchen and bathroom, but lacks an interview room. It is envisaged that this and any other minor inconveniences will be overcome with the planned relocation of St. George's Police Station to Southside in 2004.

After approximately 18 months without a Sergeant being assigned to this Unit, it is now operating at full strength with one Detective Inspector, one Detective Sergeant, and six Constables. The Unit lost its most experienced Detective Constable, who was transferred to the Serious Crime Unit. The attitude of the office was enthusiastic and a spirit of esprit de corps prevails, as officers embrace the challenges of the pending 2003 tourist season.

During the year, the entire St. George's CID, which is responsible for crime in Hamilton, Smith's and St. George's parishes, received and investigated 631 crime reports for the year. One murder occurred in Hamilton Parish. Some notable offenders appearing before the Courts during this period were:

- Brian Carlton Rogers – charged with Carrying a Firearm with Criminal Intent. Trial pending.
- Keijon Steede and Shannon Scraders – charged with Wounding with Intent on a visitor: Trial pending and Guilty Plea respectively.
- Dean Burgess – charged with Housebreaking

No officers participated in any criminal investigations courses either locally or abroad during the past year. However, a local basic investigators course is envisaged in the near future, and it is intended that the junior CID officers will participate. It is also hoped that some officers will get the opportunity to attend overseas courses. The Unit looks to develop the investigative skills of uniform officers at the station through the resumption of in-service training. However, that initiative can only be released as manpower sources permit.

St. George's will continue to enhance the Policing Strategy for the Community and the Crime Management Strategy whilst working in partnership with the eastern community in providing a safe environment for residents and visitors alike.

TRAFFIC UNIT

Inspector Terry Spencer

The Traffic Unit continues to operate with the stated establishment at one Inspector, two Sergeants and 12 Constables. The focus of the unit is to work in accordance with the "Policing Bermuda's Roads" report. Efforts are constantly being made to reduce the annual rate of collisions by 2%, which is one of the aims of this report.

In years past, the unit concentrated on enforcement, however, the collision rate continued to increase. Recent trends have included more education. Included in this is the Selective Targeting Enforcement Programme (STEP), which provides the public with information regarding certain problem offences prior to targeting the same offences for a three month period.





“The Bermuda Police Service provides an essential service to the community and we should all take pride in our jobs. We must remain professional and committed to ensure our Island home is safe.”

– *Sergeant Darren Glasford*



Unit members continue to be involved in external committees and have formed partnerships aimed at both reducing the collision rate and raising the overall standard of driving in Bermuda. Traffic Unit officers are committed to preserving lives and do so by high profile patrols, in conjunction with laser speed checks, and dealing with other traffic related offences.

The unit is tasked with the investigation of all serious and fatal traffic collisions. This initiative has provided the Service with timely completion of enquiries. An auxiliary benefit is that of fostering a better working relationship with the Department of Public Prosecutions.

The Traffic Unit still provides H.E. the Governor with six ceremonial escorts annually, along with the necessary traffic control events such as races, parades, and the moving of large vehicles and equipment safely along our roads. Members of the Traffic Unit are dedicated to providing the motoring public of Bermuda with a safe environment.

MARINE UNIT

Inspector Mark Bothello

Operational Strength, Equipment & Maintenance

The Marine Unit conducted their operations throughout the year with the strength of: One Inspector, one Sergeant and 12 Constables.

The Marine Unit has a fleet of seven boats of various sizes ranging from 22-feet to 46-feet. Maintenance and repairs to the engines and machinery was outsourced to various local firms.

Incidents, Foreign Yachts & Liquor Licence Permits

There were a total of 1,044 marine related incidents reported as compared with 775 in the year 2001. There were 1,113 foreign yacht arrivals. A total of 28 liquor licence permits issued.

Search & Rescue (SAR)

During the year 2001 Marine Police conducted 129 SAR events out of a total of 304 reported incidents.

Reported Offences

There were a total of 260 marine-only related offences reported, consisting mostly of 'marine speeding', and various safety equipment offences. There were a total of 44 break ins reported, and numerous MDA searches. Twenty-one persons were arrested for various offences.

Marine Pollution

Marine pollution still continues to be a problem around the Island. There were 20 fuel spills reported. Oil spills continue to be reported after heavy rains which wash oil from the roads into the water. On a number of occasions these spills have been mistakenly blamed on visiting cruise ships.

Underwater Operations

Marine Police conducted 20 underwater operations for various reasons such as hull searches, recovery of stolen property, body recovery, weapons recovery and United Kingdom Ministry of Defence sedimentary collection.

Water Safety & Crime Prevention

Marine Police continue to provide water safety lectures to a wide variety of local residents ranging from pre-school children to adults. Marine Police conducted various observations from around the island to assist in drug interdiction and other types of crimes. Marine Police have also conducted 'property checks' and continue to institute new crime prevention initiatives.

Bermuda Reserve Police and other Government Agencies

Marine Police are assisted by six Reserve Police Officers who have contributed over 500 hours of their own time to provide assistance to the regular Marine Police.

The Marine Police continue to maintain a close working relationship with the Radio Officers at Rescue Co-ordination Centre, Bermuda Harbour Radio. The Marine Police also continue to provide assistance to foreign agencies from time to time.





Committees

In addition to his regular duties, the Officer in charge of the Marine Unit is actively involved in several committees. These being, The Marine Query Committee and Command Team, The Water Safety Council and the Christmas Boat Parade Committee.

Local & Overseas Training

Marine Police took part in several in-house training exercises. One officer completed a one-week 'Watercraft Crash Investigation and Reconstruction' course which was conducted by the Public Safety Institute, University of Florida.

The Future of Marine Unit

The Marine Unit continues to be very active on the local waters. There are approximately 9,990 locally registered boats with 300 to 400 boats being imported annually. Of this there are approximately 100 to 200 per year that are not re-registered or become derelict. The local waters are becoming more congested every year and will continue to provide new challenges for the officers, men and equipment of the Marine Unit.

EXPLOSIVE ORDNANCE DISPOSAL TEAM (EOD)

Constable Lawrence Dean

The Bermuda Police Explosive Ordinance Disposal Team (EOD) is currently one below its established strength, with seven active members – four Sergeants and three Constables. That strength will fall to six with the expected departure of Sergeant Walters in 2003. Consequently, two team vacancies have been promulgated in General Orders and the vetting of applicants is currently underway.

The EOD Team is responsible for rendering safe any military ordinance that may be found on Bermuda's shores or within her territorial waters. In addition the team is responsible for the safe disposal of all confiscated prohibited weapons, ammunition and fireworks, as well as all expired marine flares that have been handed over to the police. The team also has to be capable of responding to and rendering safe any suspected criminal explosive device.

Training

During the year the team completed three training days per month, with two days devoted to explosives training and one to dive training. There was also one day each month devoted to equipment maintenance, although in reality some maintenance was required during every training day. There were no overseas courses granted to EOD during 2002, but a local two week Refresher Training Course was conducted from February 18th to March 1st. Attendance for training days continued to be a particular challenge due to manpower shortages, to the extent that EOD Training was actually suspended briefly in July by Superintendent White of the Operational Policing Department.

Disposal Operations

Military phosphorous flares, expired marine flares, fireworks and prohibited weapons continued to occupy the majority of the team's disposal operations. Considerable time and effort was also committed to the disposal planning for the government stock of expired explosives. This included a successful demonstration to Works and Engineering officials of the proposed disposal methods and the extraction of over 600 sticks of expired explosives from buckets of concrete. Also of note was the arrival of a diverted Virgin Atlantic 747 on December 20th, 2002 carrying over 300 passengers and what was deemed by the Captain to be a suspicious package. The object was removed from the aircraft and successfully disposed of by the EOD Team with minimal disruption or delay.

Health & Safety

A health and safety inspection of the EOD facility was conducted in February 2002, and highlighted numerous issues to be addressed. Many of them, such as fire extinguishers and exit signs have been dealt with internally, but several major items, such as structural repairs, fire suppression system repair and air conditioning are still outstanding. No significant injuries were sustained by any team members during EOD training or duties for the year. At the end of 2002, the biggest challenge for the EOD Team continued to be maintaining a high level of training and emergency readiness despite conflicts to the training schedule.

COMMUNITY POLICING IN BERMUDA

Sergeant Darrin Simons

On January 7th, 2001, a significant component of the Policing Strategy for the Community (PSC) came into existence: the Community Beat Officer (CBO). The aim of the PSC is to reduce the number of incidents that require intervention by members of the Bermuda Police Service (BPS) and/or other agencies. In moving this aim forward the ethos of the Community Beat Officer is to encourage new partnerships built on mutual respect and support between the community and its police. This modern policing requires involving the community as partners in identifying, prioritising and solving its problems: it's a way of doing business.

It focuses policing resources on qualitative outcomes (problems solved) rather than quantitative outputs (numbers of tickets, arrests or seizures etc.) Each of the Island's nine parishes and the City of Hamilton will receive at least one officer who has the time and autonomy to develop this new partnership, with a view to achieving the aim of the PSC. Because Service staffing levels were low, the unit had to start small with one Sergeant and four Constables under the direction of a Chief Inspector. The unit grew to its present establishment of two Sergeants and nine Constables as transfers could be absorbed. The two initial Supervisors visited the Sussex Police Force in the United Kingdom where they saw a similar type unit and learned how it fit within the organisation. Several key learning points emerged:

- CBOs must be freed up from other duties and not distracted to ensure they can fulfill their commitments.
- CBOs must manage public expectations by being realistic when describing the level of service they can deliver.
- CBOs create the most effective partnerships by answering the questions, "What's in it for me?"
- CBOs tend to find themselves addressing quality of life issues that are unlikely to affect the Services performance indicators.

With only four officers serving the entire population, the likelihood of overwhelming the unit to the point of inefficiency was high; careful screening of all potential jobs was required. An example of how CBOs deal with a typical community concern is how they intervened in a western parish. There, groups of youths were unlawfully drinking and misusing drugs at a roadside premise. The owners participated in a meeting to address the areas residents' concerns. The residents were empowered to take more responsibility for the area, police patrols were increased; the owners were encouraged to clean up the area and post "no trespassing" signs. The problem was further discussed with the offending youth who, when the impact of their behaviour was pointed out to them, agreed to desist from their activities. A neighbourhood watch was formed and a residents committee is being established to deal with future concerns. The original issues have been dealt with and the residents' fear has been reduced. This partnership approach caused a greater flow of communication between the community and the police and, most importantly, this community is learning to take the lead in dealing with their problems. There are several other areas where the CBOs are making similar interventions throughout the Island.

Schools Resource Officer

The Schools Resource Officer (SRO) is a CBO who serves a specific community. The Island's two senior schools, Berkeley Institute and CedarBridge Academy, are a combined community of 1550 students and 400 staff. The aims of the SRO are to enhance the academic environment by:

- Reducing the number of incidents requiring police intervention;
- Fostering good citizenship; and
- Improving communication and rapport between the youth, police and school administration.

To achieve these aims the SRO provides the full range of policing services to both senior schools. The officer works in pro-active partnership with the faculty, security, parents, students and other relevant stakeholders to identify, prioritise and solve problems such as crime, drugs, fear of crime, anti-social behaviour and physical disorder. An example of this is the SRO's development of a peer mediation programme. The SRO saw the opportunity to empower students to resolve their conflicts. Between the two schools 50 students with a broad spectrum of life experience, including some



of the rougher students, were selected to attend mediation training courses hosted by the Coalition for the Protection of Children. These students now act as mediators for the entire student body. In the four months the initiative has been in operation, approximately 60 mediations have occurred and only four have required the assistance of the educational therapists. This, along with other SRO interventions, has resulted in significant reductions in school violence.

Licensed Premises Intervention

In recent years there has been an escalation in public order incidents in and around liquor licenced premises. The CBO role in addressing this concern has been to cultivate better relationships with licencees and their door staff. Traditionally, the relationship between police and licensees has been strained as police are responsible to report at liquor licence hearings. This reporting obligation meant that the licensees were reluctant to call police for assistance. CBOs participated in several meetings with licensees where concerns were raised and addressed. They are also committed to developing a Security Staff Registration Scheme. The scheme seeks to raise the profile of door staff, their level of awareness surrounding public safety; to ensure that door staff are adequately screened for previous convictions, trained in first aid, liquor licence legislation, drug & weapon awareness and appropriate personal safety and restraint techniques. A further planned initiative is to give police accreditation to liquor licence establishments that meet criteria in training, policing and practices, health and safety, and security.

Neighbourhood Watch

The Neighbourhood Watch is not a new scheme for the Bermuda Police Service as it came into existence in 1983. In October 2002, when the CBOs decided to take a fresh look at the scheme, there were about 60 Neighbourhood Watches on record; however, only a handful were actually operating. CBOs broadened the scheme's appeal by promoting Neighbourhood Watches as a way to develop the community as well as reduce crime.

Neighborhood Watches have become the pivotal vehicle for moving the community development component of our role forward. We committed to providing increased patrols, improved communication and increased information with the CBO as the main point of contact. We held several community meetings to rekindle interest and identify areas for new Neighbourhood Watches.

On Reflection

Looking back, a year later, it would be easy to only share the successes and say that community-based policing is a resounding success and that the community has wholeheartedly embraced this new way of policing. Clearly, there are wins, but still, changes are slow in coming. An important lesson learned is that you can only move as fast as your community moves and while there are many individuals who are willing to talk about their challenges, less are willing to take an active role in making a difference.

Sadly, increased patrols or police officers on every corner is often the first or only perceived solution to problems. Educating, or perhaps convincing, people of the benefits and need to shift from a client-service provider relationship to a partnership where each has their roles and responsibilities takes time. The same mindset exists within the Service and there is resistance to trying what is perceived as a 'soft approach'. We have our work to do in the area of mindsets both within the Police Service and the community.

However, nothing breeds change better than success and as the success stories within the various communities become widely known, more people will realise the power of synergy between the community and its police and want to get involved.



RESISTANCE EDUCATION AND COMMUNITY HELP (REACH)

Sergeant Tirena Rollins



Introduction

The Resistance Education And Community Help (REACH) Unit has been in operation since 1996. Since its operation, the proposed unit strength has consisted of five officers (one Sergeant and four Constables). At present it consists of four officers (one Sergeant and three Constables).

General Operation of the Unit

The unit is partnered with the Ministry of Education, schools, families and prevention agencies in an effort to reinforce a safe, drug- and violence-free lifestyle for Bermuda's children. This has been a working example of how successful partnerships can be forged between the Police and outside agencies. The goals of the programme continue to be to:

- Help young people to understand and accept principles of good citizenship and social responsibility.
- Foster crime prevention in schools and other educational establishments.
- Develop a broader understanding of the role of the Police.
- Offer positive guidance on the safeguards young people should take to protect themselves and others from dangers in the community and the home.

The unit currently teaches two curriculums: one in the primary schools, REACH; and one in the middle schools, Gang Resistance Education And Training (GREAT). GREAT is a programme that the US Federal Law Enforcement Training Center (FLETC) began conducting in 1993. The programme has been supported by funding from the US Bureau of Alcohol, Tobacco and Firearms (ATF), and has been administered and taught in schools throughout the US.

Significant Achievements of Staff

September 2002 – Sergeant Tirena Rollins became OIC of the REACH Unit.

September 2002 – Sergeant Tirena Rollins and Constable Randy Vaucrosson received certificates for successfully completing a two-day workshop hosted by the Lion's Quest Skills For Growing and Skills For Adolescence.

December 2002 – Sergeant Tirena Rollins received the GREAT training in Florida, USA, and is now a certified GREAT Instructor.

Significant Progress in Maintaining Existing Partnerships & Creation of New Partnerships

Sergeant Rollins met with one of the Chief Education Officers, Mrs. Joanne Smith, with reference to the present and future operation of the Unit. This meeting was successful in regards to the continuing support from other agencies and the success of the operation. Sergeant Rollins has also liaised with Senator Neletha Butterfield J.P., M.P. who is one of the key Administrators for the Children and Adults Reaching for Education (CARE) Learning Centre. Arrangements have been made to have a REACH officer speak at the Learning Centre regarding Career Development.

Given the increase in violence, particularly involving the young males in Bermuda, Sergeant Rollins arranged regular meetings with other partners to discuss new strategies in our approach to curtail or diminish the increase of violence, and immoral behaviour by our youth. Liaison has been established with Mrs. Donna-Mae Postlewaite, the Counselor at the TEC (The Educational Centre) School. This school is an alternative school designed towards assisting students that have either educational or behavioural challenges. It was recommended that a similar programme to the REACH/GREAT programme be implemented at the TEC. It was further suggested that the school, the Police Service and the community as a whole, could benefit by introducing the presence of The Bermuda Police Cadets in this school as well as others.

New Policies Adopted

The REACH officers have been instructed to conduct a survey by way of a structured written survey to their respective schools. This survey will indicate the major and re-occurring challenges that Police and teachers are dealing with on a regular basis. Following the results of the survey, it is intended for a design of a structured curriculum that addresses the necessary subjects to be taught in the schools. This curriculum would be in addition to the present curriculums already in place.



ANIMAL PROTECTION UNIT

Constable Yvonne Ricca

The Animal Protection Officer and the Animal Wardens put 14 persons before the courts, resulting in \$10,250 of fines. Two persons were found not guilty. There are another three cases being prepared.

An increase of illegal breeding was seen in 2002. Measures have been taken to ensure that all people who commit this offence receive the same punishment.

The Dogs Act and Care & Protection of Animals Act had amendments made to it and is submitted for further instructions. A pamphlet was prepared on Dog Attacks sponsored by The Department of Environment.

Constable Ricca is now on a committee that was created by the Post Master General, due to the increase of attacks by dogs on Postal Workers, in an attempt to educate and advise workers and the public.

For the second consecutive year, there was a decrease in the number of dog fighting incidents reported, totalling four as compared to 12 incidents in the previous year. We believe public awareness has had a dramatic impact on the decline of dog fighting in Bermuda.

At present, another pamphlet is being constructed on the topic of Cruelty to Animals in Bermuda. The Society for the Prevention of Cruelty to Animals (SPCA) will sponsor this. A poster, which hopefully will be sponsored by the Department of Environment on Illegal Breeding, is also on the presses.

The Animal Warden and Constable Ricca did a radio talk show with David Lopes, as well as an interview with the Bermuda Sun newspaper.

In April 2002, Constable Ricca qualified in training in Kansas and is now nationally certified in animal control techniques, euthanasia, chemical restraint, and use of pepper spray and use of a collapsible tactical baton. Legislation is being proposed in an effort to stop the breeding of the Rottweiler, Pitbull Terrier and Mastiff breeds.

Another major campaign that is being looked into is cockfighting which is presently going on, and the public needs to be aware of this and how to obtain information on the subject.

The Dog Wardens are now Animal Wardens, and although they are not very conversant with horses, there has been a noticeable increase in the variety of animals that are being processed in the Animal Protection Unit, in particular horses. Therefore, more education on horses will be made available to all.

OPERATIONAL SUPPORT DIVISION

Chief Inspector Tyrone Smith

COMOPS Department & CCTV Unit

The Combined Operations Department (COMOPS) and the Closed Circuit Television Unit (CCTV) are located within the Complex at the Police Operations Compound in Prospect, under the Command of the Chief Inspector – Operational Support Division.

COMOPS

COMOPS comprises four Sergeants and 12 Constables divided into four watches, A, B, C and D respectively as per the establishment. Optimum operational strength per watch is one Sergeant and three Constables to provide continuous and efficient service to the public. The areas of responsibilities of COMOPS are three tiered:



- COMOPS' primary function is the dispatching of police units for service requests by the public and to provide computer aided and other assistance to the Officers responding to these calls for Service. COMOPS Staff utilises a number of Computer Systems interlinking with the Police computer (Aegis New World System). They are (1) The TCD Computer System which pro-

vides registration and ownership details, driving licence details of road users and other relevant information of vehicles registered at the Transport Control Dept. (2) The Criminal Justice Information System (CJIS) linking the Magistrate's Court System to that of the Police which provides information on persons in contact with the court system.

- COMOPS is an integral part of the Emergency Medical Services System (EMS) which includes Ambulance, Fire and Harbour Radio. The duties include operating and maintaining the 911 System, i.e. responding to calls for service from the public, including the monitoring of calls from the hearing impaired by the use of the Telephone Device for the Hearing Impaired (TDD), ensuring that the appropriate emergency agencies are notified and attending to such calls for service, and also ensuring adequate Police resources are available if needed for such calls for service. The year 2002 saw an upgrade of the 911 System to a new digital system which provides such features as caller ID, call conferencing etc. There are still a few bugs within the system but the Police service and our vendor/ supplier, BTC, are actively pursuing a fix involving the Back-up 911 System. Future upgrades will consist of an enhanced 911 system which, in addition to caller ID, will provide address information of callers to ensure faster and more efficient response to calls for service.
- COMOPS is also the Operational Control and Liaison in the event of a major catastrophe or incident involving the participation of all essential government and private agencies. All activities are co-ordinated and controlled via COMOPS in this capacity.



In addition to all of the above mentioned duties and responsibilities, COMOPS provides back-up monitoring of alarms of some government agencies and residences, private business and some private residences. It provides active and effective response to calls for assistance from the various alarm monitoring companies established on the Island.

In an effort to continue providing quality and efficient service to the public and fellow police officers, and to provide efficiency within COMOPS, personnel are presently undergoing intense computer training from our IBM vendors in Computer System Operation on the police IBM AS400 and Dispatcher Training from software of the 'Ageis New World System'. The end product will be a more efficient, effective and reliable department.

CCTV

The Closed Circuit Television (CCTV) Unit is a new and progressive upgrade that commenced operations in 1999. It is headed by one Police Constable who performs the duties of manager/operator/custodian/technician, maintaining approximately 30 cameras and related video recorders and equipment including tapes and monitors. Since its inception, the CCTV Unit has assisted in pro-active prevention of crime in the City, primarily reduction in cycle thefts, and has assisted on several occasions in the apprehension of persons attempting to steal motor cycles. The CCTV Unit was also helpful in an investigation of a fatal road accident which occurred on North Shore Road, Devonshire last year. With the assistance of the CCTV Unit, investigators were able to accurately establish a 'time line' in the investigation of this accident. The Unit has also rendered valuable assistance to CID and Narcotics investigators in the investigation of many incidents. Only this year, CCTV was maximised to its full potential, when as a result of a mini-riot on Front Street, many of the perpetrators were identified by its pro-active use. However, to actively maximise the usage of this very important Policing tool, the CCTV System must be efficiently and effectively maintained and manned ensuring 24-hour coverage. This would entail an additional increase in staff in the Unit, adequate training for the CCTV staff, and also training for COMOPS to ensure redundancy and continuity within the System. Most importantly, however, the CCTV system is in need of an immediate upgrade to be able to switch from video recordings to digital recordings. With digital recordings, easy storage and live or recorded images from any console in Combined Operations, are available. All viewing and editing is performed on a personal computer. Instant play-back and easy-to-use Graphical User Interface (GUI) provides advance search capabilities and, most importantly, complete efficiency in the System providing easy access to trained operators.



PROSECUTIONS UNIT

Inspector Philip Taylor

The Prosecutions Unit is still operating as an intermediary between the Service and the offices of The Director of Public Prosecutions (DPP), even though the latter has been mandated with taking over all functions associated with this Unit. The staffing of the office remains the same at:

- 1 Inspector
- 2 Sergeants
- 4 Constables (Plea Court and Clerical)
- 3 Constables (Court Security)
- 2 civilians (one permanent, one temporary)

Upon the suggestion of Chief Inspector Smith, (OIC Operational Support) certain members of staff undertook 'cross training' of jobs. This was to enable the smooth takeover of positions if a member of staff was transferred, resigned or changed jobs within the department.



Constable Raynor, acting upon personal initiative, liaised with personnel of the Bermuda Regiment; in particular, the Captains who were responsible for the training during the recently held 'Boot Camp'. Subsequent to the conversation, the names of participants in the camp were checked against the outstanding warrants list. This resulted in a number of persons who had apprehension warrants in effect, appearing before a Magistrate during one of the regular Plea Court sessions. Those persons with SJA warrants outstanding were given the chance of paying them off or appearing before a Magistrate.

The Inspector and Officer in Charge of the Prosecutions Unit, was co-opted to the Drug Treatment Court Committee, with a dual purpose of becoming the Commissioner's Representative thereon and also to act as an intermediary between the Service and that Committee.

In continuation of an initiative from 2001, I have been actively involved, along with Mr. Anthony Blackman of the DPP's Chambers, in facilitating training of certain government agencies in the investigation of offences particular to their expertise, the recording of statements, both witness and defendant, the compilation of court files and demeanour in court. There have been three such sessions so far, involving the Department of Consumer Affairs, The Department of Immigration and The Tax Commissioner's Office. The instruction has been well received and appreciated.

Personnel of the department have been active in personal endeavours. PC Raynor, who is a FIFA listed referee, has been acting as a Representative/Liaison Officer for the officials during two soccer tournaments that were held in Bermuda. He has previously officiated at international fixtures both locally and overseas.

Sergeant Pitman has been an active member of the Bermuda Regiment Band for many years and he has accompanied them to a multitude of foreign destinations. However, during 2002, the band was limited to one overseas trip, which was to Jamaica. Sgt Pitman did participate in the numerous local ceremonies where the band played during the year.

Sergeant Cook, who is a member of the Bermuda Island Pipe Band, was a participant in 'The Tunes of Glory Parade' in Manhattan, New York, when an attempt was made at breaking the world record for amassing the largest number of pipers and drummers in one place at the same time. However the attempt failed by approximately 1,000 personnel. He also participates in the weekly Skirling Ceremony at Fort Hamilton, which is part of the winter tourism promotion and other public and Police ceremonial functions.

Again with the assistance of Mr. Tracey Kelly of Hamilton Magistrate's Court the following is a list of cases that were dealt with during the year.

• Traffic Tickets issued	15,530
• Parking Notices issued	35,435
• Criminal Cases prosecuted	1,217

The situation with sudden death files has not improved. There is still too long a delay between the event taking place and the submission for perusal by the Coroner's Office; for instance there are seven files that are at least months old, three of which are over 12 months and one matter that is coming up for its sixth-year anniversary. An Overdue Sudden Death Report is submitted every two months. It appears, however, that little action is taken to alleviate the tardiness of the investigating officer.

During the year, there were only 83 reportable deaths. Of these, 18 inquests were performed. The unofficial causes of death are listed below:

• Murder/Manslaughter	3	
• Suicide	3	
• RTA	4	(this includes one 'off road' go-kart accident)
• Overdose	2	
• Drowning	2	
• Ind. Acc at sea	1	
• Boat Accident	1	
• Unknown cause	1	
• Inappropriate Blood Transfusion	1	

During the reporting year, there were 19 inquests held with four matters that were being dealt with by way of Section 9 of The Coroners Act.

Due to the departure of Dr. John Obafunwa, the Consultant Forensic Pathologist, towards the end of the year, a shortened form of inquest was commenced. The Coroner's Office provided the autopsy report and the signature of Dr. Obafunwa with just the history and the conclusions being read into evidence, instead of the whole report being presented. This method was approved of by the Coroners and will probably be retained as 'the way of the future'.

SUPREME COURT OFFICER (SCO)

Sergeant Bernard Pitman

The Supreme Court Officer (SCO) is presently a substantive Sergeant attached to the Prosecutions Department of the Operational Support Division and is responsible for:

- Working with the Supreme Court Registry in the preparation and issuing of Supreme Court Jury Summonses on behalf of the Provost Marshall for the six two-month Sessions during the calendar year.
- The collating and preparation of jury panels for individual Supreme Court trials and the supervision of the jury(ies) during the trial(s).

In 2002 a total of 77 persons were arraigned in the Supreme Court and a further nine were sent from the Magistrate's Court for sentencing in the Supreme Court. There were a total of 19 trials completed during the year. ('Guilty' – 7; 'Not Guilty' – 8; 'Mis-Trial/Hung Jury' – 4).

There was a computer printout prepared for the whole year by the Government CSSD containing 600 (100 per Session) names of potential jurors. (As of January 2003 the list has been increased to 130 per Session). It is becoming more and more apparent that due to the lack of current up-to-date information from the Registrar General's Office via the voters' list, individuals cannot be located to serve the Summons. This means that less and less people are available for jury duty.

In 2002, from the 584 Summonses issued, (Jan/Feb-119; Mar/Apr-90; May/Jun-86; Jul/Aug-93; Sep/Oct-98; Nov/Dec-98), a total of 320 were eventually available for jury duty. (Jan/Feb-70; Mar/Apr-46; May/Jun-41; Jul/Aug-56; Sep/Oct-60; Nov/Dec-47). The others were either unsuitable, had left Bermuda, were overseas at college or working, were deceased, exempt by law, or excused by the Chief Justice.

A reasonable average number for the jury panel is 55-60, which allows for two trials to be run simultaneously and 'spares' to cover for permitted absences. By law, each trial must have a panel of 36 persons available for jury selection.



OPERATIONAL SUPPORT TRAINING UNIT

Sergeant Russell Matthews

This report will be sub-divided into three sections, namely Officer Safety, Public Order and Firearms.

The Operational Support Training Unit has specific responsibilities for training of the three named areas of Policing.

Officer Safety

The Bermuda Police Officer Safety Policy states that all Operational Officers, including Reserve Officers, receive at least one day of training per year. However, the same policy paper suggests that, for good practice, this should be increased to two days of training per year.

The Operational Support Training Unit identified training dates in the summer of 2002 to recertify Operational Officers in Officer Safety and therefore comply with the above-named Policy. Those dates were in July and August. For a variety of reasons, the scheduled training was not completed and further training dates were identified in January and February 2003.

Officer Safety Training was completed with the Police Support Unit and Recruit Foundation Course #61, under the direction of Constable Baron.

Officer Safety Training, namely Asp Baton and Rigid Bar Handcuff, has been undertaken with new Reserve Officers throughout the year.

Public Order

Constable Baron attended a Metropolitan Police Public Order Instructor Course in February/March 2002 and was successful in passing that course.

During 2002 the Task Force has been trained to Level One. That Training standard has been sustained with regular Public Order Training during the year.

The request of funding for new Public Order Equipment was again denied and that has caused problems in the ability to deliver adequate training for Officers. A large number of 'ready' bags of equipment previously issued to Officers were recovered for re-issue to Officers to be trained on the following dates: August 7th-8th, 14th-15th, 21st-22nd and 28th-29th, 2002. As a direct result of this training the following numbers of officers have been trained to Level One:

- Inspectors 4
- Sergeants 7
- Constables 76

The re-certification for those Officers is now due and training is due to commence to achieve that. Special mention should be made of Constable Baron who was instrumental in the majority of the training conducted and his commitment and energy. Sergeant Matthews attended a Metropolitan Police Public Order Instructor Course held in Hounslow, London, in October 2002, and he was successful in passing that course.

Firearms

In January 2002, Instructors from the West Mercia Constabulary travelled to Bermuda and ran a Firearms Incident Commanders Course for Senior and Middle Management Level Officers.

The Bermuda Police Service is still without an adequate range to conduct Operational Training for the ERT and Protection Officers. As a direct result, the majority of training conducted in 2002 has been conducted at the Bermuda Regiment gallery range which imposes very strict guidelines on the type of training that is allowed; and at the Prospect range in Devonshire training is conducted on Saturdays to avoid noise pollution for the surrounding Police Headquarters. The above restrictions have not dampened the enthusiasm of the Firearms Officers and the standard of shooting has been very high. However, these restrictions have not allowed any training courses to be held which means that the Firearms response capability, in terms of personnel, is still reduced. That Constable Kirkpatrick continues to carry the standard of training conducted, in face of limitations, should be noted. We anticipate that funding to effect repairs to the Old Marine Range on Cooper's Island will become available in the upcoming year.



“As the Bermuda Police Service continues to grow, we must remember where we have come from, where we are at present and be willing and able to face every challenge in the future with commitment, dedication and above all, integrity and respect.” – *Superintendent Sinclair White*



Sergeant Donnelly attended a Dynamic Entry course, held in April 2002 by the West Mercia Constabulary, and Detective Constable Bird attended a Firearms Tactical Advisor Course held by the same constabulary in December 2002. Constable Kirkpatrick attended a UKCOT Armourers Course held in the British Virgin Islands in August 2002, again facilitated by West Mercia constabulary.

The ERT has now taken possession of 'Simmuniton' Conversion kits for the H & K MP5 that allows realistic training to be conducted at non ballistic training areas, which certainly enhance judgmental training and can also inject a sense of realism into the training.

The following lists of 'Firearms' Incidents were recorded during 2002:

- Criminal Use of Firearms/High Risk Warrants 14 cases
- High Risk Court Proceedings 3 cases
- Narcotics/Firearms Seizures 2 cases
- VIP Protection (Witness/Premier/Defendant) 3 cases
- Armed Response Vehicle Patrol 1 case

As a result, 23 Firearms Operations Logs were completed. In addition, 23 Armed Escort Logs were completed; mainly high risk (BMA) Escorts were completed.

FORENSIC SUPPORT UNIT

Inspector Howard Cutts

The Forensic Support Unit is charged with the examination and photography of all crime scenes and other investigations. 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, or in determining how an incident occurred. The unit is also involved in the preparation and presentation of such evidence for court cases.

During the year 2002, the Forensic Support Unit dealt with a total of 1,536 incidents. These were comprised of the following:

- | | | | |
|---|-----|--------------------------------|-----|
| • Breaking, Prowling & Trespassing Offences | 850 | • Sudden Deaths | 23 |
| • Assaults, Indecency, Sexual Assault & Threats | 164 | • Robberies | 17 |
| • False Pretences, Forgeries, Fraud & Stealing | 206 | • Murders & Attempted Murders | 6 |
| • Misuse of Drugs Offences | 76 | • In-service Assignments | 20 |
| • Road Traffic Offences | 54 | • Other Incidents and Offences | 120 |

Members of the Unit's staff were called out on 56 occasions during the year to deal with various incidents. Twenty-five Road Traffic Collisions, nine Serious Assaults and Sexual Assaults were the main incidents resulting in these call-outs.

The Units carried out fingerprint examination in 1,060 of these incidents. Latent marks were developed and submitted in 362 cases – a recovery rate of 34% and resulted in 70 identifications by the Fingerprint Department. There were also photographic assignments in 882 incidents and digital photographic technology was utilised in a number of these.

The Unit continued to benefit from partnerships developed with external agencies such as the Central Government Laboratory, the Forensic Pathologist at King Edward VII Memorial Hospital, the Bermuda Fire Service, and the RCMP Forensic at Halifax, Canada.

The Unit continued its staff development programme, with four members attending overseas courses in the area of: initial training in Crime Scene Examination; development training in Crime Scene Examination; Fire Investigation for Crime Scene Examiners; and Crime Scene Management, respectively.

Members of the Unit bade farewell to Detective Constable Theodore Providence who retired after a career of 29 years in the Bermuda Police Service, 24 of which were spent in forensic support.

Fingerprint Department

The year 2002 will be remembered as a year of many firsts for the Fingerprint Department.

We began the year with the arrival of a new Department Head, Paul Roberts. Paul came to us from Gwent Police Service where he served as the Head of the Fingerprint Bureau.

Unfortunately, his stay was short lived as he was forced to return to the UK owing to personal reasons. Whilst here, Paul managed to become involved in what could prove to be a landmark case for the future of fingerprint identification in Bermuda. Paul will be returning later in the year to give testimony in a case which will hopefully lead to the abolition of the 16 point fingerprint standard. This will enable our experts to give testimony on fingerprint identifications with less than the presently required 16 points, a practice which has recently been adopted in the U.K.

Later in the year we entered into a contract with Printquest of Spex Forensics, based in New Jersey, to supply us with our first Automated Fingerprint Identification System (AFR). This will enable us to search, not only fingerprints but also palmprints.

The manual methods of searching crime scene marks presently adopted, accounted for 70 identifications in 2002. However, we are very reliant upon fingerprint quality and pattern detail and therefore over 45% of the jobs we received in 2002 remain outstanding. These jobs can only be checked against known suspects.

The introduction of AFR will lead to a reduction in the number of outstanding marks, as all marks with sufficient detail will be scanned into the computer for checking. The only jobs unaccounted for will therefore either be elimination prints, or fingerprints of the culprit who has not yet been fingerprinted. This, therefore highlights the importance of obtaining the fingerprints of arrested persons whom have not previously been fingerprinted.

In September, the department welcomed its first female civilian fingerprint expert as Monique Hill successfully completed her Advanced Fingerprint Course at the National Fingerprint Training Centre in Durham, England.

Finally, in November Brendalee White, an ex-Traffic Warden, transferred to the Unit as a Fingerprint trainee.

FLEET MANAGER

Mr. St. Clair Walcott

The Garage has made a significant amount of progress with the training of staff; Rudy Loder going to New Jersey to train on KTM motorcycles, Jefferson Catlyn attending HWP for a week training on Opels, and St. Clair Walcott and Rupert Knight visiting Barbados on an Opel training course. This will reduce the outsourcing of mechanic work to the vehicles. This method is by far more cost effective. HWP Group of Companies and Police business relations has grown closer. There are monthly update meetings and also a working partnership. A stock of Opel parts are kept in the Police storeroom and are only charged out when used.

With the service goal in mind changes were made to the working hours. The Garage hours are now from 0730 hours to 1700 hours. This change will enable the late shift to bring the vehicles to the garage to fix any defect which was found during the 18 point check.

A time clock has also been introduced to ensure accountability. This present system will allow us to have a record which can be used in the future.

The Police Officer's duty is to serve and protect the life and property of the people of these Islands and this task involves the use of vehicles. This is the reason why the system which was in place before, has been adjusted and enforced.

Vehicle inspection is now carried out on Wednesdays. The first Wednesday of the month will be the vehicles attached to Somerset Station, St. George's vehicles will be the second Wednesday, Central Station vehicles will be done on the third Wednesday, and on the fourth Wednesday, the vehicles from all the Special Divisions will be inspected. In place is a service schedule where all marked vehicles will be serviced every three months and unmarked vehicles every four months. This will allow Officers who travel at very high speeds, a greater margin of safety through proper operational equipment.





The Garage staff remains committed to maintaining the high quality of our fleet. It is with this in mind that Officers are asked to report defects and/or damage as soon as practical.

It was a very successful year for both staff and the Service, and we are all looking forward to the next year.

NARCOTICS DIVISION

Superintendent Larry Smith

This year will go down as an extremely successful year for the Narcotics Division. The Division's successes are due partially to being able to identify with several processes in both the Policing and Crime Management Strategies. These processes are: quality focused investigations and targeting, which help to form part of 'intelligence led' policing, as well as the continued development of a 'Partnership Approach' and the 'Information Sharing Approach' with other agencies, both local and overseas.

In addition, the development of Officers through training initiatives, and ensuring that morale remained high, played a key role to the continued successes, the latter being most important to the Divisional Commander, Superintendent Larry Smith. Superintendent Smith assumed command of the Division in April 1999, at a time when the Combined Enforcement and Interdiction Team (CEIT) was fully operational. This is an inter-agency unit comprising both Police and Customs Officers.

There are three elements that lead to the reduction of drugs in the community. They are Prevention/Education, Detection/Interdiction and Rehabilitation.

The primary functions of this Division continue to be those of enforcing the laws under the Misuse of Drugs Act, 1972, and of bringing the perpetrators to justice. Long-term ideals would see the complete elimination of the drug scourge throughout Bermuda. Education of the entire community continues to be essential in this regard and is still being pursued vigorously with drug and drug-related lectures being given consistently to various schools, organisations and institutions.

Although rehabilitation is not a core function of the Narcotics Division, the Division supports the principle of Alternatives To Incarceration (ATI). The principle of ATI is to provide the Courts with a mechanism that seeks to rehabilitate offenders and prevent re-offending, with incarceration being used only as a last resort. The Division supports the principle of this mechanism with the view that such action will, over time, lead to a reduction in the demand for illegal drugs.

Emphasis has continually been placed on 'intelligence led' policing, and as such the make up of the Narcotics Division comprises of the CEIT, a Target Team (T&T), a Street Enforcement Team (SET) and a Cruise Ship Enforcement Team (CSET). The CSET is also a combined team of Police and Customs Officers. The benefits of having specific teams-dealing with certain areas and being able to identify with the aforementioned processes of both strategies, has resulted in over \$43 million worth of drugs being seized this year.

The 'Partnership and Information Sharing' approach has also benefitted this Division. In addition to partnering with HM Customs, the Narcotics Division maintains a close liaison with other agencies, such as the Bermuda Immigration Department, the US Customs and Immigration Departments, and drug enforcement agencies around the World, including the US and the Caribbean. The Bermuda Police Service is also fortunate to have a specially assigned US DEA agent whose assistance continues to be invaluable to the Service, and more so, the Narcotics Division. Identifying with the above mentioned processes has solidified the Narcotics Division's relationship with the Royal Canadian Mounted Police, Toronto Airport Detachment's Federal Enforcement Section, as well as the Customs and Excise Section.

Highlights

There were several successful operations conducted by both the CEIT and the CSET. Both of these teams were, on some occasions, supported by the Target Team as well as the Street Enforcement Team. Some of the noteworthy cases listed include:

- A 22-year-old French National was conveyed to the King Edward VII Memorial Hospital (KEMH) from a commercial airline flight, and subsequently excreted 75 cylindrical shaped pellets of Diamorphine (Heroin) weighing 575.3 grammes. He was charged, convicted and is currently serving a 16-year sentence.
- A British National is awaiting sentence after being arrested by CEIT, which had discovered 249.2 grammes of diamorphine (Heroin) on her when she entered Bermuda via a commercial airline.
- Another case of interest involved a Dominican National. A commercial airline was diverted to Bermuda after a medical emergency arose with this passenger. It had been established that he had ingested 142 pellets containing the controlled drug Cocaine. The drug totaled 1.24 kilogrammes and he is now serving three years.
- CEIT had cause to examine a set of golf clubs that were in possession of a Canadian visitor who had arrived in Bermuda on board a commercial airline. The golf clubs were found to contain 427.96 grammes of Cocaine. She is now awaiting her trial date.
- A Polish visitor who had arrived on board a commercial airline was taken to the hospital. It was discovered that he had ingested 103 pellets containing 1.01 kilogrammes of the controlled drug Cocaine. He is awaiting a trial date.
- Two Dutch Nationals are awaiting trial dates after it was discovered that they each had Cocaine (717 grammes and 646 grammes) in their luggage when they arrived in Bermuda on board a commercial flight.
- Two Jamaican Nationals arrived in Bermuda on the same commercial airline. Having identified a certain trend, and through the use of behavioural techniques taught to Officers of the Narcotics Division, CEIT had cause to convey the two visitors to the King Edward VII Memorial Hospital. It was revealed that both had ingested a large number of pellets containing Cocaine. Both are now serving seven and six-year sentences.
- Another Jamaican National had arrived in Bermuda on board the same commercial airline as above. Using the same technique as above, officers discovered 407.6 grammes of Cocaine and a narcotics operation was launched. Two other local Jamaicans have since been arrested in connection with this enquiry. All three are now awaiting trial dates.
- Three days later, two more Jamaican Nationals arrived in Bermuda on board a commercial flight. Both were eventually conveyed to King Edward VII Memorial Hospital. It was discovered that both visitors had ingested pellets containing Cocaine. Both are now serving eight- and six-year prison sentences.
- Members of the CSET were on board a visiting cruise ship identifying suspicious persons, utilising behavioral techniques as well as searching the vessel. That effort resulted in a narcotics enquiry being launched, resulting in two 26-year-old female American Nationals being arrested. They are now awaiting trial dates after 35.79 kilogrammes of Cannabis was found in their cabin on board the visiting cruise ship.
- Two female American Nationals were arrested on board a visiting cruise ship when 27.7 kilogrammes of Cannabis was found in their cabin by CSET. Both received six year prison sentences.
- Five local men are awaiting trial dates for what may be the single largest drug haul within the last 20 years. Officers from both the Narcotics Division and H.M. Customs netted over 521 pounds of Cannabis, together with 121 grammes of Heroin.

Airport Facilities

The Airmail and Courier Facilities are still a challenge for CEIT officers. There have been several controlled substances from overseas packages addressed to fictitious people. Some of the more sizeable seizures for the year include:

- 7.7 kilogrammes of Cannabis at the Customs Courier Service.
- 944 grammes of Cocaine at the Customs Service.
- 58.6 grammes of Heroin at the Customs Courier Service.
- 2.07 kilogrammes of Cannabis at the Airport Mail Facility.

Interdiction efforts are not always limited to Bermuda. Narcotics officers have had to travel extensively throughout the Caribbean, the US, and Europe to assist with enquiries affecting Bermuda.





“To date, our Cadet programme has provided young Bermudians with a superb college-education and excellent career guidance so they may succeed within both our local community and the Bermuda Police Squad.” – *Inspector Calvin smith*



Canine Unit

It must also be mentioned that the Canine Unit, which now forms part of the Narcotics Division, was very instrumental in several seizures made over the course of this year. This unit now operates with three canines, Rocky (Belgian Shepherd), Hutch (Belgian Shepherd), and the newest member of the unit, Rena (Duty Shepherd). These canines are cross-trained, which means that they may be used as patrol and/or drug detection canines. They are trained to detect the three main drug odours: Cannabis (including Cannabis Resin and Hash Oil), Cocaine (Crack), and Heroin.

The Unit continues to be an essential part of drug interdiction and detection in Bermuda. The Unit is also utilised during presentations and lectures at schools and other institutions. Canine Hutch is normally used during school presentations as he has an excellent temperament with children. It is envisioned that Hutch and his handler may be considered for an upcoming Police World Championship, whereby his skills can be seen by the world.

The year has been considered a successful one for the Division. Officers have had to contend with laborious working conditions and a lack of equipment; however, because team spirit and morale was at an all-time high, the end result was a successful year. This is a true testament to the Division's commitment to the community.

The Narcotics Division wishes to express its gratitude to all who have assisted in ensuring that Bermuda continues to be safe and secure for all. A special thanks to the members of the general public who continue to assist us in the fight against drugs. We continue to solicit and encourage their support.

CRIME SUPPORT DIVISION

Superintendent Randolph Liverpool, BSc, DIP Police Mgmt

The Crime Support Division consists of the Serious Crime Unit, The Commercial Crime Department (Fraud Unit and Financial Investigation Unit), the Juvenile and Domestic Crime Unit, the Vehicle Crime Unit and the Crime Manager. The Division is currently managed by Superintendent Randolph Liverpool.



Throughout the year 2002, the Division was again kept extremely busy. Each unit was continuously overwhelmed with heavy workloads, resulting in most of these Units having to be supplemented with additional human resources from other Divisions at one time or another. However, the Units were able to cope with all tasks and deserve accolades for their work and sterling performance.

SERIOUS CRIME UNIT (SCU)

Chief Inspector Stuart Crockwell

For most of the year 2002, the Serious Crime Unit (SCU) was under the leadership of former Detective Chief Inspector Earl Kirby, who retired on 15th October, 2002, having served 30 years of dedicated, productive service to the Bermuda Police Service. His successor, Detective Chief Inspector Stuart Crockwell was promoted to his present rank on 16th October and took over the helm as the head of the Unit on his promotion.

The Unit comprises one Chief Inspector, one Sergeant, and four Constables, along with a secretary – Debbie Brown – who joined the Unit in February 2002. She replaced Ms. Lita Smith, who transferred to the Training Centre after three years in the SCU. The Unit has worked diligently in conducting quality investigations throughout 2002, maintaining high standards and successes, which can be attributed to effective teamwork. All investigators in the Unit attended various overseas courses, receiving training in current investigative techniques in keeping with recommendations of the Crime Management Strategy, and the report of the Serious Crime Commission.

In 2002, the SCU investigated 42 major crimes, which include one Murder, two Manslaughters, three Attempted Murders, five Wounding with Intent, two Serious Sexual Assaults, six Sudden Deaths and a few Firearm Incidents. In the later months of 2002 feuds erupted between small groups of youths wielding baseball bats, machetes and in some cases, firearms. The SCU successfully investigated such incidents and recovered a firearm (9MM) and ammunition. Suspects were charged and prosecution is pending.

For most of the year, Dr. John Obafunwa, a local forensic pathologist, continued to provide his immense expertise to the investigation of serious crime. However, he resigned in August 2002 and left Bermuda. This created a vacuum for the services he offered. The Commissioner of Police awarded Mr. Obafunwa a Commissioner's Commendation for his excellent service to the Bermuda Police Service.

Since Mr. Obafunwa's resignation, the Bermuda Police Service has to rely on employing the services of overseas-based experts to assist with forensic matters. Such practice can cause delay in our evidence collection and analysis.

Overall, 2002 was a very successful year for SCU. The Officers showed great commitment and dedication to their work, ensuring that both the Public and the Organisation's demands were met. The SCU continued to work closely with members of the Office of the Director of Public Prosecutions, who provided valuable advice/directions throughout the year and contributed to the success of the Unit. The SCU also appreciated the invaluable assistance from the Community, and Officers from other Departments in the Bermuda Police Service, who constantly supplement and support resources within the Unit.

CRIME MANAGER

Chief Inspector Andrew Boyce

Throughout 2002, Detective Chief Inspector Boyce continued to aggressively implement the tenets of the Crime Management Strategy. The Crime Management Strategy describes the role of the Crime Manager as including the following:

- Be directly concerned with the day-to-day management of crime – reviewing and analysing real-time crime data.
- Informing Senior Management and Divisional Officers of developing/emerging crime trends.
- Develop crime control strategies and action plans for investigative units.

The year was a fairly busy one in various crime categories, such as offences of breaking, stealing from unattended vehicles, and removal/stealing of motorcycles. In the area of removal/stealing of motorcycles, various pro-active initiatives were employed around the known cycle hotspots as the busier summer months approached. We were successful in bringing about a decline in the numbers of reported stolen motorcycles during that time of year when school-aged offenders were on holiday and the cycle crime figures tend to go up.

The second half of the year presented a greater challenge to efforts at crime reduction. Very close co-operation between the Crime Manager, Intelligence Division and the CID Units at critical times, as well as the dedication of front line patrols, resulted in key arrests of known offenders in September and October. A significant decrease in reported offences of breaking and stealing from vehicles followed. One project assigned to the Crime Manager during the year was the follow-up on a recommendation of the Serious Crime Commission 2000, to prepare a Murder Investigation Manual for use in the Service. A committee was formed, comprising officers from Training, Forensic Support Unit, Serious Crime Unit and Research Development and Innovation Unit, and was chaired by the Crime Manager. The committee has been working steadily on this project, and it is expected that the manual will be ready in the first half of 2003.

COMMERCIAL CRIME DEPARTMENT (CCD)

The Commercial Crime Department (CCD) comprises two units: the Fraud Unit and the Financial Investigation Unit.

FRAUD UNIT

Acting Detective Inspector Edward Davies

The Fraud Unit comprises one Detective Inspector, one Detective Sergeant and three Detective Constables, and is responsible for investigating major fraud.

Acting Detective Inspector Davies headed the Unit for most of the year, as Detective Inspector Sherwood was appointed Lead Investigator in the mega-fraud investigation of alleged corruption at the Bermuda Housing Corporation (BHC), in March 2002. A team of Detectives was assembled to conduct that investigation, which is still ongoing. The team had to be moved to rented office space in the City of Hamilton (Rosebank). They have been making great strides in the enquiry to date.

During the year, there was a dramatic increase in the number of actual frauds reported by the public, with 50 cases for the year compared to 37 for 2001. There were also substantial increases in the number of advance fee fraud letter/e-mails being reported to Police with 895 for 2002 compared to 436 for 2001. The total dollar amount of reported fraud for 2002 dropped substantially over the previous year with a figure of \$2,852,628.30, compared to \$19,435,915 for the previous year. The number of Bermuda Monetary Authority inquiries jumped substantially during 2002 to 171, compared to 43 for the previous year. The number of Intelligence Fraud cases was similar in number to 2001, with 60 in 2002, compared to 57 for 2001. Counterfeit currency cases reported in 2002 showed a decrease over the previous year, with 53 reported cases, compared to 92 for 2001.

Cases of note for 2002 include the following:

- The successful investigation and conviction of a Norwegian National responsible for defrauding several investors of over \$1.1 million that resulted in the person receiving three and a half years in prison.
- The conviction of a woman responsible for defrauding two of her previous employers of approximately \$60,000 on each occasion and received 12 months imprisonment.
- The conviction of a woman for defrauding her employer of approximately \$420,000 who received two and a half years in prison.
- The conviction of a man for forging and uttering a certificate of airworthiness. He received a fine and a suspended prison term.
- The conviction of a man for obtaining \$47,000 by false pretences from a local bank. He received 18 months imprisonment.



FINANCIAL INVESTIGATION UNIT (FIU)

Detective Inspector Gary Wilson

Detective Inspector Wilson succeeded Detective Chief Inspector Alan Cleave in January 2002, to head up the FIU. Both Officers had been promoted to their present rank at that time, and DCI Cleave moved on to the Commissioner's Office as the COP's Staff Officer.

The FIU currently consists of four officers; a Detective Inspector, Detective Sergeant, and two Detective Constables, one of who has been attached to the Bermuda Housing Corporation enquiry team since September 2002. One further Detective Constable, DC Robin Dyer, is currently on secondment as a Consultant to the FIU, from Avon & Somerset Constabulary, United Kingdom. His contract expires at the end of April 2004.

The Unit is responsible for investigating money laundering offences. The number of disclosures received from local financial institutions by the FIU, pursuant to the Proceeds of Crime legislation, decreased from 2,827 in the year 2001 to 2,570 in the year 2002. The decrease was mainly due to the closure of the Western Union facility in October 2002. However, the number of non-Western Union disclosures rose dramatically from 34 in 2001 to 501 in 2002. The total value of suspect monies forming the basis of those suspicious activity reports made in 2002, amounted to \$43,753,547.86. The 501 disclosures received were of high quality and received extensive enquiries, but with limited resources to investigate, only one disclosure was developed into a full money laundering investigation involving the movement of some \$116,220 and the arrest of one individual. Prosecution is expected in this matter.

Several money laundering investigations carried out from 2001 are still ongoing, and have resulted in nine arrests and substantial cash seizures during 2002. In total, there were six separate cash seizures amounting to \$134,334. Of that amount, some \$102,260 has been forfeited, pursuant to Section 50 of the Proceeds of Crime Act, 1997, and deposited into the Confiscated Assets Trust Fund. The remainder of the seized cash is still subject to a cash detention order pending forfeiture applications being made.

During 2002, the FIU received 10 notices relating to drug trafficking arrests, and a further six notices relating to relevant offence arrests. As a result, financial investigations were commenced with a view to making applications for confiscation orders under the Proceeds of Crime Act. In furtherance of all financial investigations in 2002, some 142 court orders were obtained as investigative tools. Finally, there were no forfeiture orders pursuant to Section 37 Misuse



of Drugs Act 1972, and no confiscation orders pursuant to Sections 9 and 10 Proceeds of Crime Act 1997 made during 2002.

Other cases dealt with by the FIU during 2002 can be highlighted as follows; Overseas enquiries (11), Overseas enquiries received from Egmont Group members (12) and financial information requests (8). Evidently, the unit was extremely busy throughout the year, but coped well with its limited human resources. A business plan was submitted in late 2002, highlighting the need to expand the FIU and increase the staffing level of the Unit.

Members of the FIU attended overseas training courses and conferences, which included the Egmont Group Plenary Meeting in Monaco, the Interpol International Conference of Financial Crime in France, the CALP Symposium in Trinidad, and Financial Investigator courses/attachments in the UK and Jamaica.

Throughout 2002, the FIU continued to maintain its partnerships with the local financial community, the Bermuda Monetary Authority, the Ministry of Finance, and the National Anti-Money Laundering Committee (NAMLC). In addition, the FIU further developed its partnerships with overseas bodies and agencies such as the White Collar Crime Investigation Team (WCCIT) in Miami, the Egmont Group (an international body of national FIU's), the Financial Crimes Enforcement Network in the USA, the Drug Enforcement Administration (DEA), and various Police and investigative agencies worldwide.

In terms of engaging the Policing Strategy for the Community during 2002, the FIU continued in partnership with the National Anti-Money Laundering Committee on a public awareness campaign with local financial institutions, with many presentations and lectures given during the year. Several presentations were given to members of the Bermuda Police Service attending Training School courses. The FIU also completed and distributed money laundering awareness posters within the Bermuda Police Service, and amongst members of the local financial and retail sector. This project is still in progress.

Significant achievements of the FIU would include the Detective Inspector being selected by the Egmont Group to be included in their list of FIU experts. As a result, the officer was invited by the International Monetary Fund and World Bank to join their mission teams and assist with country anti-money laundering evaluations during 2003.

JUVENILE & DOMESTIC CRIME UNIT (JDCU)

Acting Detective Inspector Mark Clarke

ADI Clarke led the JDCU since August 2002, after Detective Inspector Tracy Adams moved to CID to act as Chief Inspector for an extended period of time.

The Unit currently comprises established posts of one Inspector, one Sergeant, and four Constables and deals primarily with reported cases of Sexual and Physical Abuse of Children, Missing Persons, and Annoying Telephone Calls.

Throughout 2002, JDCU investigated 49 Sexual Assaults, 20 Unlawful Carnal Knowledge, 27 cases of Child Neglect, one case of Child Abduction, 105 cases of Missing Juveniles, 103 cases of Missing Adults, 176 cases of Annoying Telephone Calls, and two cases of Shaken Baby Syndrome.

Reported cases of Sexual and Physical Abuse on children continue to increase, since the Implementation of Mandatory Reporting in 2000, whereby professionals are legally obliged to report all suspected cases of such acts to the Director of Family Services. Consequently, the JDCU staff was extremely busy throughout the year, but coped well, sometimes with limited human resources.

All members of the Unit attended training courses locally and overseas, including courses at Kent Police College in the U.K. and Miami Police College in Florida.



The Unit successfully investigated numerous Sexual Assaults on children, including one case in which a 22-year-old male Sexually Assaulted five girls under the age of 14, over a period of a few months. That matter is pending before the Court. The Unit also secured convictions in several cases, including one in which a Primary School teacher sexually assaulted several of his female students under the age of 16. Sentencing is still pending in that matter.



JDCU continues to maintain close relationships with other agencies in the Community including Family & Social Services, Women's Resource Centre, and Sexual Assault Response Team (SART). Some discussions have taken place between JDCU and Family & Social Services on issues of Child Abuse, Domestic Violence, Interventions, Preventions and application of new laws, to establish a better understanding of the role of each agency and to enhance the effectiveness of dealing with such matters.

VEHICLE CRIME UNIT (VCU)

Detective Sergeant Raoul Ming

The Vehicle Crime Unit (VCU), formerly known as the Cycle Crime Unit, is currently led by DS Raoul Ming, who joined the Unit late 2002. He took over the helm from Acting Detective Sergeant Troy Glasgow, who led the Unit between March and November 2002, after Detective Sergeant Terry Maxwell was transferred to the Bermuda Housing Corporation Investigative Team.

One Sergeant and nine Constables staff the Unit. Two Constables perform the duty of Impound Vehicles Officer and Office Manager/Forensic Support Officers. VCU is responsible for investigating all vehicular thefts, primarily cycle theft.

A total of 1,301 cycles were reported stolen in the year 2002. About 489 of those cycles were successfully recovered. The number of cycles stolen in 2002 was more than the number stolen in any one year for the preceding seven years. In recognition of the increasing prevalence of cycle theft in mid-2002, new strategies to aggressively combat vehicle crimes were formulated and implemented.

In July 2002, additional personnel were attached to the Unit, providing two teams of Officers, in order to execute an Operational Order, aimed at reducing incidents of stolen vehicles. This exercise involved spot checks and surveillance during peak periods when cycles were stolen (1600 – 0400 hrs), and conducted in the vicinity of known hotspots, in particular, the City of Hamilton. During that month, stolen vehicles were reduced by 25%, despite July being one of the months when most cycles were stolen in previous years. The initiative was considered very successful. Unfortunately, the exercise was not sustained for more than one month because of shortages of human resources throughout the Service, and personnel having to return to their established posts in other departments.

The Unit also launched an awareness campaign to educate Uniform Patrol Units of the problem of vehicle crimes and techniques to combat the problem. VCU is now working closely with the Traffic Enforcement Unit, Uniformed Patrols and the Intelligence Division to prevent and detect vehicular crimes.

The Vehicle Crime Unit continues to work closely with various partnerships in attempts to educate the general public about the problem of vehicle crime, and to reduce the crimes. Members of the Unit regularly give lectures to the public and departments within the organisation. Recently, new Identification Booklets were produced and disseminated forcewide, highlighting new and various types of cycles and location of vehicle identification numbers.

The Unit continues to provide free 'U' marking of vehicles to the public, and are also working closely with insurance companies, exploring ways to effectively combat vehicle crime. Many promising initiatives are being considered.

INTELLIGENCE DIVISION

Detective Superintendent Roseanda Jones

This year proved to be another extremely busy year for the Division. Under the leadership of Detective Superintendent Roseanda Jones, there was the completion of four important Units successfully amalgamating into two Units. They were the Drug and Crime Intelligence Offices combining as one, and the Special Branch and Government Security Office doing the same. These amalgamations have proven to be a success and have contributed to the overall effectiveness of the Intelligence Division in support of a number of significant highlights and success stories Service-wide and within our community over the past year. These include:





- The dissemination of standardised products throughout the Service, under the leadership of Detective Inspector Beverly Pitt, which has resulted in a number of arrests of suspected criminals for housebreaking offences, cycle thefts, drug offences, and shoplifting.
- The analytical assistance provided by our Intelligence Analyst, Mrs. Owinda Marchbanks, in several cases involving the importation of drugs and serious crimes. Of particular note was a major investigation involving a murder and conspiracy to import controlled drugs, which is before the Courts.
- The assistance rendered to the Narcotics Division which resulted in the capturing of notable and long-term drug traffickers.
- In accordance with security concerns worldwide, the Government Security Officer has conducted surveys and assessments of all Key Points and Important Installations within our community. Recommendations have been forwarded for improvements to the relevant authorities.
- The Special Branch Department, under the leadership of Detective Inspector Paul Wright, successfully hosted the Annual Caribbean Heads of Special Branch Regional Security Conference in June, which was held in Bermuda for the first time.
- Additional training has enhanced the effectiveness of the Service Statistician Detective Sergeant Peter Brentano, in the use of computerised data. The analysed and forecasted crime, together with identified crime patterns, and vulnerable areas, has been instrumental in providing focus to the patrolling units, which has culminated in significant arrests.
- In keeping with intelligence-led policing, the Intelligence Division provided assistance to Government Departments and law enforcement agencies in furtherance of the interdiction of drug and other criminal behaviour. This has resulted in the confiscation of prohibited articles within the Correctional Facilities, the arrests of persons overseas, changes to policy within the Department of Immigration concerning Jamaican Nationals entering into Bermuda; a restricted and controlled security system at our Ports of Entry, and raising the awareness of the extent of the use of Ecstasy in Bermuda.
- The Division has strengthened relationships with its partners, including the Bermuda Hotel Association, Airline Agencies, Security Companies, the Departments of Corrections, Immigration & Labour, HM Customs (Bermuda) and the newly formed US Bureau of Customs and Border Protection Department formerly known as the US Customs & Agriculture, and Immigration and Naturalization Services. Bermuda continues to benefit from the valuable assistance provided by our overseas partners. These include specific agencies within the US Department of Homeland Security, i.e. the Drug Enforcement Administration (DEA), the Federal Bureau of Investigation (FBI), the US Secret Service, and other countries such as the UK Customs and Excise, the Jamaican Constabulary, and Interpol.
- The Division recognised the importance of the community as one of its main partners. Therefore, in keeping with the Division's motto "Teamwork for Success", they raised and donated a total of \$2,699 to Council Partners Charitable Trust and the Brangman Home on behalf of the Bermuda Police Service.
- Despite the growing challenges relating to resources, within the Division and throughout the Service as a whole, the Intelligence Division provided personnel on a long-term basis throughout the Service to address pressing priorities. They also processed 4,715 documents, slightly down from the previous year when 4,770 documents were processed. These do not include specific target packages or Intelligence Briefs submitted for identified targets.
- In accordance with the Crime Management Strategy and the Policing Strategy for the Community, the Intelligence Division has continued to focus on the Performance Indicators of the Service. We have provided Operational policing units with current data via the Intelligence Briefs and the daily Crime Summary which continue to be circulated on the Service intranet Outlook. This has increased the effectiveness of the intelligence-led policing



concept, i.e. identifying crime trends, specific target areas, persons and vehicles for specified action to be taken in our efforts to reduce crime and anti-social behaviour.

- The internal security of the Island will be better served following the ongoing local and overseas training initiative which has established training objectives for all Special Branch and Government Security Officers.
- There were several significant additions to the Intelligence Division during the year. They included Constables Kevin Knights and Sean Morris as our Field Intelligence Officers; Constables Okina McGowan and Hassan Alami-Merrouni as Special Branch Officers; Amirah Abdullah and Nadeen Ramzan as Drug & Crime Intelligence Officers; and civilian support staff Darlene Astwood as an Analyst Trainee, Eric Bean as an Alarms/Crime Prevention Officer, and Larsene Bradshaw as a Data Inputter. However, with new faces there were some losses; Detective Constables Wayne Hodgson and Rodney Trott have retired after providing 27 and 17 years of dedicated service respectively, and the transfer of Detective Constables Vergie Selvin and Terrence 'BT' Smith to other Divisions. This year also saw the loss of two Officers from outside agencies, Immigration Officer Donna Hollis, who was one of the original members of the National Intelligence Department (NID) and HM Customs Officer Michael Smith. They have all made, and those present continue to make, valuable contributions to the Intelligence Division to ensure "Teamwork for Success"!



SPECIAL BRANCH/GOVERNMENT SECURITY OFFICE (GSO)

Detective Inspector Paul M. Wright, MSc. CBII

Special Branch and the Government Security Office (GSO) amalgamated in August 2001 to form a single department within the Intelligence Division. An Inspector, a Sergeant, a Secretary/Registrar and four Constables staff the Department. The Department remains an integral part of the Service, accountable to the Commissioner of Police through the Officer In Charge of Intelligence Division and the Assistant Commissioner.

The Department is responsible for the gathering, assessment and interpretation of intelligence that might assist in the recognition and counteraction of security threats, rather than criminal threats. In addition to conducting local enquiries on behalf of a variety of agencies, the Department also conducts vetting enquiries, technical surveillance counter-measures, and is responsible for the security of local and visiting VIP's. From a Government Security perspective, the Department co-ordinates protective security policy throughout Government and helps to ensure the security of a variety of important installations on the Island.

Highlights

This was a busy and challenging year for Special Branch, particularly as it related to the ongoing war on terrorism. Special Branch officers responded magnificently to the increased workload in support of overseas investigations as well as managing a variety of local enquiries and other demands.

In June 2002, Bermuda hosted the Caribbean Heads of Special Branch Regional Security Conference at the Sonesta Beach Resort. The conference attracted a record number of delegates representing a wide variety of police and intelligence organisations from throughout the Caribbean. The Bermuda conference provided a valuable opportunity for all attendees to closely examine specific areas of common concern and to work closely together to develop co-operative strategic initiatives for the region.

The Government Security Office assisted in a number of seaport security initiatives including the design and implementation of a Seaport Security Pass system and made significant progress in enhancing security intelligence capabilities at ports of entry.

In conjunction with the Bermuda Regiment, the Government Security Office also completed a review of the Island's key points and important installations. Although such a review is normally conducted over a period of five years, the collaboration between the Bermuda Regiment and the Government Security Officer resulted in the completion of the programme in just 10 months.



The achievements of the Department are particularly impressive when viewed within the context of staff turnover. The Department lost two very experienced Detectives during the year, one to retirement and the other to career development. The Department's successes were therefore achieved through a combination of excellent mentoring by existing staff, coupled with the dedication of our new staff and their energetic commitment to learn and to contribute to our important work.

The coming year presents the Department with new challenges and opportunities to succeed. From the Special Branch perspective, the Department plans to enhance our information management through the development of a new database and document retrieval system. From the perspective of Government Security, the Department has set goals that include the implementation of robust enhancements to maritime security in compliance with international standards, reviewing Government Security Instructions and organising training for a network of Departmental Security Officers throughout Government.

CRIME & DRUG PREVENTION UNIT *Detective Constable Christopher Wilcox*

Like many other small sections within the Service, the Crime & Drug Prevention Unit was severely hampered throughout the year in its ability to carry out its basic functions, due to staff shortages and changes in personnel. Out of the Unit's pool of four experienced officers, two left the Service at the end of 2001 and a third officer followed at the end of July. One replacement officer was appointed in January. Despite the changes, the Unit performed very creditably throughout the year and fulfilled all its obligations.

Crime Prevention Section

The early months of the year were primarily given over to the in-Service training of the newly appointed officers, and to responding to requests from residents for home security surveys, following the continued high instances of residential break-ins. During the latter half of the year there was a high demand for presentations on crime related topics; most notably on how to distinguish genuine from counterfeit currency. This came about following the acceptance by several Government cashiers of counterfeit Bermuda bank notes.

Officers conducted 69 security reviews in 2002, compared with 82 in the previous year when the Unit had a full complement of four Officers. Major surveys included the Heydon Trust Estate, Government House and a complete review of Warwick Camp, the headquarters of the Bermuda Regiment. A further six reviews were conducted at hotels in conjunction with the Annual Hotel Merit Awards programme, of which the Police are a participating organisation.

During the early part of the year, several articles were expressly written by members of the Unit for the print media, on the topics of home security and security for the elderly. Based upon feedback, these articles were well received.

The Unit also made a total of 42 presentations during the year, compared with 35 in 2001. Audiences ranged from Brownies (attempting to gain their Crime Prevention patches) to Senior Citizens, to bank staff (counterfeit currency) and residential groups (Neighbourhood Watch.) On the subject of Watch groups, the Unit assisted the CBO's to re-establish the programme in Bermuda during the last months of the year and two groups were formed as a result.

Officers also spent considerable time on updating and reprinting three of the Unit's existing crime prevention advisory brochures (all dealing with personal safety), and produced a new leaflet to assist members of the public in providing the Police Service with descriptions of offenders.

The Unit continued to work closely with the Bermuda Department of Tourism and the Island's hoteliers, and provided hotel management with updated recommendations on how to reduce crime. This initiative together with the Hotel Merit Awards programme, is now bearing fruit and there was a noticeable reduction in hotel related offences when compared with the previous year.

Alarms Officer

There was a great deal of movement within the local alarm industry in 2002 with several new companies forming and others merging. Three of these new companies became recognised as Police Approved Alarm Companies and two companies applied in principle to establish their own central stations in Bermuda.

Throughout the year Mr. Eric Bean served in the dual role of Police Alarms Officer and Crime Prevention Officer. His responsibilities included keeping records of all monitored intruder alarm systems, maintaining a working relationship with the Police Approved Alarm Companies and performing the duties of a crime prevention officer.

Drug Prevention Officer

The role of the Police Drug Prevention Officer is relatively new and has still to be fully developed. The post holder's principal functions are to develop and implement drug and abuse prevention programmes, to liaise with local and overseas substance abuse agencies, and to deliver presentations on the subject of drug and substance abuse throughout the community.

Constable Rodney Trott served as the Police Drug Prevention Officer during the first six months of 2002. Following his resignation from the Service (effective at the end of July 2002), the post remained vacant for the remainder of the year.

The vast majority of Constable Trott's requests for drug awareness presentations again came through the Government school system (18), even though he made a concerted effort to promote his services (including his awareness presentations), to the business sector. PC Trott also conducted 15 security reviews in 2002 and carried out preparatory work for a new Bermuda Police drug awareness brochure.

AIRPORT SECURITY UNIT (ASU) *Sergeant Robert Pratt*



Overview

In 2002, the Airport Security Unit (ASU) attempted to meet its stated objectives as listed in our Standing Orders, the main one being to ensure the safety and security of the Bermuda International Airport (BIA). The ASU managed to meet the challenges that arose during the year despite being thwarted by a distinct lack of manpower for the majority of our operational hours.

From September 12, 2001 to July 7, 2002 the BIA was directed to be on a heightened Security Alert. The ASU and the rest of the BPS played its part in assisting the airline agencies fulfill the requirements of this alert.

Operational Strength

The Airport Security Unit station is open from approximately 0530 hours to midnight each day. The Airport Security Officer (ASO), a Police Sergeant, is the officer in charge of this unit. There should be minimum of two Constables attending the station during each shift (0530 – 1330; 1100 – 1900; and 1600 – 2400 hours). These constables are drawn from the Operational Policing Division, predominately the St. George's Station.

New Policies Adopted

- Screening Points – all persons issued passes to restricted zones were directed to specific points to be searched and screened by officers of the Airport Security Police. Civilians were no longer allowed direct access to sterile areas via the rear door of the police station.
- VIP Protocol Policy – approved by Cabinet in February. Persons could only be issued passes to greet arriving VIP's air-side with the prior permission of the Cabinet Secretary.

- Memorandum of Understanding for Air Marshals – prepared by the ASO to lay out policies in regard to the carrying of firearms by US Air Marshals on the US Airways flight from Washington DC to Bermuda commencing July 7.
- Security Directive – instituted September 12, 2001. Continued to be followed throughout 2002. Consisted of directions mandated by the UK government in the area of aviation security.

New Strategies/Initiatives Adopted

- Newsletter – by utilising the e-mail capabilities of the BPS computer system, the ASO disseminated instructions and information in regards to the Airport to all personnel who were working or could be working at the ASU in the near future. This strategy replaced notes left in the Constables Instruction Book and other means of communication which were received by limited numbers of Constables.
- Extended Temporary Passes – the ASO sought and received authorisation to issue Temporary Passes up to a maximum of 14 days. This cut back significantly on the number of individual passes that needed to be issued by the ASU.
- Airport Standing Orders – redrafted by the ASO to reflect recent developments and directives.
- Airport Incidents List – an annual compilation was made of all incidents related to the airport in which the BPS was involved. This compilation was forwarded to senior OPD officers as well as the DAO's Aviation Security Officer.

Achievements

- Counter Terrorism Contingency Plan – between October 18th - 19th, 2002 exercise "Bermuda Liberty" was staged as a means to test Government's newly drafted plan. It involved members of the ASU, the rest of the Police Service and other emergency services. The scenario went off generally well and the debriefing observations will be used to fine-tune the plan.
- Parking Control – 1,330 parking summonses were issued for the calendar year. Through vigilance and enforcement there seemed to be an improvement in adherence to the parking regulations at the BIA especially in the drop-off area outside the Departure Hall.

Local & Overseas Training

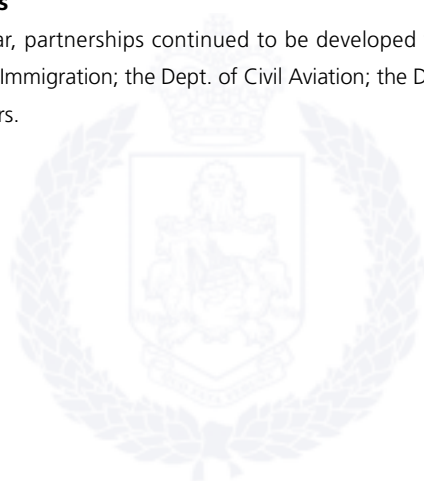
Constables working at the airport received no specific aviation safety or security training. Knowledge of the BIA operations was acquired by on-the-job training.

The ASO received the following training in 2002:

- Advanced Management & Personal Development Course. BPS Training Centre March 4th – 22nd.
- Aviation Security Managers Course, Miami, USA, March 25th – 29th.
- Aviation Security Crisis Management Course, Warwick Camp, April 22nd – 26th.
- Basic Fire Safety Training Course, Bermuda Fire Brigade HQ, May 9th.

Partnerships

During the year, partnerships continued to be developed with: the airlines, HM Customs, Bermuda Immigration; US Customs & Immigration; the Dept. of Civil Aviation; the Dept. of Airport Operations; Airport Security Police and the airport screeners.



BERMUDA RESERVE POLICE

Commandant Eugene Vickers, CPM



The highlight of 2002 for the Bermuda Reserve Police Officers was undoubtedly the Reserve Police Commandants World Conference. This event was held at the Sonesta Beach Hotel in Bermuda October 14th – 19th, 2002. It was the first time that an event of this significance was held in Bermuda for Reserve Police Officers.

The success of this event was due in no small way to the organising committee, which was composed entirely of Reserve Police Officers. Sergeant Alex MacDonald provided the committee with the benefit of his expertise and advice before and during the event. The reward for the many hours of hard work was visible during and after the Conference in the warm congratulations and thanks that were received by all our officers from visiting overseas delegates.

The Conference was opened by His Excellency the Governor, Sir John Vereker, KCB, The Honourable Minister of Labour, Home Affairs and Public Safety, Terry Lister, JP, MP and the Commissioner of Police, Jonathan D. Smith, C.P.M., B.Sc. Dip. Crim. There were a variety of guest speakers during the event from Bermuda and overseas.

The largest delegation came from the Bahamas. However, delegates arrived from the United States, Canada, Cayman Islands, Wales, and England and even as far away as Germany.

Receptions were held in the evenings which were hosted by H.E. the Governor, the Premier, the Mayor of Hamilton and the Commandant of the Bermuda Reserve Police. The Commissioner of Police hosted a luncheon.

From this event was born the International Association of Reserve Police Executives. Following the election of an Executive Committee it was a compliment to the Bermuda Reserve Police that their Commandant, Eugene Vickers, was elected as chairperson of the Association. The Association plans to have a conference in October 2003 in Nassau, Bahamas.

Overseas Training

The Deputy Commandant, Huw Lewis, led a group of Reserve Police Officers to Detroit, Michigan. They participated in some classroom training, operational patrols and even helicopter patrols. The Commandant took members of the Bermuda Reserve Police Executive Committee on a training tour to the United Kingdom. There they visited the South Wales Police Headquarters and spent a full day making classroom presentations.

The evenings were spent on operational patrols in the towns and in the open countryside. The tour party then moved to the City of London Police. They patrolled day and night in the City on eight-hour shifts. Classroom sessions were also held. Visits were made to the Metropolitan Police.

Local Training

Only one local training course was held in 2002 due to the small number of applicants. The contents of the Basic Course is constantly under review and now includes Officers Safety Training with ASP Baton and Quik-cuffs. Supervisory Management courses were also held during 2002 for Reserve supervisors. Driving instructions for cars and scooters were provided and authorisations were received.

Meetings

The Executive Committee of the Bermuda Reserve Police meets every Tuesday. This Committee is comprised of the Commandant, Deputy Commandant, Superintendent, Chief Inspectors and the Executive Officer. The Divisional Officers (Inspectors) and their Sergeants, as well as all members of the Executive Committee have a monthly meeting.

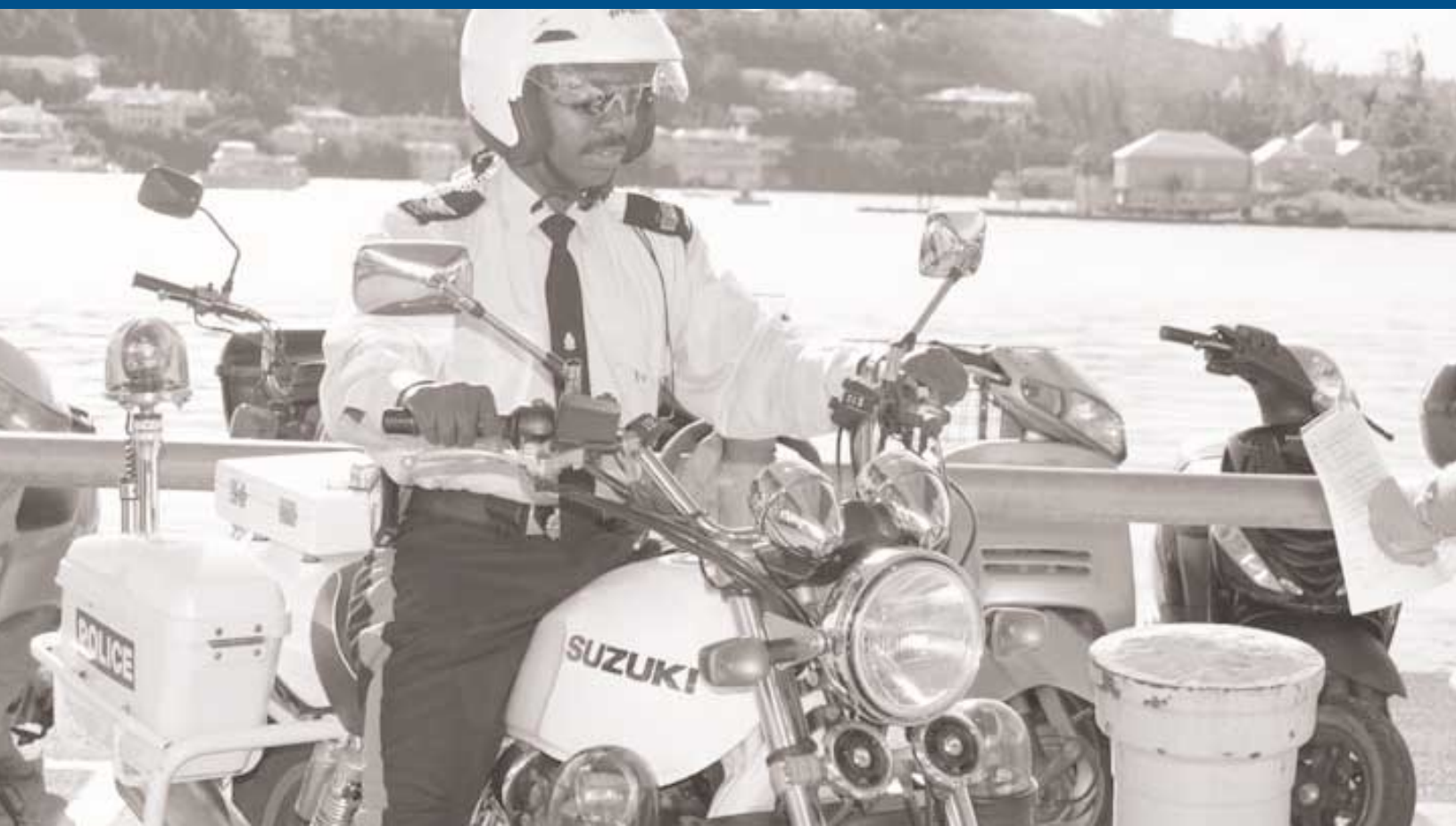


Reserve Superintendent Robinson also has a scheduled weekly meeting with the Operational Policing Division Superintendent, Sinclair White. The Reserve Commandant is a member of the Bermuda Police Strategic Executive Group. He is also a member of the Policy Committee. The Deputy Commandant is a member of the Operational Commanders Group and attends their meetings. Various other meetings were attended when required.





“Service is the consistent application of the Bermuda Police Services obligation to protect the public and to ensure the quality of life in Bermuda for all residents.” – *Assistant Commissioner Carlton Adams*



DEPARTMENTAL STATISTICS

FINANCE & ADMINISTRATION

Annual Budget

	2000/01	2001/02	2002/03
Salaries	28,262,000	29,287,000	30,342,274
Wages	644,000	730,000	730,179
Other personnel costs	3,702,000	3,317,000	3,164,948
Total Employee Expenses	32,608,000	33,154,000	34,237,401
Other operating expenses	4,942,000	6,318,000	5,355,109
Total Operating Budget	37,550,000	39,472,000	39,592,510
Capital acquisitions	1,274,000	2,101,000	4,534,437
Capital development	1,530,000	4,850,000	4,592,928
Total Annual Budget	40,354,000	46,423,000	48,719,875

ADMINISTRATION STATISTICS FOR 2000 – 2002

The strength of the Bermuda Police Service on December 31, 2002

	2000	2001	2002
Commissioner of Police	1 (1)*	1	1
Deputy Commissioner of Police	1	1	1
Assistant Commissioner of Police	0	1	1
Superintendents	2	5	5
Chief Inspectors	10	8	8
Inspectors	20	23	26
Sergeants	67	69	77
Constables	316	312	298
Civilians	93	98	96
Totals	511	518	513

*Commissioner Jean Jacques-Lemay/Commissioner Designate Jonathan D. Smith

ALARM INSTALLATIONS FOR 2000 – 2002

Installations:

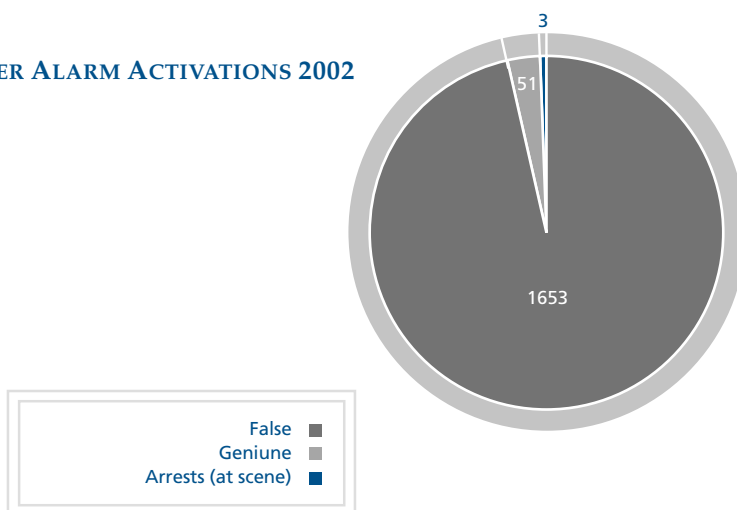
Alarms monitored by Police (COMOPS)	2000	2001	2002
Bermuda Alarm Company	76	76	49
Bermuda Central Station	24	24	–
Bermuda Telephone Company	52	52	7
Security & Communications (Baldwin)	59	59	–
Totals	211	211	56

Alarms monitored by Central Stations*

Anderlin Industries Ltd	85	109	158
Bermuda Alarm Company (Safeguard Security)			
Incorporating Int. Security Investigations/Sentry Alarms	1,035	1,100	1,160
Bermuda Central Station (Island Wide Security)	1,437	1,357	1,238
Bermuda Telephone Company	25	25	6
Digital Electronics	17	57	63
Guardwell Security Services	7	10	5
Intelli Home Electric (A.E.C.)	6	8	8
Pro-Tech Security Security Services	92	77	–
Integrated Systems of Bermuda	–	–	15
International Security & Fire	–	–	20
2 Tech	–	17	16
Sub Totals	2,704	2,704	2,689
Grand Totals	2,915	2,971	2,745

- 1) * Figures based upon information supplied by the Alarm companies themselves.
- 2) Some additional systems are monitored abroad, for which the Police Service has no information.

INTRUDER ALARM ACTIVATIONS 2002



ROAD TRAFFIC COLLISION STATISTICS FOR 2000 – 2002

Statistics Analysis

	2000	2001	2002
Fatals	6	11	2
Serious injury	156	181	191
Slight injury	1,049	1,052	1,099

Main Causes of Collisions

Bad road surface	167	207	217
Entering main road carelessly	205	167	196
Following too closely	228	229	213
Inattention	724	856	841
Inexperience	399	364	370
Overtaking improperly	167	182	189

Miscellaneous Statistics

Failure to stop	200	228	278
First aid rendered by Police	245	243	255
Children involved	63	58	75
Pedestrians involved	45	44	56
Animals involved	19	21	12
Pedal Cycles	37	35	32

Single Vehicle Collisions

Four wheeled vehicles	160	193	209
Motor cycles/scooters	84	117	102
Auxiliary cycles	54	77	78
Livery cycles	311	224	233
Pedal cycles	9	12	9

Percentage Analysis of Vehicles Involved

	2000	%	2001	%	2002	%
Private cars	2,429	50.5	2,567	51.2	2,695	51.0
Motor cycles/scooters	668	13.9	725	14.5	781	14.8
Auxiliary cycles	479	9.9	553	11.0	524	9.9
Livery cycles	471	9.8	362	7.2	389	7.3
All trucks	516	10.7	542	10.8	617	11.6
Taxis	268	3.5	177	3.5	178	3.4
Public Service Vehicles	43	0.9	48	1.1	72	1.4
Pedal cycles	37	0.8	35	0.7	32	0.6

ROAD TRAFFIC COLLISION STATISTICS FOR 2000 – 2002 *(continued)*

Ages of Persons Involved

	2000	%	2001	%	2002	%
Up to 15 years of age	63	1.3	58	1.1	75	1.4
16 – 20 years	741	15.3	555	10.9	577	10.8
21 – 30 years	1,072	22.1	1,023	20.1	1,021	19.1
31 – 40 years	1,188	25.3	1,209	23.7	1,272	23.8
41 – 50 years	863	17.7	1,067	21.0	1,163	21.7
51 – 65 years	690	12.9	824	16.2	901	16.9
66 years and over	237	4.4	356	7.0	338	6.3

Total Number of Vehicles & Animals Involved in Collisions

Vehicles	4,811		5,009		5,288	
Animals	19		21		12	
Totals	4,830		5,030		5,300	

STOLEN VEHICLES

Year	2000	2001	2002
Cars	45	60	55
Motorcycles	512	645	849
Auxiliary Cycles	290	332	393
Livery Cycles	86	68	120
Pedal Cycles	55	38	52
Other Vehicles	5	15	11
Totals	993	1158	1480

POLICE SUPPORT UNIT (PSU)

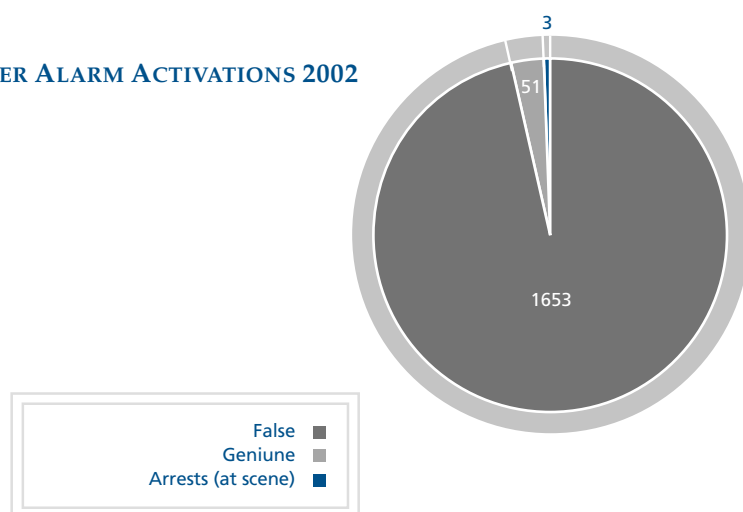
Arrests

Offence	2001	2002	% Difference
Warrants	484	291	-39
Drug Possession	88	178	+102
Possess Drug Equipment	10	27	+170
Impaired Driving	15	22	+46
Offensive Words	19	57	+200
Drinking in a Public Place	38	31	-18
Threatening Behaviour	10	12	+20
Possess Offensive Weapons	3	16	+433
Begging	1	8	+700
Total Arrests	765	800	+4
All Arrests Except Warrants	281	509	+81

Activity

Drug Seizures (no arrests)	189	220	+16
Disturbances	53	228	+330
Loud Music	6	24	+300
Annoying Persons	12	61	+408
Domestic Reports	13	31	+138

INTRUDER ALARM ACTIVATIONS 2002



RECORDABLE CRIMES BY CATEGORY FROM 2000 – 2002

	2000			2001			2002		
Major Offences	KNOWN	CLEARED	CLEARED %	KNOWN	CLEARED	CLEARED %	KNOWN	CLEARED	CLEARED %
Offences Against the Person									
Murder	0	0	0	3	3	100	2	2	100
Attempted Murder	1	0	0	1	1	100	3	2	67
Manslaughter	1	1	100	1	1	100	1	1	100
Grievous Bodily Harm	41	23	56	63	39	62	54	32	59
Wounding	78	45	58	69	42	61	71	53	75
Assault-Bodily Harm	231	134	58	217	149	69	174	113	65
Robbery	65	23	35	87	29	33	50	13	26
Serious Assault on Police	17	10	59	15	11	73	10	10	100
Unlawful Carnal Knowledge	7	6	86	8	7	87	19	16	84
Sexual Assault	35	19	54	52	28	54	46	31	67
Sexual Exploitation	13	8	61	4	2	50	17	12	71
Other Offences Against the person	25	9	36	12	6	50	19	13	68
Subtotal	514	278	54%	532	318	60%	466	298	64%
Offences Against Property									
Arson	2	1	50	5	0	0	9	2	22
Burglary	161	24	15	136	26	19	187	19	10
Housebreaking	292	55	19	430	98	23	373	65	17
Storebreaking	82	14	17	82	33	40	103	7	7
Officebreaking	34	7	20	38	5	13	55	9	16
All Other Breaking Offences/Attempts	345	39	11	314	62	20	313	36	11
Poss. Of Housebreaking Tools	6	1	17	5	5	100	5	4	80
Receiving	15	10	67	18	16	89	9	7	78
Forgery & Uttering	192	146	76	205	106	52	213	103	48
False Pretences/Credit By Fraud	203	145	71	183	102	56	217	109	50
Larceny Servant	86	48	56	83	24	29	99	59	60
Stealing from the Person	64	33	52	89	32	36	71	33	46
Stealing from Dwelling House	150	40	27	176	49	28	172	28	16
Stealing from Beaches	19	2	10	10	2	20	15	1	7
Stealing from Hotel/Guest House	34	0	0	46	5	11	49	2	4
Stealing Boats	11	2	18	9	0	0	0	0	0
Stealing Marine Equipment	34	16	47	4	1	25	0	0	0
Handbag Snatch	20	4	20	26	4	15	18	3	17
Removed Cycles	930	310	33	1144	73	6	1430	92	6
Removed Motorcar/Other Transport	105	23	22	143	10	7	122	21	17
Trespass in Dwelling House	61	25	41	28	17	61	18	10	56
Shoplifting	182	123	68	102	71	70	109	76	70
Stealing from Unattended vehicle	217	26	12	241	37	15	187	20	11
Other Stealing Offences	552	121	22	609	180	30	550	138	25
Wilful Damage (over \$60)	375	96	67	335	95	28	369	104	28
Other Offences Against Property	8	3	37	3	3	100	5	4	80
Subtotals	4180	1314	31%	4464	1056	24%	4698	952	20

	2000			2001			2002		
	KNOWN	CLEARED	CLEARED %	KNOWN	CLEARED	CLEARED %	KNOWN	CLEARED	CLEARED %
Other Offences									
Counterfeit Currency/Coinage Offences	172	103	60	90	3	3	53	1	2
Possession of Offensive/Proh. Weapons	86	68	79	47	31	66	83	61	73
Firearms/Explosive Offences	5	4	80	9	3	33	13	6	46
Perjury	0	0	0	0	0	0	0	0	0
Bribery/Corruption	0	0	0	0	0	0	0	0	0
Sedition	0	0	0	0	0	0	0	0	0
All Other Offences	51	42	82	52	38	73	57	47	82
Currency Offences	0	0	0	0	0	0	0	0	0
Subtotal	314	217	69%	200	75	37%	206	115	56
Grand Total	5008	1809	36%	5196	1449	28%	5370	1365	25
Increase in Major Crime between 2000 – 2001: 4% Increase in Major Crime between 2001 – 2002: 3%									
Minor Offences									
Drunk & Incapable	20	20	100	13	12	92	16	14	87
Drinking In a Public Place	25	24	96	35	33	94	24	23	96
Offensive Words / Behaviour	102	80	78	131	95	72	110	96	87
Threatening Words / Behaviour	155	131	84	170	127	75	146	82	56
Indecent Exposure	9	6	67	10	4	40	9	4	44
Assault On Police	36	33	92	31	25	81	34	32	94
Common Assault	178	111	62	184	109	59	199	125	63
Violently Resisting Arrest	48	45	94	42	36	86	56	45	80
Prowling	39	11	28	37	10	27	31	6	19
Trespass Public/Priv. Prem.	49	30	61	34	26	76	34	25	73
Wilful damage (under \$60)	78	24	31	72	20	28	50	22	44
Dogs Act Offences	29	19	66	125	118	94	10	3	30
Powercraft Offences	55	55	100	6	2	33	11	11	100
Annoying Telephone	71	39	55	50	26	52	51	7	14
All Other Offences	124	95	77	111	79	71	140	92	66
Totals	1018	723	71%	1051	722	69%	921	587	64

Increase in Minor Crime 2000 – 2001: 3%
 Increase in Overall Crime 2000 – 2001: 4%
 Decrease in Minor Crime 2001 – 2002: 12%
 Increase in Overall Crime 2001 – 2002: 0.7%
 Margin of error 0.1%

TOTAL AMOUNT OF DRUGS SEIZED 2000 – 2002

Substance	2000	2001	2002
Cannabis	73.90 kilogrammes	41.92 kilogrammes	360 kilogrammes
Cannabis Resin	644.53 grammes	1.59 kilogrammes	1.55 kilogrammes
Diamorphine (Heroin)	211.80 grammes	1.88 kilogrammes	2.63 kilogrammes
Cocaine	5.017 kilogrammes	16.29 kilogrammes	40.90 kilogrammes
Cocaine (Freebase)	1.878 kilogrammes	4.17 kilogrammes	3.96 kilogrammes
Cannabis Plants	230	604	34
Methamphetamines	–	240 pills	65 pills

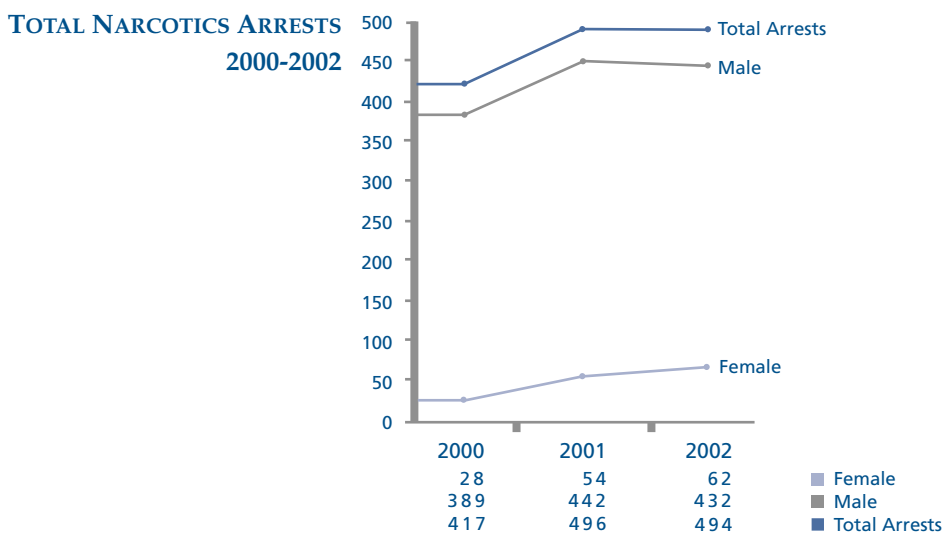
- 586 kilogrammes of cocaine was found on a yacht in August 2001 – however, it was not destined for Bermuda. *(Not included in table above.)*
- 65 kilogrammes of cocaine was found at the Bermuda International Airport in three suitcases on a flight diverted to Bermuda in September 2001. *(Not included in table above.)*

TOTAL AMOUNT OF DRUGS SEIZED 2000 – 2002

Location	2000	2001	2002
Bermuda International Airport	29 + 2 (departure)	48	33
Airport Mail Facility	11	14	7
General Post Office	1	3	7
Cruise Ships	10	8	82
Courier Companies	9	3	13
Cargo Shed	3	1	1
Street (Arrests made)	389	433	361
Street (No arrests made)	314	350	281
Hamilton Docks	–	–	–

Major Seizures (Included in Drug Seizures)

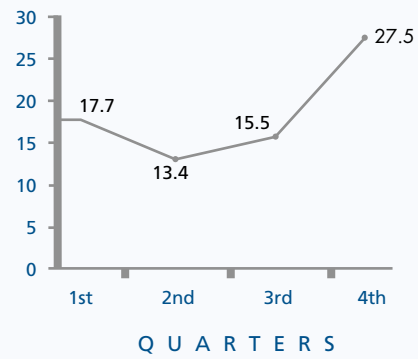
With Arrests	14	24	15
Without Arrests	27	20	34
Totals	768	860	781



BPS PERFORMANCE INDICATORS

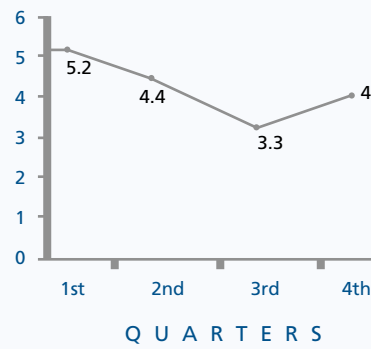
HOUSEBREAKING 2002

Per 1000 dwelling units
(i.e 17.7 per 1000)



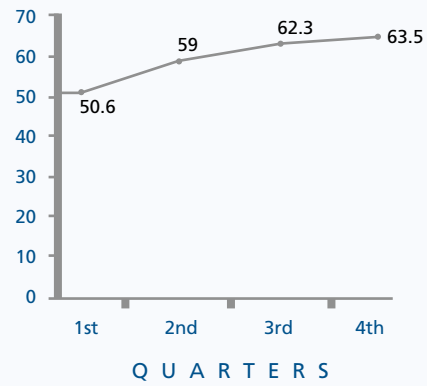
CRIMES OF VIOLENCE 2002

Per 1000 population
(i.e. 5.2 per 1000)



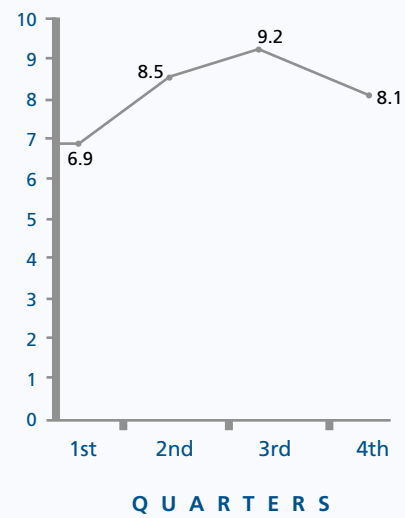
VEHICLE CRIMES 2002

Per 1000 cycles
(i.e. 50.6 per 1000)



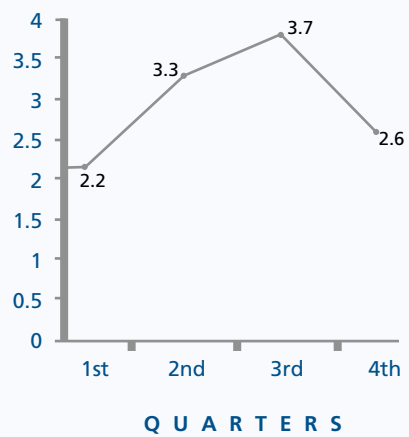
THE DAILY COLLISION RATE

Collision Per Day



DAILY INJURY COLLISION RATE

Daily Injury Rate





BERMUDA
POLICE
SERVICE