

Our Mission:  
To ensure  
a safe, secure  
and peaceful  
Bermuda for  
all... because  
we care.



## 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 practising 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.



**The Hon. Paula A. Cox,**

JP, MP

*Minister of Labour,  
Home Affairs  
and Public Safety*





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

Your Excellency,

It is my honour and pleasure to submit this report  
on Policing in Bermuda for the year ending 31st  
December, 1999.

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

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I am indeed proud and honoured to present my third Annual Report as Commissioner. As the Bermuda Police Service, along with the rest of the Island, stood on the threshold of a new millennium, it was a humbling and sobering experience to reflect back on the many hurdles and obstacles that had been successfully overcome. It is a credit to the senior management team of the Service and to the serving officers and civilian staff that have laboured with me in ensuring that Bermuda remains a safe, secure and peaceful Island for residents and tourists alike.

In 1999, the organisational restructuring of the Service moved forward with the long-awaited Core Functions Review and Core Values Exercise being carried out and completed. Both were extremely labour-intensive projects that required commitment, patience, perseverance and teamwork. The immediate result of the two reviews was the production of a new two-year Strategic Plan of the Bermuda Police Service, designed to ensure the involvement at all levels and of all members of the Service.

Special appreciation is extended to the Director of Management Services, Mr. Colin Blades, for the assistance and staff he has provided to the Service in studies leading up to the Core Functions Report.

The Core Functions Exercise sought to identify the "core" and "ancillary" tasks being performed by the Service and to determine how effectively and efficiently these tasks were being carried out, as well as whether they remained an integral part of the Service's mandate. The Core Functions Exercise was carried out against the general background of the 1995 Service Strategy, which fell somewhat short in making the required transition from the traditional reactive-style policing to a more proactive approach to policing. Proactive approaches that are the most successful are usually based on extensive participation of the members of the Service in the design and implementation of the strategies of the Service, as well as in shared leadership towards commonly developed and agreed goals for the Service.

The Service-wide Core Values Exercise, conducted in November, sought to determine and define from within, exactly what the Service ought to "stand for", and resulted in a new Service Mission Statement, eight Core Values and a five-year Vision statement. While some people feel that the search for Core Values in an organisation is "organisational soul-baring", it has proven for many major corporations, the single best exercise that prepares businesses for the future and their toughest challenges that are yet to come. Some try to dismiss the search for Core Values as "soft stuff", and this might be easy to accept, if there weren't so many values-driven corporations that continually outperform their competitors.

If General Electric, Disney Corporation, Sony and Hewlett-Packard can put values to the forefront of their operations, and increase profit by doing so, it is time for policing to accept the same approaches to improvement. Today it is a truism in the culture of any organisation that the values the company says it lives by will influence the decisions and choices of its managers. The Core Values developed by the Service during 1999 will let all citizens in Bermuda know what it is that the Service stands for, not just what it aims to do for them.

A review of all existing Service policies and strategies will ensure they mirror the best qualities and those values recently identified in the Core Values Exercise. This policy review will focus primarily on the human resource policies and practices.

1999 also saw the establishment of the Project Renewal and Implementation Team (PRIT). This team is assisting senior managers on the Policy Committee to develop and to implement new strategies for various types of police initiatives; for example, community policing, crime management, perform-

ance indicators, a human resource management system, and of course, the continuation of the succession planning ideology. With these strategies in hand, the senior strategists can then identify Short-Term Operational Plans (STOPS) for each unit, department or division in the Service that will fulfil the police programme strategies.

It is my intention to transform the Bermuda Police Service into a proactive institution that will involve the citizens of Bermuda as partners in the development of the style of policing that will secure their safety and reduce the fear of crime.

On that note, one will see in the Review of Crime the necessity of having vital instruments such as the Core Functions Review in place to 'benchmark' critical areas such as manpower. The serious manpower shortage that peaked this year is unfortunately reflected in the crime figures, particularly in the detection of crime. We are confident however, that the sustained dialogue and progress experienced with the Government will eventually result in the recruitment of overseas officers to supplement our ranks sometime in the new millennium. It has been a long, but necessarily thorough process that takes into consideration both the short- and long-term objectives of the Bermuda Police Service and the Government and people of Bermuda in a mutually beneficial resolution.

A number of key pieces of legislation were enacted which had a direct impact on the Service. These include the Coroner's Amendment Act 1999, the Auxiliary Bicycles Amendment Act 1999, the Motor Car Amendment Act 1999, the Criminal Justice (International Co-operation [Bermuda]) Amendment Act 1999, the Stamp Duties Amendment Act 1999, the Proceeds of Crime Amendment Act 1999, the Prohibition of Importation of Gaming Equipment Act 1999 and the Indictable Offences Amendment Act 1999.

As one of the newer units within the Operations Division, the Information & Technology Department came into its own with the appointment of a civilian Manager of Technology. Although preliminary preparations had started back in 1997, this year the tasks were concentrated on essential fine-tuning and upgrades to the main police computer systems, the acquisition of a new radio system and revisions of the 911 emergency call system. In addition, extensive audits of all systems were also carried out to ensure that the Service, and consequently the Emergency Measures Organisation, could meet any eventuality that might present itself during the millennium transition. Certainly, the civilian IT manager, Mr. Mike Tucker and his staff are deserving of singular praise for prudent foresight and dedicated commitment to preparing the Service for this historic event.

The Traffic Department has had a commendable year with the establishment of de-centralised Traffic Enforcement Units. De-centralisation of the Traffic Enforcement capability and resources to the divisions allowed local divisional commanders to plan their Traffic Control responses more effectively within their own geographical locations and needs. As a direct result, there has been a considerable accompanying improvement in road safety, with reductions in the numbers of fatal and injury-incurred traffic accidents.

Following the introduction of a police sergeant as Crime Stoppers' first full-time director, the crime-fighting organisation, housed in the Crime Prevention Unit is included in the Annual Report for the first time. The initiative has taken root in Bermuda and its value, particularly in drug interdiction efforts, as you will read, cannot be understated.

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

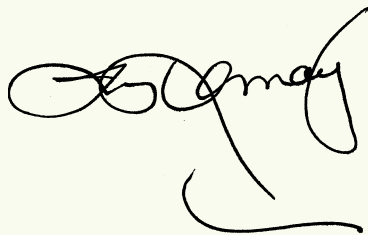
The year was punctuated with a particularly notable visit: that of Her Royal Highness, the Princess Royal in October. Princess Anne enjoyed a whirlwind four-day working visit of Bermuda that from an operational policing stance was wonderfully successful. Earlier in the year, former British Prime Minister John Major and his wife Norma visited in April. Other notable visits included that of the Prime Minister of Jamaica, the Rt. Hon. Percival J. Patterson, P.C., QC, M.P., on the occasion of the Convening of Parliament, HRH Prince Faisal of Saudi Arabia; and private visits by the Duke and Duchess of Kent.

Although the Bermuda Police Service's local recruiting woes have been publicised as a relatively recent dilemma, in actual fact, the Service has experienced difficulty in attracting Bermudians to its ranks throughout its 120-year history. The re-introduction of the Service's Career Development, Education and Training (CADET) Programme was researched by the Human Resources Department and formally presented to the Policy Group and subsequently to the Cabinet for approval this year. It contained several amendments safeguarding against abuse of the generous benefits the three-year programme offered. It is anticipated that the first batch of recruits will be sworn in and begin their training early next year. The introduction of CCTV within the City last year is certainly beginning to show some benefit. It is anticipated that with continued training of both regular and Reserve officers, measurable results will be able to be recorded for 2000.

The new millennium promises to hold much in store not only for the Bermuda Police Service, but also for the entire community. It is significant that we are poised on the threshold of it in a state of significant metamorphosis: committed and embracing a new mission, upholding those values that every police officer has declared is important to the carrying out of his or her responsibilities, and eagerly anticipating the realities contained in the vision for the Service.

As always we cannot fail each year to thank members of the public for their continued support this past year. Many have been understandably frustrated with what they have come to see as a reduction in the high level of service that we are used to providing, and which the public deserves and has come to expect.

What has been particularly rewarding has been a sustained level of public support, despite the challenges we have faced. A public opinion survey performed in October indicated that the Bermuda Police Service had overwhelming support, and that an appreciative majority believed that Police are doing a good job. Needless to say, this is heartening and indicative of the level of commitment our men and women are prepared to make in ensuring the security of these lovely isles. To them I say a heart-felt thank you.



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





**Roger Kendall**  
Chief Inspector  
**Derek Smith**  
Chief Inspector

*CCTV was introduced into*

*the Service with the*

*cameras installed within*

*the confines of the*

*City of Hamilton.*

*Trained Reserve Police*

*Constables at Operational*

*Control continually*

*monitor the cameras.*

## **INSPECTORATE**

*Chief Inspectors Roger Kendall and Derek Smith*

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

### **Reviews/Audits**

The Finance and Administration Departments were assessed during the year, in order to identify any potential risk areas. Their compliance to existing Service Standing Instructions, procedures and general laws was also assessed. It is believed that such an exercise will benefit both Departments and the entire Service. Due to a change of command in the Narcotics Department, an audit was conducted on all narcotics exhibits and storage locations.

### **Policy Committee**

Policy Committee comprises all officers of the rank of Chief Inspector and above, senior civilian managers and the Chairman of the Bermuda Police Association. It is responsible for both the formulation and establishment of policies governing the administration and operations of the Bermuda Police Service. Approved policies are subsequently promulgated through Service General Orders and placed in Service Standing Instructions. During the year Policy Committee approved the following papers:

### **Firearms Manual and Explosive Ordnance Disposal Manual**

These papers regulated procedures and are restricted for security purposes. A Firearms Log Policy was also approved.

### **Tape Recording of Interviews**

Recent legislation, which only applies to indictable offences, provided for the phasing in of the process. It was agreed that the trial period would be conducted in the Commercial Crime and Community and Juvenile Services Departments. There are both training needs and physical plant renovations required to facilitate further progress in this initiative.

### **Shift Scheduling**

A pilot scheme for a new shift system was agreed to be conducted in Eastern Division. This scheme involves the trial of five Watches instead of four Watches. A Shift Scheduling Implementation Committee was formed to oversee this project and trial period.

### **Searches of Juveniles**

A paper regulating the searching of juveniles.

### **Impounded Vehicles**

The process of impounding vehicles and assisting in the transportation of those drivers/riders affected.

### **Mistaken Identity**

Establishing proper procedures to be carried out when identifying persons in police custody or if persons are suspected of committing an offence.

### **Resuscitators**

Standard equipment and training in the use of resuscitators.

### **Officer Safety**

Policy approved the recommendations of the Officer Safety Committee in respect of the requirements and training in the use of rigid bar handcuffs and expandable batons.

### **Personal Appearance**

Service Standing Instructions were amended to include specific instructions on appearance and permissible jewellery.

### **Closed Circuit Television**

CCTV was introduced into the Service with the cameras installed within the confines of the City of Hamilton. Trained Reserve Police Constables at Operational Control continually monitor the cameras. It is anticipated that this system will eventually be expanded to the north of the City.

### **Cadet Scheme**

The Cadet Scheme, which was terminated several years ago, had Government's approval to be revived. The revised Scheme, intending to attract Associate Degree college students, was approved with an anticipated implementation date of January 2000.

### **Project Renewal Team**

A Project Renewal and Implementation Team (PRIT) was established, comprising a chief inspector, a sergeant and a constable. The Team will be responsible for driving the Strategic Plan and implementing change within the Service. The combined experience and expertise of the officers are expected to weigh heavily in the process of organisational renewal and development of relevant new strategies, programmes and initiatives.

### **Core Functions/Core Values Reviews**

The new Government requested that the Core Functions Review be conducted before the Core Values Exercise. This Review involved all departments, sections and the majority of personnel within the Service. It examined what functions were actually performed by police officers, in addition to what the Service is mandated to do according to law. A report was completed in April. The Core Values Exercise followed the Core Functions Review in August, and involved both officer and civilian staff. At the conclusion of the Review, the Core Values and a Mission Statement of the Service were developed. The participants also identified a vision of the Service's future. A representative ad hoc committee was then established, tasked with keeping the Service informed of the achievement of reforms duly recommended in the Exercise.



## OPERATIONAL PLANNING UNIT

*Inspector John Skinner, B.Sc.*

The main duties of the inspector responsible for this Unit involve:

- Acting as Liaison Officer with local and visiting military units
- Assisting the Officer in Charge of Specialist Operations in his capacity as Disaster Planning Co-ordinator
- Preparing National and Police Incident Response Plans
- Researching and preparing strategic planning documents for the Commissioner of Police and other members of his Command Team
- Providing administrative support for the senior committees of the Bermuda Police Service
- Preparing Police Special Event Orders, including ceremonial and major sporting administrative support to the Explosive Ordnance Disposal Team

During the year, 32 ceremonial and sports-related Police Operational Orders were prepared, slightly more than the previous year. There were two Change of Command Ceremonies conducted; one in Eastern Division and one for the change of command for the Bermuda Reserve Police. One security-related Standing Order was produced.

Highlights of the year included:

- The by-election in Paget West on March 31st
- The movement of generators and engines from the Hamilton Docks to the BELCO site on Cemetery Road, Pembroke by the Bermuda Electric Light Company Ltd. in late August. This was the heaviest load movement ever attempted in Bermuda and became a major spectator event

- Visit by HRH the Princess Royal, October 5th - 8th

- A number of millennium-related Operational Orders for the mitigation of the 'bug' and the related celebrations

The Unit also assisted in the preparation of the Governor's Crisis Management study period, an internal security-related event. Assistance was also rendered to the Commissioner in the preparation of presentations to the Governor In Council, other Government Departments and within the Bermuda Police Service.

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 EMO met on several occasions and exercises were held to maintain its high standards of emergency preparedness.

There were twelve named storms in the western Atlantic during the 1999 Hurricane Season, eight of which reached hurricane status, and five which reached Category 3 or higher. The Bermuda Police ComOps Unit received Bermuda Weather Service weather alerts to two potentially severe weather systems that could affect the local area. These were Hurricanes Arlene and Gert. Gert passed very close to Bermuda on September 22nd, necessitating the activation of the EMO.

The Operational Planning Unit was represented on the Port Committee of the Tall Ships 2000 Bermuda to assist in the planning for the hosting of a large number of Tall Ships and young trainees in Bermuda in June 2000. As part of this preparation, a visit was made to Greenock, Scotland in August to view the planning and policing of the 1999 Cutty Sark Tall Ships Race.



*Training courses improve knowledge and develop team building and leadership skills*





**Mrs. Evelyn James Barnett**  
*Public/Media Relations Manager*

*It was often best to*

*launch into a proactive*

*offensive with education*

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*involved the police.*

## **PUBLIC AND MEDIA RELATIONS**

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

The Bermuda Police Service was very much in the public eye in 1999. The relative peace experienced the previous year gave way to a series of high-profile events that riveted the attention of the public, and kept the **Public and Media Relations Office** quite busy. It was often best to launch into a proactive offensive with education and information on a host of issues that involved the police. Certainly, the acute manpower shortage was an abiding news item that both overshadowed and underscored the effectiveness (or perceived lack thereof) of police operations throughout the year. Whilst the majority of the public could appreciate the dilemma facing the Service, by far the greater concern was that of one's personal security and safety and the ability of the Bermuda Police Service to cope with crime and the looming Y2K-related issues. In April, the Service lost the invaluable expertise and wisdom of Deputy Commissioner Harold Moniz, followed soon after by the Assistant Commissioner of Police, Alan Bissell.

The Service launched a massive local recruitment campaign in May at the behest of Public Safety Minister, Paula Cox. The National Recruitment Team headed by Chief Inspector Sinclair White swung into full gear for the six-week long "Take A Closer Look" campaign. This lively, media-intensive initiative showcased police in television ads for the first time and reinforced their recruitment message with supporting radio and print ads. The NRT also visited schools, clubs and community service organisations with its appeal, using local officers as role models. Although a record number of applications were received by the end of the campaign, only 18 successfully completed the recruitment process. The Service is particularly indebted to local ad and production agencies, AdVantage, Fresh Creations and RF Communications for their exceptional work and co-operation, and to the local media (print and

broadcast) for the tremendous amount of support given in the lead-up to and aftermath of the recruitment campaign.

With literally a few weeks' notice, police officers and civilians pooled their talents to submit a last-minute float entry in the Bermuda Day Parade, in tribute to the 120th anniversary of the Bermuda Police Service that would be officially celebrated in October. Special thanks go to Sgts. Kevin Christopher, Paul Singh and James Howard for their tireless efforts.

In July, the PMR Office welcomed the arrival of Coleman Easton, as the PMR Assistant. Coleman came with a degree in English and a background in corporate communications. His experience in desktop publishing has been evident in the upgrades and improvements seen this year in Newsbeat, which continues to be in popular demand.

Commissioner of Police, Jean-Jacques Lemay was married at the beginning of August to Lida Kratka from Canada. Their traditional Bermuda wedding at St. Theresa's Cathedral and reception at the Bermuda Underwater Exploration Institute was part of a featured article in the Bermudian magazine, and marked a high point of the year. At the same time, a number of internal milestones were also being marked. The Government-ordered Core Functions Report was nearing completion and the Core Values Exercise was about to be implemented. The eight-week long workshops would include virtually every member of the organisation, and result in an unprecedented collaborative effort to develop the Bermuda Police Service's Core Values, its Mission Statement and its Vision.

Constant dialogue with the media (particularly the electronic press), Government Information Services and the Telecommunications Department, during the Hurricane season, resulted in an effortless public information exercise on the Emergency Broadcast Station on September 21st with the imminent approach of Hurricane Gert. The month also saw the historic Change

of Command of the Bermuda Reserve Police. Commandant John Moore retired after more than 12 years of exemplary service at the helm of this important support unit. His deputy, Eugene Vickers became the first black Bermudian Commandant of the Bermuda Reserves.

1999 marked the 120th anniversary of modern policing in Bermuda. Police Week celebrations were launched with a church service at the New Testament Church of God on Sunday, October 24th. The Police Week Committee organised a host of activities that included a two-day exhibition at City Hall, a Seniors Luncheon, and a special banquet for all retirees. An historical magazine was published, and a pullout supplement was included in the Bermuda Sun.

Elsewhere, the massaging of the police public relations portfolio continues to be an integral part of an evolving community policing strategy. The Service stepped up its public information initiatives with the sponsorship of radio newscasts. Public service announcements are used in place of advertisements to keep to the fore advisories about such issues as counterfeit currency and opportunistic (and thus, preventable) thefts and break-ins. In addition, DeFontes Broadcasting joined with the Bermuda Police Service in the production of a sponsored daily crime blotter, informing residents of incidents that have occurred over the last 24 hours. This is an extension to the daily crime blotter that is provided to all local newsrooms. With the coming of age of talk/information radio in Bermuda, radio has become an ideal medium for reaching the community with salient messages, that lends itself well to the community policing strategies. Opportunities will continue to be explored and expanded in the New Year. The internal communication process is also developing. Newsbeat, the internal police newsletter, increased its printing by 50% this year to meet the increasing demand. Several other internal

initiatives have been given approval and are expected to be implemented in 2000.

Bermuda was represented for the first time at the Police Public Information Officers Conference in San Diego during the summer. The critical communications role of police press/information officers and the requirements and expectations of the media, public agencies and the general public were highlighted, and such issues as critical incident management, and mitigation were examined, using recent case scenarios.

A month-long, three-pronged public awareness exercise to reassure the public about the looming Y2K countdown proved successful, and of tremendous benefit. The Commissioner and each of the three Divisional Commanders along with the Service's Information Technology Manager launched the campaign at the end of November with a press conference. Thereafter



followed a series of print ads and printed materials informing, and then reinforcing the readiness of the Bermuda Police Service – both technologically and operationally – for the millennial changeover.

New initiatives targeting public information dissemination and greater public awareness and support for the new policing strategy for the community will enhance the Service's overall public relations responsibilities in the New Year. Continued dialogue and openness with the various media has proven the effective key to mutual respect and co-operation.



**Mrs. Suzette Edmead**  
*Human Resource Manager*

*The Human Resource  
Department welcomed a  
Government initiative that  
sought to enhance previous  
recruitment strategies  
through the appointment  
of a National  
Recruitment Team.*

## **HUMAN RESOURCES**

### ***Mrs. Suzette Edmead***

The most valuable asset to the Bermuda Police Service is its people who account for approximately 80% of the revenue budget. In 1999, the Service continued to develop the **Human Resource Department** to improve its effectiveness in meeting the needs of the organisation. This is an ongoing process and the Department is sensitive and responsive to the calls for better service delivery as needed. New programmes, policies and the recruitment of key personnel, such as a Career Development Officer, were some of the year's highlights.

As a support function, the Personnel Department provided support at the senior management level through the formulation of Service-wide policies and procedures. Policies such as the Financial Assistance for Private Study programme, a revised Grievance Procedure, and a Health and Safety policy were approved or enacted after consultation with the Bermuda Police Association. Assistance was also provided to line managers in handling staff-related issues – in particular, grievances and the recruitment of civilians to fulfil the final stage of the civilianisation initiative that began in 1996.

### **Recruitment**

The Human Resource Department welcomed a Government initiative that sought to enhance previous recruitment strategies through the appointment of a National Recruitment Team. The huge undertaking was funded by Government and seen as vital assistance required to maintain a service establishment that was in crisis. Headed by Chief Inspector Sinclair White, as the new National Recruitment Officer, and comprising police officers, civilian specialist support, and three local production agencies, the team devised an impressive media campaign, utilising television advertisements for the first time. The two-month long campaign was intense and dynamic, employing both electronic and print media, and supported with visits and lectures to community organisations, secondary schools, the Bermuda College, and

other agencies. A record 120 applications were received, although the final number of successful applicants accepted in September, on Recruit Foundation Course No. 57, was 18. The effects of this recruitment drive should be felt over the years to come. A total of 32 new recruits joined the Service in 1999. This was the year, too, that those specific responsibilities for recruitment would be transferred directly to the OIC Training.

### **Civilian Recruitment**

As of December 31st, 1999, there were a total of 93 civilian personnel represented by either the Bermuda Public Services Association or the Bermuda Industrial Union. The challenge of hiring personnel for the technical specialist posts, such as Network Administrators and Communications Assistant was difficult to meet, leaving a void in these essential areas. The process of civilianisation, although met with some initial resistance in some areas, has proven its benefit, and provided for the release of police officers for operational duty.

### **Visit to the R.C.M.P.**

#### **Headquarters, Ottawa, Canada**

In May, a select group visited the R.C.M.P. Personnel Department Research to observe specific programmes and initiatives under consideration by the Service in Bermuda; in particular, the Core Values, Mission and Vision exercise conducted by the Canadian Police some years previously. Valuable time was spent with programme leaders for Career Development, Performance Appraisal, Promotion Boards, Initial Recruitment and Testing, and Personnel Information Systems. As a result, proposals were invited from local and selected overseas consultants to conduct a similar exercise with the Bermuda Police Service involving all personnel. The local process was co-ordinated by the senior officer in charge of Project Renewal and Implementation, and within a matter of months, Dr. William Woodson of Brooks Woodson Associates (USA) and Ms Antoinette Austin, a Bermuda resident with similar expertise, were chosen to conduct the seminars with

assistance from several in-house facilitators. In November, consensus had been reached with approximately 400 participants, on the Bermuda Police Service's Core Values, its Mission and its Vision for the new millennium.

### **Welfare Support**

The Sickness Committee comprises the Commissioner of Police, the Police chaplain, the Police doctor, a representative from the Employee Assistance Programme and the Human Resource Manager. It meets regularly to assess the welfare needs of persons on long-term sick leave and light duties. This year, the Administration Department, in close liaison with Human Resources, implemented better methods of recording and monitoring sick leave. In addition, the Career Development Officer conducted interviews with officers experiencing welfare issues, at the request of the Sickness Committee. After some unforeseen delay, the Welfare Officer post was advertised with some priority, although an appointment has yet to be made.

### **Health and Safety**

A Health and Safety policy was written and approved in consultation with the Bermuda Police Association. A central Health and Safety Committee was formed with representatives from all major divisions with divisional committees also formed. All divisions submitted emergency evacuation plans and ad hoc building inspections were carried out. However, the challenges posed by some buildings and work environments deemed sub-standard, continue to be of concern to this Committee.

### **Financial Assistance for Private Study**

Chaired by the Human Resource Manager, this programme was enacted and a committee subsequently formed, comprising a cross-section of ranks. \$28,000 was allocated in the financial year 1999/2000 and at year-end, \$11,129.89 had been distributed for a variety of courses at the Bermuda College and institutions of higher education abroad. All study occurred in the stu-

dents' personal time, and sponsorship ranged from 50% - 100% funding of course fees.

### **Employment of Temporary Police Officers during the Summer Vacations**

Ten former police officers studying abroad were hired between May and August to work in non-operational areas where a police presence was required. These officers provided invaluable assistance by performing static point and station duties, thereby releasing police officers to operational responsibilities.

### **Career Development**

In May, the Service's first Career Development Officer was appointed to ensure that a systematic process was implemented to match the skills, abilities and interests of those officers below the rank of chief inspector, with the present and future needs of the organisation. A Career Development Strategy was also developed through the use of strategic analysis and the formulation of goals and the key actions required to meet these goals. Chief Inspector Randolph Liverpool visited all departments and divisions, and held informal discussions with officers of all ranks regarding the role and responsibilities of this new post. Input was sought as to what participants viewed as critical to the career development function and was well supported by staff.

Other responsibilities of the post include processing requests for transfer and interviewing candidates in this regard; and the interviewing of candidates recommended as suitable for promotion by Promotion Boards. A new appraisal scheme was also developed and awaits implementation.

The Career Development Officer this year became involved as a committee member on the Constable to Sergeant Examination Process Committee, and the Financial Assistance for Private Study Group. This position has been long awaited and indications are that significant inroads have already been made in encouraging staff to take control of their career planning,

using the advice and support available from the Career Development Office.

#### **TRAINING AND RECRUITMENT**

##### ***Superintendent Jonathan Smith and Chief Inspector Vendal Bridgeman***

1999 was another busy year for the Training Department which is now also responsible for recruitment. A chief inspector, an inspector (in charge of the Training School), two sergeants and two constables are responsible for the Department. Driving School is staffed by a sergeant and a constable. Public Order has a sergeant and the assistance of an Armourer, a constable.

Although passed by Policy Committee, the Training Support Unit has not as yet been established. Staff in Training School have served well in this area for an average of five years, and are now set to return to operational duties. Chief Inspector Jonathan Smith was promoted to superintendent during the year, and was replaced by Chief Inspector Vendal Bridgeman.

The quality of the training available at the Training School at present can be measured by the significant demands made on it by other agencies such as Her Majesty's Customs, the Department of Immigration and the Bermuda Regiment. Diversity Training continues to be an integral part of both the basic Recruit Foundation and Continuation Courses of the Service. It is now anticipated that this form of training can be expanded, and incorporated into the schedules of all courses run by the Training School.

Overseas training partnerships again played a key component in our overall curriculum. Drug Enforcement Administration investigators from New Jersey conducted a two-week Narcotics Investigators' Course; and Sussex Police again assisted in the Sergeants and Inspectors Management and Personal Development Course by sending in two facilitators.

There is a significant demand for courses in the area of Finance, particularly from the sergeants. With empowerment also comes the responsibility and accountability for this important area of police management. It is anticipated that future management courses will incorporate some aspects of financial planning.

The long-awaited Core Functions Report with its wide-ranging implications, was published in the latter part of the year, and will likely require a Training Strategy document to cover at least the first five years of the new millennium. It will also likely have some direct impact on the Recruit Foundation and Continuation Courses.



#### **Training Highlights:**

- Two superintendents successfully completed the Strategic Command Course at Bramshill Police College, England in August
- Six officers were sponsored while completing the Institute of Supervisory Management Programme at the Bermuda College
- Training School staff conducted management courses for both sergeants and acting sergeants for the first time

**Overseas Training Courses:**

Heads of CID Conference	Guyana
Major Case Management Course	Canada
Advanced Driving Instructors Course	United Kingdom
Intelligence Gathering & Analysis Course	Jamaica
Rapid Intervention – ERT Course	United Kingdom
Strategic Command Course	United Kingdom
National Hurricane Conference	United States
Major Crime Investigative Technique Course	Canada
Survival Skills for Marine Patrol Course	United States
Dual Purpose Dog Training Seminar	United States
UNDCP Regional Conference (Prosecutors & Financial investigators)	St. Lucia
Mutual Evaluation Examiners Training Workshop	Martinique
Criminal Investigation Course	Canada
National Investigators Course (D.E.A.)	United States
Annual Drug Commanders Conference	Grenada
Colonel Henry F. Williams Homicide Seminar	United States
I.A.L.E. Intelligence Analysts Conference	United States
Major Case Management Course	Canada
World E.O.D. Conference	United States
Personnel and Development Exercise	Canada
World Conference on Disaster Management	Canada
Intro. to Corporate Community Programme & Planning Methodology	Canada
N.J.S.P. Homicide Investigators Seminar	United States
Arwen Armourers Course	Canada
Joint Caribbean White Collar Crime Meeting & Training	United States
Outward Bound Course	United Kingdom
ERT - Tactical Advisors Course	United Kingdom
Smith & Wesson Armourer Re-certification	United States
I.A.C.P. Public Information Officers Conference	United States
Tall Ships 2000 Race Planning Workshop	United Kingdom
General Purpose Patrol Dog	United States
General Purpose Patrol Dog Instructors Mod.	United Kingdom
Caribbean Heads of Special Branch Conference	Dominica
OS/A Security Intelligence Admin. Course	United Kingdom
Chief Inspectors Course	United Kingdom
ERT Rapid Intervention Course	United Kingdom
Financial Investigation Course – Level 1	United Kingdom
NCIS, Financial Investigators Conference	United Kingdom
Attachment to Financial Investigators Unit	United Kingdom
Forensic Imaging Systems Course	United Kingdom
ERT Basic Course	Canada
National Pollution Prevention Course	Canada
Institute of Personnel & Development	United Kingdom
Community Based Strategies & Crime Prevention Conference	United States
Senior Police Administration Course	Canada
Improvised Explosive Device Disposal Course	United Kingdom
Advanced Narcotics Investigators Course	Jamaica



**Jonathan Smith**  
Superintendent  
**Vendal Bridgeman**  
Chief Inspector

*The quality of the training*

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*Department of Immigration*

*and the Bermuda Regiment.*

Narcotics Investigators Course	Jamaica
G.R.E.A.T.	United States
ERT – Bermuda Regiment Attachment	United States
Initial Crime Scene Examiners Course	United Kingdom
Officer Safety Instructors Course	United Kingdom
Network Principles & Investigative Techniques	Canada
Crime Scene Managers Course	United Kingdom
Advanced Fingerprint Course	United Kingdom

### Local Training Courses:

Supervisory Management	Project Management Workshop
Continuation Courses (2)	Public Service Association Seminar
C.P.R. Instructors Course – KEMH	Management Training Workshops
Recruit Foundation Course	– Bermuda College
Operational Skills Course	Narcotics Investigators Course (D.E.A.)
Child Sexual Assault Course	Taped Interview Orientation Course
Fingerprint Processing Course	Surveillance Equipment Familiarisation Course
Introduction to Surveillance Course	Vision, Values & Mission Statement Workshops
Management & Personal Development Course	Workshop/Development of Promotion System
Health & Safety Seminar	Schultzhund Training &
Explosive Ordnance Disposal Training	Behaviour Modification Seminar
Service Issue Resuscitator Trainers Course	CCTV Trainers Course
Industrial Relations Seminar	CCTV Operators Course
HM Customs Training Course (Rovertech)	Sexual Assault Training Kit
Street Duty Tutor Constables Courses	Crisis Management Seminar
Public Sector Negotiating Seminar	Managing Change in the Workplace
Managing Change at Work Course	First Aid Course
Surveillance Training Course	Bermuda Reserve Police Courses
Promotion Process Workshop	

### DRIVING SCHOOL

#### *Sergeant Raphael D. Simons*

The Driving School has logged one of its most productive years in 1999, with instruction provided in 25 courses and for 94 students in a seven-month period. The Department is managed by two officers who are responsible for conducting driver and rider training courses for Police officers, Reserves, Transport Control Department examiners and other relevant agencies.

This year, courses began in February. Five Standard Response Courses were taught, under a new system which increased the year-end pass rate from 58.33% in 1998 to 65.2% in 1999. 12 out of 17 students have achieved Response designation and are now qualified to drive to a maximum of 80km/hr. Successes

were also seen in the Advanced Driving Course and the Scooter Authorisation Courses. An unfortunate trend noted has been the increasing number of officers who join the Service with little experience in manual transmission vehicles. This was evident in the pass rate for four, two-day Car Authorisation Courses in which six of fourteen students were successful. It is a trend reflective of a society that is turning more toward automatic transmission. With current technology, automatic gearboxes are now deemed at least as responsive as their manual counterparts, and careful review and research must now be undertaken for instructional and operational policies that reflect this trend.

### Breakdown of courses held in 1998:

Course	Number	Students	Passed	Failed	%
Standard	5	29	19	10	65.5 %
Advanced	1	4	3	1	75 %
Motorcycle Scooter	12	44	41	3	93.2 %
Truck	2	2	2	-	100 %
Authorisation	4	14	6	7	42.9 %
Civilian Auth.	2	2	1	1	50 %
<b>Total</b>	<b>26</b>	<b>95</b>	<b>72</b>	<b>22</b>	<b>75.8 %</b>

### Current status of Police drivers' qualifications:

	Grade 1	Grade 2R	Grade 2	Grade 3	Cycles Only	Unauthorised
Constables	76	18	86	72	3	36
Sergeants	41	0	31	2	0	0



## FINANCE & ADMINISTRATION

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

All finance, stores, administration, estates and Recreation Club responsibilities are consolidated within the Headquarters Division as Management Support Services. Presently, three uniformed officers complement the efforts of ten full-time civilians to meet the diverse needs and evolving expectations of personnel, Government and the community.

### Finance

The Finance Department offers accounting, financial reporting, financial control and other specialised services, including budget preparation, payroll administration, receivables collection, accounts payable processing and purchasing. Staff members also facilitate the operation of Stores, currently situated in leased facilities of the Bermuda Land Development Company, at St. George's Baselands.

The Department administers an annual current account budget exceeding \$36 million, approximately \$66,365 per member, and controls capital acquisitions totalling nearly \$2.8 million.

During 1999, Finance accepted greater responsibility for Vehicle Fleet accounting (parts, fuel and labour), and facilitated, under the direction of the Accountant General, the installation of computerised inventory systems for Stores and the Garage.

### Administration

The Administration Department, headed by an inspector, handles enquiries, provides reception, maintains the archives and registry, manages Police Barracks, administers specialised funds, issues permits, licenses and certificates, liaises with Government Employee Health Insurance (GEHI) Plan and other government officials, and provides general clerical and temporary staffing support.



**Mr. Robert L. Jardine**  
*Manager, Finance and Administration*



*The de-centralisation of our Traffic Enforcement Units has led to major improvements in road safety*



## Estates

Estate matters have become increasingly complex and demanding. While Government has committed funding for the eventual construction of a Hamilton Police Station/Magistrates Court Complex (2000-2002) and the replacement of Prospect Headquarters facilities (2003-2005), immediate challenges include the desired relocation of the Commercial Crime Department and most of the St. George's Police station operations to more appropriate accommodations. Existing buildings require unusual attention, repair and maintenance as a result of age.

During 1999, the Marine Department renovations at Barr's Bay were completed. Upgrading of the former "Weight Room" to provide suitable office space is scheduled to begin shortly.

## ADMINISTRATION

### *Inspector John Dale*

The Police Administration Department is responsible for the orderly and efficient management of administrative tasks requested from both within and outside of the Service. Duties include the organisation of various functions as directed by the Commissioner of Police, and the co-ordination of events involving the Bermuda Police and Government. It is maintained by one inspector, who serves as office manager, responsible for the distribution and receiving of all official correspondence addressed to the Commissioner; working with Magistrates Court in the area of liquor licensing; and with the Deputy Governor's Office in the area of official permits for various community functions and activities.

The Administrative Sergeant acted on the behalf of the Commissioner of Police this year in the administration of 156 gun licenses, 95 firearms licenses, and 270 security guard licenses involving nine local security guard companies. Other duties include the operational functions of Police Headquarters, and supervision of the three civilian staff; maintaining financial records of the Police Benevolent Fund; maintaining police personnel's records and files;

and the management of the police Prospect barracks.

Three civilian staff members carry out general duties within the Administration office, including handling telephone enquiries, the administration of registry files, requests for police clearances from members of the public, the administration of the Government Employee Health Insurance, police and civilian annual leave, sickness and personnel records.

The manpower shortage made for a particularly challenging adjustment period for the new civilian staff, who had to adapt quickly not only to the unique police environment, but also the weekly transfers of officers. 1999 was also a difficult and challenging year from an administrative perspective, but despite the challenges, members of staff made commendable efforts to ensure that tasks were carried out as seamlessly and efficiently as possible.

## COMMUNITY RELATIONS

### *Inspector Beverly Hopkins*

The Community Relations Department is located in the Commerce Building on Reid Street, Hamilton. It is responsible for providing a wide range of services to the citizens of Bermuda, through its various sub-units:

## DRUG PREVENTION OFFICER

### *Police Constable Rodney Trott*

Undoubtedly, this newest facet of the Community Relations Department quickly found its niche in the local community. First established in 1998, the Drug Prevention Officer delivered over 50 drug prevention lectures throughout the community in the first five months of 1999. In early June, in response to his increasing role as a vital link between the Schools Liaison R.E.A.C.H. programme and the school system, P.C. Trott successfully completed an overseas course to become an accredited G.R.E.A.T. (Gang Resistance Education and Training programme) instructor. He was barely able to enjoy this added responsibility, however, before he was quickly seconded to the Community &

Juvenile Services section to alleviate the strains beginning to be experienced in that department and others as a result of the critical manpower shortage. Another period of secondment followed after the departure of an officer from the R.E.A.C.H. programme at the end of August. P.C. Trott remained with R.E.A.C.H. for the rest of the year.

#### **CRIME PREVENTION UNIT**

*Sergeant Chris Wilcox*

The Crime Prevention Unit (CPU) was established in 1977 as an advisory arm of the Police Service. Its principal functions are

- To provide assistance and guidance to members of the public to make homes and businesses more secure, through personal security surveys and the provision of free advisory literature
- To monitor trends in crime and to keep the public abreast of those changes via the local media
- To deliver lectures throughout the community on crime prevention-related issues
- To initiate and maintain crime prevention and community programmes such as Neighbourhood Watch and Police Night School
- To promote community awareness through exhibitions and the media
- To monitor and enforce the police policy on intruder alarms. This policy governs intruder alarm systems that are linked to both COMOPS and to central stations

Between 1977 and 1999, Crime Prevention officers conducted 1,831 security surveys, presented 587 lectures, produced 20 advisory brochures, established 61 Neighbourhood Watch groups and arranged 4,462 'U'-markings.



Highlights this year included the appointment of the Crime Prevention Unit's first full-time civilian officer, Mr. Ricardo Butler. The Unit also scored another first with its participation as a partner and promoter of the annual Hotel Merit Award Programme, jointly sponsored by the Departments of Tourism, Health and the Bermuda Fire Service.

The crusade of educating members of the public on crime prevention practices will continue in earnest next year with the appointment of a second civilian Crime Prevention officer. In addition, a heightened public education/awareness campaign on crime prevention related subjects and the roles of the various units of Community Relations will be launched.

#### **COMMUNITY & JUVENILE SERVICES**

*Sergeant Clarke Minors and  
Sergeant Martin Weekes*

Staffed by a sergeant and five constables, the **CJS Department** is the only investigative unit in the Community Relations Department. It is charged with the locating of all missing persons, but especially of missing teens, and with the investigation of physical and sexual assaults on children up to the age of 16. There is close liaison with other government departments and private agencies, such as Child and Family Services, Child and Adolescent Services, the medical social workers, the Coalition for the Protection of Children and Bermuda Youth Counselling Services. The Officer in Charge of CJS sits on various committees such as the Child Protection Team, the Inter-agency Partnership for Children and Families and the Schools Inter-agency Partnership. He is also a member of the Steering Committee of the Sexual Assault Response Team (SART), which this year opened the SART examination room at the King Edward Memorial Hospital.

Crimes involving young people are particularly delicate and require a great deal of sensitivity and training. Officers investigate crimes ranging from simple physical assaults to serious sexual assaults, child neglect and unlawful carnal knowledge. This year they attended several seminars and lectures on subjects related to child abuse and sexual assaults, and completed a course in Child Abuse Investigation and Assessment. They are also proactively engaged in educating the community about such offences, making presentations to school classes, counsellors' groups, PTAs and other public gatherings.

There were a total of 59 offences dealt with in 1999 by CJS officers:

Sexual assaults	18
Common assaults	9
Assaults (actual bodily harm)	11
Assaults (grievous bodily harm)	1
Wounding	1
Stealing	1
Possession of a offensive weapon	1
Sexual exploitation/young person	7
Unlawful carnal knowledge	1
Intruding/privacy of female	1
Stalking	1
Offensive/threatening behaviour	2
Taking child off island unlawfully	1
Child desertion	1
Child neglect	3

Two CJS officers are to be commended for the timely arrest of a suspect for robbery and the subsequent enquiries leading to a Supreme Court trial early next year.

It is with anticipation that the unit is looking towards the year 2000, and the implementation of the new Children's Act on January 1. This Act will raise the age that CJS officers will deal with to 18 years. The Act will also introduce Mandatory Reporting regulations and some other new responsibilities for police officers in general and CJS officers in particular. All of which, of course, identifies a large training need. The close, professional association that CJS officers enjoy with other agencies involved in child welfare is expected to continue and expand in the New Year.

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

*Sergeant Paul Singh*

This was indeed the year of change for the Schools Liaison R.E.A.C.H. (Resistance Education and Community Help), primarily because of the manpower shortage. A number of challenges were faced in maintaining the momentum and rapid growth of the programme as it expanded throughout the school system. Its success is founded on the importance of continuity and the building of relationships between individual officers and students.

At least one lesson is taught by a police officer to every student in Bermuda from pre-school level straight through to the senior secondary school level.

The objectives of R.E.A.C.H. remain the same:

- To assist young people in understanding and accepting the principles of good citizenship and social responsibility
- To foster crime prevention in schools and other educational establishments
- To develop a broader understanding of the role of the police
- To offer positive guidance on the safeguards young people should take to protect themselves and others from dangers in the community and at home

A uniformed officer was present in all 18 of the Government elementary schools this year, reaching some 3,500 students in 216 primary classrooms. In addition, a new junior level of the senior G.R.E.A.T. (Gang Resistance Education and Training) programme was introduced to Years 3 and 6 of the primary schools in the 1999/2000 academic year, thereby increasing the number of structured lessons being taught by officers from 360 to a minimum of 540. The programme has also expanded into the private sector bringing an additional 50 classes and over 100 extra structured lessons.

The G.R.E.A.T programme entered its second full year with the middle schools. It aims to help

middle school students become responsible members of the community by:

- Teaching them to set goals for themselves
- Learning how to resist peer pressure
- Learning how to resolve conflicts effectively
- Understanding the impact gangs have on the quality of their lives

In the last year, G.R.E.A.T. has expanded into all five Government middle schools, reaching an estimated 650 students this year. The Whitney Institute will become the first school in Bermuda to have all of its students trained in the programme at the end of the 1999/2000 school year. The senior schools, while not yet part of the G.R.E.A.T. programme, continue to derive benefit from the R.E.A.C.H. officers who join with the students in community activities, Outward Bound adventures, sports events, Project Ride and field trips. The success of the programme with this age group can be seen in the increasing number of requests from youth groups and agencies for R.E.A.C.H. officers' involvement in their events.

The Bermuda Life Skills Group has again proven to be a tremendous support to the R.E.A.C.H. Programme with its sponsorship of officers to the G.R.E.A.T. overseas training centre. There is a constant need for officers to be trained in teaching practices and new officers are required to be trained before they can commence their teaching responsibilities. Meanwhile, officers continue to take part in the Department of Education's Training Days, and are often asked to deliver in-service training themselves.

In December, during the Christmas season, R.E.A.C.H. officers donated a number of toys to The Family Learning Centre.

The continued dedication of the R.E.A.C.H. officers, the R.E.A.C.H. families of schools, and the generous support of the community, will spell continued improvements in the relationship between the officers of the Bermuda Police Service and the youth of Bermuda.

## OUTWARD BOUND

*Constable Mark Norman*

The Outward Bound programme recorded yet another successful year in 1999, thanks to the support of the business community, and a Government grant of \$20,000. The total number of students involved in some form of Outward Bound activity was 1,053, slightly down from 1998. With the current staffing, this figure represents a capacity level for the programme, which has seen the reduction of one full-time officer. To the credit of the officer remaining, the number of courses offered to schools has been maintained, although administration and maintenance responsibilities now take longer.

There is great demand for the programme in the schools during term, with the majority of students favouring the one-day courses. The middle schools are viewed as prime candidates for the Outward Bound expansion in the local school system, as it is this age group that is thought to be better suited to the philosophies of the programme.

Outward Bound works closely with the R.E.A.C.H. officers who often attend courses with their respective schools. During the summer months, 87 students between the ages of 12 and 15 enrolled in the 5-day residential courses at the Paget Island Centre. There is now an equal mixture of private and Government school students attending. Both P.C. Grant Tomkins and P.C. Martin Weekes, from R.E.A.C.H. (Community Relations), filled the roles of Senior Instructor, and assistant, respectively. Four civilian summer student staff provided wonderful assistance for a hugely successful course, which as usual, remains a popular favourite with parents. Further funding is sought to assist in the hiring of the summer staff.

Some 26 Bermudian students attended the Aberdovey Outward Bound Centre in North Wales, U.K. to participate in a 20-day multi-element course. 18 of the students were fulfilling the necessary criteria to gain the Duke of Edinburgh Gold Award. A total of \$46,000 was

raised for these courses from the business community, which again demonstrated its commitment to the youth of Bermuda. The students in return, are required to visit their respective sponsors and relate their experiences and lessons learned from the course.

#### **CRIMESTOPPERS**

##### ***Sergeant Alex MacDonald***

The main objective of the [Crime Stoppers](#) organisation is to provide a community-operated information-gathering system to assist Bermuda's law enforcement agencies and, in doing so, help reduce crime. The global success of the Programme hinges upon a three-way partnership between the public, the media and these agencies.

The success cycle begins with public awareness, created via the media. Members of the public are informed how they can assist Crime Stoppers by providing information about unsolved crimes, and the public response results in cases being solved by the law enforcement agencies. Rewards are also paid out upon request, to those persons whose crime tips have proven useful. The cyclical system of awareness, response and success has proven self-perpetuating in Bermuda, particularly in the area of drugs.

Of the 158 telephone calls to Crime Stoppers in 1999, 87% were drug-related, with less than 4% requesting a financial reward. Information received through the anonymous, confidential and untraceable Crime Stoppers hotline led to law enforcement agencies making eight arrests locally and overseas for drug-related offences. In addition, two individuals were arrested for handbag snatches, and several other arrests were made for outstanding warrants. Information that led to drug seizures worth an estimated street value of \$2.9 million was also received.

It is important for the well being of any community that its problems are addressed. The eradication of crime is the goal of Crime Stoppers and its administrators – new initiatives to assist in this regard are earmarked for the coming year. Members of the public can indeed reduce

the level of crime in a community provided they are concerned enough to enter into committed partnership with us.

#### **COMPLAINTS & DISCIPLINE**

##### ***Acting Chief Inspector E. Coughlin Gibbons***

The Complaints & Discipline Department investigates complaints against police from members of the public. It also reports to the Service Disciplinary Officer on investigations involving breaches within the Service.

The Department is staffed at present with an acting chief inspector, an acting inspector and a secretary.

This year saw the first full year of partnership between Complaints & Discipline and a relatively new police investigative body, the Police Complaints Authority (PCA). Established in 1997, the PCA is able to conduct its own independent investigations into complaints about police officers and can direct and/or supervise enquiries into civilian complaints.

There were 72 complaints investigated in 1999. The PCA dismissed or closed 15; police informally resolved two; disciplinary charges were laid in two others; disciplinary action was recommended by the PCA in two complaints, and 51 cases remain under the review of the PCA.

The Police Disciplinary Officer received 27 internal reports of misconduct: one resulted in internal charges being laid; two resulted in warnings; three were informally resolved; four resulted in no further action, and 17 remain under active investigation.

As anticipated, the new working partnership between the two departments has produced positive results for both the Service and the community. The PCA has demonstrated careful attention to detail and keen insight in its appraisal of complaints coming before it, and has acted to resolve them in as judicious a manner as possible. In fact, in two cases – the searching of juveniles, and the identification of persons subject to arrest or prosecution – changes were made to Service policy.

## SPECIALIST CID



**Gertrude Barker**  
*Acting Deputy Commissioner*  
**Vic Richmond**  
*Acting Deputy Commissioner*

*Unfortunately, the more serious crimes of violence, i.e. murder, wounding and robbery showed increases in 1999.*



**Carlton Adams**  
*Chief Inspector*

## REVIEW OF CRIME

### *Acting Deputy Commissioner, Vic Richmond*

The total number of "true" cases of indictable crime reported in 1999 decreased to 6,365 from 6,372 in 1998 (0.1%). The marginal decrease is reflected primarily in the following areas: manslaughter, grievous bodily harm, actual bodily harm, assault on police, unlawful carnal knowledge, arson, burglary, receiving stolen property, fraud and false pretences, embezzlement/larceny servant, and theft of boat parts.

Unfortunately, the more serious crimes of violence, i.e. murder, wounding and robbery showed increases in 1999, as did housebreaking and shopbreaking, forgery and uttering, handbag snatches, removed cycles, shoplifting, thefts from vehicles, counterfeiting offences, firearms offences, and possession of prohibited/offensive weapons.

The detection or 'clear-up' rate fell to 26% from 32% the previous year. Detection rates are very much influenced by the rise or fall in numbers in particular crime categories. In 1999 there were significant increases in removed cycles, thefts from unattended vehicles, and counterfeiting offences. Such increases had a negative impact on clear-up rates, as typically, such crimes are more difficult to detect. The serious manpower shortage, which peaked in 1999, also impacted negatively on the detection of crime.

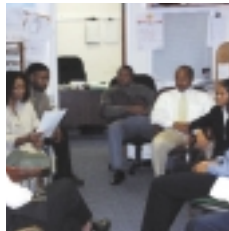
## MAJOR INCIDENT ROOM

### *Chief Inspector Carlton Adams*

The Major Incident Room continued its investigative responsibilities with great success in its various case prosecutions, notably the prosecution of two persons accused of the murder of an elderly lady in Somerset, and the successful prosecution of a male and female accused in the murder of a baby. In the first instance, both

men were found guilty of murder and were each sentenced to life imprisonment. In the second instance, the male responsible for the death of the baby, plead guilty to a lesser charge of manslaughter and was sentenced accordingly to 12 years' imprisonment. The female accused went to trial and was also convicted of manslaughter. She was sentenced to 6 years' imprisonment.

Other notable court cases for 1999 included a 16-year prison term for a man convicted for attempted murder and burglary; three youths who were successfully prosecuted for their role in the arson of Harrington Sound Primary School; and a man sentenced to 22 years' imprisonment for a double rape offence.



Major Incident Room cases pending before the courts include the murder of a man in the central parishes that is due to go to trial early next year. Still under active investigation, is the murder of a man in Somerset in the latter part of the year.

The MIR staff has continued to lend its expertise to the various divisions within the Service throughout the year, assisting in a road traffic fatality and other crimes involving violence. This year also saw the MIR sharing its investigative techniques with other officers of the Service through limited attachments and secondments. Similarly, the Office remains indebted to the various divisions, departments and units within the Service that have assisted in one way or another through the loan of officers to augment our investigations. The Scenes of Crime Office in particular, is singled out for countless hours of servicing/processing our numerous requests which has undoubtedly contributed to our success.



*Building closer relationships with the community continues to be a priority*





**Larry Smith**  
Chief Inspector  
**George Jackson**  
Superintendent

*In 1999... Seizures of the*

*more dangerous drugs*

*(heroin and cocaine)*

*increased significantly, and*

*there were several successful*

*convictions at the drug*

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*quantities of drugs.*

## NARCOTICS DEPARTMENT

### *Superintendent George Jackson and Chief Inspector Larry Smith*

In 1999, the **Narcotics Department** was able to build upon the successes of the previous year. Seizures of the more dangerous drugs (heroin and cocaine) increased significantly, and there were several successful convictions at the drug trials involving substantial quantities of drugs.

Chief Inspector Larry Smith assumed command of the unit in April, at a time when the Inter-agency Interdiction and Intelligence Unit (CEIT) comprising HM Customs and Narcotics personnel was fully operational.

The primary functions of this Department 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 is essential in this regard, and is being pursued vigorously with drug and drug-related lectures given consistently to various organisations and institutions.

Close liaison continues with other related agencies: the Bermuda Immigration Department, the US Customs and Immigration Departments, and drug enforcement agencies around the world, including the US and the Caribbean. Those partnerships continue to be cemented with the frequent exchange of visits between our officers and these agents as the need arises. There is also constant liaison with the Bermuda Police Service's specially assigned US DEA agent who continues to provide invaluable assistance to the Department on a wide range of investigations.

### Highlights

There were a number of successful joint operations between the HM Customs Mobile Rumage Crew (MRC) and the CEIT Units in the interdiction of visiting cruise ships. A number of substantive seizures were made. A joint operation between Narcotics and the US Customs Enforcement team at JFK Airport resulted in the

arrest of a local Customs Officer and a local drug dealer. Both are awaiting sentencing.

- In the first three months of the year, packages containing more than a kilo of cannabis were found on several occasions by Customs Officers based at the Airport Mail Facility, the Customs Courier Service and the Customs Freight Shed. Some 35 kilos of cannabis were seized during this period. In one instance, 19 kilos of cannabis were discovered in a roll of carpet, sent from New York, and destined for one of the island's major hotels.
- Liquid cocaine was seized from persons in two separate incidents. The first involved 767 grams of the drug hidden in rum; the second was as a result of a search by Customs Officers of a quantity of plastic mugs. 1.27 kilos of liquid cocaine were discovered.
- Two visitors were conveyed to King Edward VII Memorial Hospital for having ingested illicit substances. Two such cases occurred within days of each other in April. In the first instance, a 25-year old Mount Vernon, New York man passed 109 pellets containing 590 grams of freebase 71% cocaine. A day later a 23-year old Scarborough, Ontario man was also taken to hospital and passed 15 pellets containing 72.9 grams of cocaine. Two other Canadian residents, a 33-year old Toronto woman and a 34-year old Ontario woman were searched by HM Customs at the Bermuda International Airport and were found to have over 1,000 grams of 100% liquid cocaine concealed in rum bottles.
- Police executed a search warrant at a local guesthouse and found 27 pellets of cocaine in the guest room of a Canadian visitor. He was conveyed to hospital and passed a further 49 pellets for a total weight of 516 grams of 74% cocaine. He is due to be sentenced in early 2000.
- A 24-year old Pembroke man was searched on his arrival at the Bermuda International Airport and was found in possession of 50.2

grams of cannabis, 82.2 grams of cocaine and 75.9 grams of heroin amongst shoe brushes in his luggage.

- A rummage of a Vincentian cruise ship employee's cabin in August netted officers 7.03 kilos of cannabis.
- At the beginning of August, a staff captain on board one of the regular cruise ships handed over a laundry bag containing 994.3 grams of cocaine to HM Customs.
- The toilet facility on an aeroplane was checked by a Customs Rummage Crew. 1.77 kilos of cannabis were found.
- A fisherman found 20 kilos of cocaine off Pompano Beach in Southampton in September this year. It was a fisherman who also discovered 985 grams of cocaine off of the northern end of Marshall Island in November.

Police also conducted a number of successful drug operations during the year. Operation Aqua, in January was the first of three major operations. Operation Ice Water took place at the end of August, and targeted several major cruise ships. Some success was measured with the arrest and successful prosecution of a crew member. Earlier that month, Operation Party Crasher targeted a local night-club where it was suspected that the dangerous youth drug Ecstasy was being consumed. It was the first large-scale sting operation of this type.

Training for local narcotics officers continues at a number of renowned agencies including the DEA facilities in New Jersey, and at the Caribbean Regional Drug Training Centre in Jamaica. Deepest appreciation is extended to all members of the public who continue to assist us in the fight against this scourge. We solicit and encourage their support.

#### **NATIONAL INTELLIGENCE DEPARTMENT**

*Inspector Andrew Boyce*

One of the biggest challenges faced by NID during the year was the Y2K readiness of the police intelligence computer system. The BRS

system, which had been in use since 1989 did not have the capacity to perform many of the required functions for a modern intelligence network. In addition, maintenance costs were increasing. More importantly, however, the current system was not Y2K compliant. Some rather difficult decisions had to be made in selecting a suitable replacement that would meet the expanding role of intelligence-led policing for the next several years. After much discussion and careful research, Information Technology Manager, Mr. Michael Tucker recommended the Memex system.

In January, the Service took on its first fully trained, full-time, civilian Intelligence Analyst, who has assumed the main analysis functions in the department. She came with a solid educational background in intelligence and several years' experience with the United States Drug Enforcement Administration with postings or work assignments in such areas as Colombia, Puerto Rico and various states within the United States, thus providing well-rounded and extensive background expertise to local operations.

There were several staff changes during the year, primarily with our administrative support staff. NID is proud of its record of being able to supply intelligence on criminal suspects/activities to the vast majority of officers who make requests, as well as circulating our regular monthly intelligence bulletin and other circulars.

#### **COMMERCIAL CRIME DEPARTMENT**

*Inspector David Cart and  
Inspector Alan Cleave*

The Commercial Crime Department comprises two distinct units: the Fraud Unit, responsible for the investigation of major frauds, computer fraud and counterfeit currency offences; and the Financial Investigation Unit, responsible for the enforcement of the provisions of the Proceeds of Crime Act, 1997.

The Department comes under the command of the Detective Superintendent/Specialist CID, and is housed at Police Headquarters in Prospect. Some consideration was given to re-locating Commercial Crime to the City of Hamilton in rented premises, however budget constraints prevented this. Plans have since

been finalised to house the Department in approximately 2,500 square feet of new office space in the proposed new police station in the City of Hamilton, construction of which is due to begin in 2000. It is expected to be completed in 2003.

Each of the two Units is staffed by a detective inspector, a detective sergeant and a detective constable, with occasional resource support through secondments or attachments. The complement of officers is expected to be permanently supplemented in the coming year. All officers are considerably adept and trained in computer systems; the four senior officers in the Department have in excess of 24 years of service; and all have attended various fraud, money laundering and computer crime courses in the United Kingdom, the United States and Canada.

The custom-designed Y2K-compliant "Access" database system introduced in 1998 has proven extremely useful as a case management tool and will integrate in the year 2000 with i2 analytical software.

The Fraud Unit dealt with approximately 607 cases in 1999. These included 297 Nigerian solicitation letters as compared with the 193 letters received in the previous year. These letters are usually disseminated via mail, fax or the Internet – the latter being more prevalent this year than previously. A further 197 cases related to counterfeit currency notes which increased significantly over 1998 (23 cases). Most of the fraudulent notes were Bermuda \$50 and \$100 denominations, and had been produced using either computer scanning or photocopying techniques. With the increase in access to such technology it will not be surprising to see this trend increasing in the new millennium. The remainder of cases under investigation by the Fraud Unit included offences of unauthorised access to computer systems, frauds by employees or company officials, false pretences and stealing, and the provision of assistance to overseas law enforcement agencies.

Bermuda has always taken advantage of overseas affiliations connected with fraud, and this

year discussions were held with a view towards the local fraud unit becoming a member of the US White Collar Crime Investigation Team.

The Financial Investigation Unit received over 1,800 'Suspicious Activity Reports' from a variety of regulated and non-regulated institutions including banks and deposit companies in 1999. All such reports are recorded in the Department's database for future reference and investigation as needed.

The FIU received and obliged eight overseas requests for assistance in connection with financial investigations. In addition, there were eight 'Notice to FIU' forms requesting that financial investigations be launched following arrests for drug and crime-related matters. As a result, one case has been heard before the Supreme Court for a confiscation hearing following conviction. The decision of the Puisne Judge in this case is pending. Two requests were subsequently not proceeded with, and the remaining five have been pursued and will result in confiscation hearings subject to conviction. Only one of the eight requests received by the FIU related to persons benefiting from crimes other than drug-related charges. In addition, one successful drug trafficking conviction in 1998 went before the Supreme Court for a confiscation hearing to determine whether or not the defendant had benefited from his trade. This matter has been adjourned subject to the outcome of the defendant's appeal against conviction.

Two officers from the FIU successfully completed a financial investigation course in the United Kingdom that preceded a two-week attachment to the Avon & Somerset Constabulary FIU. Currently, similar regional FIU training is being undertaken by the Caribbean Anti-Money Laundering training programme and in furtherance to this training, Bermuda has agreed to host two officers from St. Lucia on a two-week attachment.

In February, the FIU detective inspector travelled to St. Kitts-Nevis on behalf of the Caribbean Financial Action Task Force and participated in the CFATF's mutual evaluation of that country's

anti-money laundering programme. Bermuda will assist in a similar evaluation of Anguilla in July 2000.

In May one of the FIU officers travelled to Bratislava, Slovakia following acceptance of a local application for membership to the Egmont Group. Bermuda was able to make a short presentation to the VII Plenary of the Egmont Group.

Both the Fraud and Financial Investigation Units have given assistance to a number of overseas law enforcement agencies that include the FBI, the RCMP and various other US and UK police bodies. Several Interpol enquiries were also conducted on behalf of the US, Canada and the UK as well as enquiries from Hong Kong, Russia, Chile and Vienna.

The year has seen a general increase in the overall workload for this Department, and this trend is expected to continue in the year 2000.

## **SCENES OF CRIME DEPARTMENT**

### *Inspector Howard Cutts*

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

This year, the Scenes of Crime Office dealt with 1,595 photographic assignments (including 84 narcotics incidents); 23 sudden deaths; 22 sexual assaults; 103 physical assaults; 30 robberies; 5 arsons; 10 road traffic fatalities; and 2 murders. SOCO staff also made a total of 1,188 fingerprint examinations at various crime scenes, of which 437 produced positive results, resulting in 116 fingerprint/palmprint identifications.

1999 saw the start of the civilianisation programme within the Department through natural attrition. Two civilian officers are currently being trained in the fingerprint section; a third is being trained as a Scenes of Crime Officer.

Two officers attended the National Training Centre for Scientific Support to Crime Investigation in Durham, England. One completed a nine-week Initial Scenes of Crime course; another completed a Crime Scene Management course. Both were successful and produced good final assessments.

The Scenes of Crime Office continued to receive invaluable professional assistance throughout the year from King Edward VII Memorial Hospital resident pathologist, Dr. Keith Cunningham. Later in the year, Forensic Pathologist, Dr. John Obafunwa joined Dr. Cunningham and greatly assisted in the investigations of two murders. Government Analysts, Mr. Kevin Leask and Ms. Christine Quigley continue to provide excellent service in cases involving serology, DNA and drug analysis.

Once again the Department utilised the expertise and services of the R.C.M.P. laboratories in Ottawa and Halifax for DNA analysis. Dade County (Florida) Medical Examiner and forensic pathologist, Dr. Emma Lew provided her services in the post mortem examinations of a mummified body found in a derelict building on Tills Hill; and a two-month old baby who (it was determined) died of sudden infant death syndrome. Dr. Valerie Rao, also from the Dade County Medical Examiners Department, and Dr. Faruk Presswalla, State Medical Examiner from New Jersey visited Bermuda to give evidence at inquests and Supreme Court trials. Sincere appreciation is extended to all these agencies and professionals.

Detective Sergeant Keith Cassidy retired from the Service after 28 years of service, 25 of which were spent as a fingerprint expert, obtaining thousands of fingerprint identifications.

The configuration of this department's digital photographic darkroom was finalised, and

became fully operational this year. It is anticipated that the system will soon become accessible via network link to all relevant departments of the Service.

#### **SPECIAL BRANCH**

**Special Branch** is a small department within the Specialist Central Investigation Division, staffed by a sergeant, secretary/registrar and four constables. Special Branch remains an integral part of the Service, accountable to the Commissioner of Police through the Officer in Charge, Specialist CID and the Assistant Commissioner.

Special Branch is responsible for the gathering, assessment and interpretation of intelligence that may assist in the recognition and counter-action of security threats, rather than criminal threats. Besides conducting local enquiries on behalf of a variety of agencies, Special Branch also conducts vetting enquiries, technical surveillance counter-measures, and is responsible for the security of local and visiting VIPs.

A review of the department was conducted in 1998 at which time the functions, responsibilities and accountability of the department were brought in line with the current Home Office guidelines for Special Branch work in the UK.

#### **Highlights**

1999 was a busy and challenging year for Special Branch in which half of the constables in the department were seconded to uniform duties in an effort to alleviate chronic personnel shortages. In addition, the department was also heavily involved in planning joint operations between the police, HM Customs and Immigration Services at the new Passenger Analysis Unit at the Bermuda International Airport.

The year in review was also busy in relation to assisting with the security arrangements for resident and visiting VIPs. In March, the President of Panama, Dr. Ernesto Balladares, paid a private visit, followed in April by former Prime Minister Mr. John Major and Mrs. Norma Major. In June, HRH Prince Faisal of Saudi Arabia also paid a private visit in company with his wife HH

Princess Madani. Other notable visits included an official visit by the Prime Minister of Jamaica, the Rt. Hon. Percival Patterson, PC, QC, MP on the occasion of the Convening of Parliament; as well as private visits by the Duke and Duchess of Kent and the former Russian Foreign Minister, Mr. Andrei Kozyrev.

In April, newly-appointed Attorney General Dame Lois Browne-Evans, DBE, JP, MP also hosted the Conference of Attorneys General in Bermuda. However, the highlight of the year for this Department, was a four-day working visit by HRH, the Princess Royal between 5th – 8th October. The itinerary for this visit was busy and varied and involved HRH travelling to many sites throughout Bermuda. From a policing perspective, the success of the visit was due in large part, to the excellent work and co-operation of a number of police sections and departments, particularly within the uniform divisions.

In March, Special Branch Secretary/Registrar, Mrs. C. Elizabeth Phillips commenced pre-retirement leave having served the Bermuda Police Service for over 30 years. Mrs. Phillips began her career with the Bermuda Police Service working as a secretary for the then Head of CID, Mr. Hammond. She later became the Registrar at the Criminal Records Office, before coming to work in Special Branch in 1980. Throughout the years, Mrs. Phillips has demonstrated her integrity and dedication to the Service in many ways. She has selflessly served and assisted Special Branch officers of all ranks and has helped maintain continuity throughout all the changes the department has faced. In 1992, her dedication to duty was recognized through the award of the Queen's Certificate of Honour.

#### **Looking ahead**

The coming year will no doubt present further challenges. We anticipate assisting with the development of a more integrated national security infrastructure, including the enhancement of intelligence cells, the upgrading of close protection training and better use of technology.

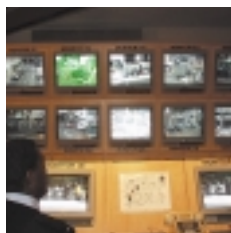
## INFORMATION & TECHNOLOGY

### *Acting Inspector Norman Wilson*

Combining the former Communications and Computer Section Units, the **Technology Group** has made tremendous progress since its establishment in 1997. Responsible for the maintenance and support of the Service's operational and administrative communications and information systems infrastructure, the Technology Group provides a central focus for information service work partnerships.

**A five-year Technology Strategy continuum has seen the following developments in 1999:**

- The replacement/upgrade of all Y2K non-compliant information and communication systems
- The continued rollout and expansion of the Service network infrastructure
- Introduction of Closed Circuit Television
- The launch of a pilot project to assess the application of Lotus Notes



By far the most challenging operation this year was the finalisation of the complete readying of all police communications and information systems for the millennium rollover on December 31st. In that regard a multi-phased process, begun in 1997 and intensifying as the time approached, was mapped out and executed. Key initiatives included:

- Regular meetings with other Government technical officers
- Divisional commander and operational briefings
- Site visit and testing of all units and departments equipment
- Frequent contact with overseas suppliers and vendors

The extensive preparation that went into this unique challenge is believed to have been well worth the effort with a virtually seamless millennial transition. All communication and technology systems remained intact.

One of the highlights of the year was the implementation of the new Police Computer-Aided Dispatch and Crime Management system. Only July 26th, the Service went live with the new software provided by New World Systems based in Troy, Michigan. Police personnel handled the changeover well, and the remainder of the year was used as an adjustment period. Phase two of the project will require analysis and business re-engineering, in order to enable the new software to perform to its full potential and thus provide the Service with the tools and information necessary to operate with maximum effect and efficiency.

## SPECIALIST OPERATIONS

### *Acting Superintendent Phil Every*

## PROSECUTIONS DEPARTMENT

### *Inspector Peter Giles*

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



**Phil Every**  
*Acting Superintendent*

*The dual role police  
prosecutors performed as  
court officers providing both  
security and the handling  
of prisoners has been  
altered with the creation  
of the Department of  
Public Prosecutions.*

This Department continues to operate despite its pending closure, and the assumption of its duties by the offices of the Department of Public Prosecutions. It is believed that there will always be the need for some form of liaison between police and the crown prosecutors for such matters as:

- Vetting of police files for prosecution
- Warning witnesses
- Ensuring completed trial files are presented to the office of the DPP
- Securing exhibits
- Administering the warrants issued to police by the court for execution
- Assisting officers in preparing for court appearances. This assistance often extends to junior lawyers in the courtroom.

Staffing levels during the year included one inspector, two sergeants and four constables for clerical duties, three constables engaged in court security and two civilian members of staff.

The dual role police prosecutors performed as court officers providing both security and the handling of prisoners has been altered with the creation of the Department of Public Prosecutions. It has become the remit of the Prosecutions Department to staff each courtroom with a security officer. There are four operational courtrooms in the summary jurisdiction.

A Police prosecutor remains as the Coroner's Officer in respect of deaths requiring the Coroner's attention and inquests.

Cases processed during 1999 are as follows: \*

Traffic tickets issued under the Traffic Offences Procedure Act, 1974	
Criminal cases prosecuted	1,519
Parking notices issued	35,214
<b>Total</b>	<b>47,794</b>

*\* Figures are obtained from the Criminal Justice Information System (CJIS), and are maintained by Magistrates Court staff. The system does not differentiate between criminal or traffic adult and juvenile cases.*

N.B. The figures do not include those criminal cases cautioned or otherwise withdrawn by the police and not submitted for court process.

It is significant to note that there are currently in existence some 13,000 arrest warrants. The court, over a period of several years has had cause to issue these warrants either for non-appearance of an accused person on summons or police bail, or non-payment of a fine after sentencing.

## CORONER'S OFFICE

There were 151 deaths reported through the [Coroner's Office](#) for the attention of the senior coroner in 1999. 33 of these deaths required further police investigation which have or will result in either an inquest or criminal proceedings.

A breakdown is provided as follows:

<b>Murder</b>	2 deaths
<b>Suicide</b>	6 deaths
<b>Overdose</b>	3 deaths
<b>Road Traffic Accidents</b>	9 deaths
<b>Drowning</b>	6 deaths
<b>Falling</b>	1 deaths
<b>SIDS</b>	1 death
<b>Undetermined</b>	5 deaths

The coroner conducted 24 inquests during the year, and dispensed with five under the provision of Section 9 of the Coroner's Act 1936.

## MARINE SECTION

*Inspector Mark Bothello*

The [Marine Section](#) conducted its manifold operations throughout the year with the strength of one inspector, one sergeant and 12 constables. Its fleet of seven boats include two 22-foot Boston Whalers, two 27-foot Boston Whalers, two 24-foot Arctic Rigid Hull inflatables, and a 46-foot Hatteras. Its duties include controlling inshore waters; conducting the inspection of small vessels to ensure they adhere to regulations; providing an underwater search and recovery capability as required; providing assistance as required in combating crime and assisting in crime prevention; provid-

ing emergency medical response and recovery in both inshore waters and at sea; and providing inshore search and rescue.

Additional services provided by the Marine Section involve assisting with operations pertaining to underwater research; the enforcement of Agriculture and Fisheries Department regulations; inspection and drug interdiction duties and other support duties.

In the recent Core Functions Exercise, out of all the units and sections of the Bermuda Police Services reviewed, the Marine Department was found to have the largest number of duties and activities falling outside of its Core Functions.

Maintenance and repairs to the engines and machinery of the vessels were tendered out to various marine service firms, while Marine Section personnel performed the cleaning and maintenance of equipment.

Marine-related incidents decreased slightly compared to 1998. A total of 1,325 incidents were reported in 1999, compared with 1,468 the previous year. Bermuda Harbour Radio logged 1,081 foreign yacht arrivals. Also this year, there was a significant increase in liquor permits granted to local cruise boats – 47 in 1999 compared to 29 in 1998. Again, these were granted without incident.

The Marine Section continues to provide the primary surface search and rescue facility in local waters. Officers conducted 225 search and rescue missions, out of a total of 376 reported incidents – compared with 217 in 1998. One fatality was recorded this year involving a swimmer off Elbow Beach.

A total of 361 offences were detected for the year, lower than the 404 recorded for the previous year. Five persons were arrested. Common offences included stealing marine equipment, boat registration violations, marine safety and fisheries violations, and incidents of marine speeding.

Marine pollution continues to be a threat to the island through the discharge of oil, effluents and

the inconsiderate dumping of trash into the waters. Marine Police successfully prosecuted an oil tanker company following an oil spill from a visiting tanker, resulting in a substantial fine. An incident of discharge of sewerage into a local harbour was also investigated, and is presently pending before the courts.

The recovery of property as a result of crime and/or accidental loss, and the recovery of explosive ordnance prompted 28 operational underwater searches in 1999. Two diving operations involved the recovery of cars from the waters, following road traffic accidents, and a number of dives involved the recovery of stolen cycles.

Every opportunity is taken to educate the public on water safety and crime prevention by the distribution of relevant brochures and pamphlets. In addition, marine officers were involved in a number of water safety events, including the Safety at Sea Seminar for participants of the Newport to Bermuda Yacht Race. Marine officers also gave lectures to various organisations including the Police Night School and the week-long Marine Skills exercise with the Bermuda Regiment.

Two officers attended a Pollution Prevention Officers' Course at the Canadian Coast Guard College in Sydney, Nova Scotia this year. Two others attended an International Police Divers' Symposium in Ontario. The Marine Section also hosted a number of in-house search and rescue, boat handling, navigation and diver training courses throughout the year.

The Bermuda Reserve Police continued to provide invaluable assistance to this Section with a sergeant and four constables, all of whom are competent boat operators and ably trained in marine policing responsibilities. Their assistance is particularly appreciated during the busy summer weekends and public holidays.

Gratitude is also extended to Bermuda Harbour Radio, Marine & Ports, the Bermuda Fire Department, the Bermuda Regiment and HM Customs for their assistance and co-operation rendered throughout the year.



*On land or on the water, service personnel are working to ensure a safer environment for all*



The inspector in charge of the Section is involved with a number of marine committees. These include the Administrative Search and Rescue Standing Committee; the Marine Pollution Contingent Committee and Command Team; the Water Safety Council; Tallships 2000; and the Christmas Boat Parade Committee.

#### **CANINE UNIT**

##### ***Sergeant Ian Coyles***

The Canine Unit (K-9) operated with three dog teams in 1999. The dogs and their handlers have attained prominence on the front-line of drug interdiction. Two Belgian Shepherds, "Max" and "Hutch" ably assisted this Unit's success, while "Geoff", a black Labrador, and a reliable mainstay for the Unit, continued to give high performance throughout the year.

K-9's Max received additional training as a general purpose police dog, and can now provide tracking, property search and apprehension duties as well. All three dogs are trained to detect the three main drug odours – cannabis (including cannabis resin and hash oil), cocaine (including 'crack') and heroin. In addition, the dogs also alert to the odours of firearms and ammunition.

The Canine Unit polices the Bermuda International Airport (airplanes, as well as baggage, freight, courier and airmail facilities) and the docks (including sea freight vessels, cruise ship arrivals and private yachts). These tasks remain a primary concern, and will likely continue to be a focal part of its operations.

This past year, two of the K-9 Unit officers attended overseas courses in the United States and in the United Kingdom for further training and certification.

The value of this particular Unit cannot be understated, but more emphasis will need to be placed on developing its potential, particularly with the manpower/dog teams in order for drug interdiction to continue to operate successfully at both the street level and all major ports of entry.

#### **NATIONAL TRAFFIC CO-ORDINATOR**

##### ***Chief Inspector Roger Kendall***

There were a total of 28 personnel established to man the Traffic Patrol Department this year. The actual strength of the Department, however, was reduced with the introduction of the Traffic Enforcement Unit (formerly the Motor Cycle Patrol Section). This unit used the patrol motorcyclists in a traffic enforcement and speed detection role, working primarily day and late shifts. The Traffic Enforcement Unit consisted of two equal teams of one sergeant and six constables.



The chronic manpower shortage that the Service was undergoing was felt most acutely by the Traffic Department around mid-year with a drastic increase in the number of cycle thefts reported. This resulted in further redeployment of personnel to re-bolster the traffic watches, which were the front-line response units, and the Cycle Crime Unit. These changes did not go unnoticed by the general motoring public who expressed increasing concern and alarm over the increasingly blatant disregard of traffic laws. A re-alignment of manpower deployment and new techniques to address these problems were implemented. As a result, the bulk of the centralised traffic watches were transferred to the three territorial divisions, each being bolstered by one traffic motorcycle sergeant, two traffic patrol cars and five traffic motorcycles equipped with radar and laser speed detection devices. A small unit was retained within the Specialist Operations Division to supplement the territorial divisions.

A three-pronged approach was adopted in combating the traffic concerns:



**Roger Kendall**  
*Chief Inspector*

*Police attended the scene of  
78 accidents where alcohol  
or drugs were suspected  
as being the cause  
(2.7% of the total number).  
73 arrests were  
made on suspicion of  
impaired driving.*

- Education of the public with a publicity campaign
- High visibility of static and mobile marked patrol vehicles to serve as deterrents to offenders, and
- The adoption of a zero-tolerance policy toward all traffic offences, with rigid enforcement of the laws

The result was a marked increase in traffic tickets being issued (accompanied by marked publicity to increase the deterrent factor), and by December 1999, a successful reduction in both the numbers of traffic accidents and complaints from members of the public.

In 1999, the number of accidents reported to Police increased by 0.8% to 2,876, compared to 2,852 in 1998. This also reflects a decrease over the figure for 1997 of 2,929.

There were 1,081 injury accidents reported compared to figures of 1,135 and 1,255 in 1998 and 1997, respectively. Of the injury accidents reported for the year, 1,292 persons were injured. 710 involved local residents being slightly injured, and 146 being seriously injured. Similarly, 390 Bermuda visitors were slightly injured, and 46 were seriously injured. A total of 4,623 local residents and 529 tourists were involved in accidents last year compared to comparative totals of 4,837 and 551 respectively for the previous year.

There were 629 single-vehicle accidents, the highest proportion of which were livery cycles (285).

Police attended the scene of 78 accidents where alcohol or drugs were suspected as being the cause (2.7% of the total number). 73 arrests were made on suspicion of impaired driving.

There were 10 road traffic accident fatalities during 1999, compared to 17 the previous year. The 10 road fatalities are included in the 1,081 injury accidents recorded.

*[See appendix for Traffic Statistical Analysis]*

## **CYCLE CRIME UNIT**

### ***Sergeant Merwyn Greenidge***

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

**The functions of this Unit are manifold:**

- The investigation of reports of the dishonest appropriation of cycles and related offences
- The identification and prosecution of offenders in matters related to the dishonest appropriation of cycles and related offences
- To co-operate with and assist other Police sections in the investigation of cycle thefts and related matters
- The collection of intelligence on persons and groups believed to be involved in the dishonest appropriation of cycles as a systematic criminal enterprise
- Serve as liaison with the National Intelligence Department on matters of intelligence related to cycle thefts.

Officers in this Unit are provided with Suzuki GS500 police motorcycles for general patrol work and two KTM 400 dual-purpose cycles for easier access to remote off-road areas. The Unit also has two open-bed trucks for the collection of cycles.

The normal working strength of the Unit consists of nine officers, supervised by one sergeant. For the majority of the year, this Unit operated under strength. The Unit, however, continued to work with a high level of energy and achievement.

The experience of the officers ranges from 6- 24 years. These officers are also well-versed in emergency response, diving and as driving instructors.

### Cycle Theft Dollar Value

1996	1,117 cycles stolen	\$3,351,000
1997	1,091 cycles stolen	\$3,273,000
1998	1,094 cycles stolen	\$3,282,000
1999	1,224 cycles stolen	\$3,672,000

153 persons were arrested by the Unit for various offences during 1999. The majority of these were for outstanding warrants (60), followed by suspicion of stealing, and drug offences; 33 persons were arrested for a variety of other offences. In addition, a number of persons were prosecuted for stealing cycles, some of whom received prison sentences ranging from three months to one year. Officers issued 425 Moving Violation Tickets during the year, most of which were for disqualified driving, and offences related to the vehicles themselves (e.g. over-sized engines).

The Unit continues to provide sterling service to this component of vehicular crime, and despite an upward trend in cycle theft and related crime, intends to maintain its meritorious energy. Lectures are provided to new recruits, Reserves, Army cadets, elementary school-children, and the Police Night School, which is open to the public. Cycle Crime officers also conduct the free U-marking service on a regular basis at the Prospect headquarters or at public events. Several new initiatives have been submitted to combat the increase in cycle theft, the results of which are expected to be readily evident next year.

### GARAGE/WORKSHOPS UNIT

The [Garage/Workshop Unit](#) is responsible for the service and maintenance of the Bermuda Police Service fleet. It is supervised by a chief inspector, who is responsible for a civilian team comprising a fleet manager, a mechanical foreman, two motor mechanics, one motorcycle mechanic, two bodywork/paint technicians and one driver/cleaner. The fleet itself includes the following:

	Marked	Unmarked	Total
Cars	28	53	81
Trucks (buses/jeeps)	21 (buses/jeeps)	13 (vans)	34
Bikes (motorcycles)	42 (motorcycles)	56 (scooters)	98
Boats	7	0	7
Trailers	3	3	6
Generators	0	9	9
<b>Grand Totals</b>	101	134	235

An eight-year schedule has been formulated (see below) in conjunction with the Finance Department for the replacement of all units within the Service fleet, excluding trailers, boats and generators. This schedule was compiled with the assistance of the previous garage foreman, taking into account the usage, mileage, and reliability of each vehicle, and the following variables:



- Most patrol cars are on the road all day, everyday, resulting in high mileage and various wear and tear, given the different driving manner of each driver
- Unmarked cars and vans are only on the road for between eight – ten hours each day in a five-day week by many different drivers
- Scooters and motorcycles are usually ridden for a maximum of seven days, with between two to four days off and ridden by individual riders
- Jeeps and mini-buses are rugged vehicles, driven on an irregular basis, as and when required by various drivers

### Replacement Schedule

Patrol Cars 3-5 years  
 Scooters & Bikes 5-7 years  
 Unmarked or Plain Cars & Vans 6-8 years  
 Jeeps & Buses 8-10 years



**Sinclair White**  
*Chief Inspector*

*1999 proved to be a  
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## **WESTERN DIVISION**

### ***Chief Inspector Sinclair White***

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

1999 proved to be a challenging and interesting period for the Division as it moved towards 2000. Every day presented a new challenge or issue from our west end residents that needed the attention and service of our officers. The community at large desires and expects a Service upon which they can rely and trust. Our Reserve colleagues helped us to more than adequately meet the challenges that unfolded during the course of the year.

In April, His Excellency the Governor left his temporary residence at "The Cottage" and returned to Government House in Pembroke. A small appreciation reception was held for the police officers who provided security at "The Cottage" throughout the eight-month period. The Royal Naval Dockyard became the end-point of a number of special events that required keen operational management this year. These included the End-to-End Charity Walk, the Bermuda Day Half-Marathon in May, and the popular two-night Bermuda Jazz Festival in May. Some 14,000-15,000 patrons of the Festival attended on the second night alone. Dockyard was of course also the site of the New Year's Eve festivities. Because of the millennial celebrations, there were in excess of 18,000 residents, tourists and Government officials on hand to ring in the New Year. Planning for the event required the resources and expertise of all regular and Reserve officers, to ensure a safe and enjoyable celebration, especially with the anticipated significant increase in vehicular

traffic. Although there were a small number of hitches, the event was hailed a success.

As in every Division, crime continues to be addressed through proactive community efforts. There was an overall drop in House-break-ins and Burglaries this year, but a new disturbing trend emerged involving juveniles who are becoming involved in these petty crimes. There is also the recurring problem of thefts from unattended vehicles, which has been the focus of the Beach Squad, the parish constables and general patrols. It has been proven that this form of opportunistic crime can best be tackled with public co-operation and support.

Bermuda recorded two murders in 1999. The second murder occurred within the precincts of the Western Division, and is still under active investigation. The Division also recorded two of the ten road fatalities this year. With the re-deployment of the Traffic Enforcement Unit in December, Western has begun taking a more proactive stance in the education, cautioning and enforcement of traffic offenders, particularly speeders, which has proven to be most beneficial. We are anticipating continued success.

Again, the Bermuda Reserve Police western officers are to be singularly commended for their unselfish time and energy in supporting our efforts to protect and preserve. They continue to lend a hand in general patrol duties, crowd and traffic control at a number of events and functions in the area. They are a group of individuals we are proud to be working alongside.

Policing duties in this division have always and continue to be performed in the spirit of unity and co-operation. Our officers, through their commitment and dedication strive to resolve all incident reports and related issues through an active and interactive team concept. The coming year will bring with it new opportunities and initiatives that can only improve the enviable quality of life enjoyed in this Division. We will continue to assume a proactive lead role in the policing of this community.

## CENTRAL DIVISION

### Chief Inspector Jonathan Smith

Central Division operates from Hamilton Police Station and covers the parishes of Paget, Pembroke and Devonshire, as well as the municipality of Hamilton. It remains the largest policing area (by population), and the busiest in terms of calls for service. An expanding commercial district, a diverse population, both Houses of Parliament, Government House, the Premier's residence and most Government offices combine to place a multitude of policing demands on the Division. Superintendent Jonathan Smith assumed command of the Division in September. Prior to this, because of executive command vacancies at Prospect, Central was commanded by no less than four other senior officers in the preceding nine months. Thanks to the efforts of Superintendent Gertrude Barker and Acting Superintendents Sinclair White, Vandal Bridgeman and Steven Shaw, the command exchanges were virtually seamless and contributed to a very successful year for this busy Division.

By year's end the establishment of Central had grown to 115 officers and 15 civilian support staff. The formation of the Central Traffic Enforcement Unit (CTEU) in December has made this Division the largest in the Service. Its size however, has not compromised its effectiveness by any means. Noticeable impact in accident reduction coincided with the CTEU's deployment, and the continuation of this favourable trend is anticipated in 2000 and beyond. In addition, Task Force, Narcotics, C.J.S. and Commercial Crime Units all worked actively in the Division as policing demands dictated. A wide range of Operational Orders was staged – special events, races of varying types and other activities that required some form of policing. Foot and mobile patrols (including pedal cycle patrols) formed the core policing duties with many ancillary duties such as coverage for the Supreme Court, Cabinet Building, Government House and the Premier's residence. It has long been recognised that these additional static duties, while functionally important, continue to

impact on resource and morale levels. Towards the end of the year, dialogue aimed at absolving the Division of direct responsibility continued.

Criminal activity remained at comparable levels with previous years. A range of crime arising from the lack of economic wealth, opportunity, and drug association continued to impact the community, and pick at the social fabric of a complex and economically diversified population. Central experienced one murder on Parsons Road in Pembroke.

Liquor licensed establishments continued to be the focus of calls for service with just a few establishments responsible for the vast majority of both calls for service and reports of criminal activity. The Division continues to monitor the situation and report in accordance with the provisions of the relevant legislation.

The Core Functions Review published during the year highlighted several features that impact on this Division. A high ratio of static duties has already been mentioned, and the high ratio of probationers working without effective mentors does not augur well for the future. Central Division staff continue to work under less than satisfactory working conditions and it is pleasing to note Government's commitment to secure funding for the long-awaited new Hamilton Police Station. This will do much to improve health, safety and morale issues within the Division and provide the Service with a modern, purpose-built facility.

Once again, a debt of gratitude is owed to the very loyal service of the Reserve Police this year. Regular coverage of 'Harbour Nights', special events, Operational Order events and other Watch duties complemented the full-time officers and provided real policing service to the community.

The implementation of the 'Policing Strategy for the Community' is being eagerly awaited, as this document will ensure that long-term problem solving becomes a primary responsibility of Community Beat Officers working within the Division. The approach to this will be one of partnership, working with and for the community to improve a range of quality of life issues.



**Jonathan Smith**  
Superintendent

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**Norman Ingemann**  
*Chief Inspector*

## **EASTERN DIVISION**

### **Chief Inspector Norman Ingemann**

Eastern Division personnel work from the St. George's Police Station on York Street. The Division comprises Hamilton, Smith's and St. George's parishes. A sub-division at the Bermuda International Airport, the Baselands, and both the Pennos Wharf and Ordnance Island cruise terminals, also lies within its jurisdiction. Eastern has become a front-line interdiction Division, necessitating a close working relationship with both the Narcotics Department and HM Customs.

There are some 62 officers and six civilian staff employed here, under the guidance of a chief inspector.

Eastern Division's image as the forerunner in successful community policing initiatives continued in 1999, particularly with the uniformed officers who worked with diligence and dedication in the delivery of service to the eastern community.

This year, however, the Division distinguished itself within the Service by being chosen as the pilot project for a new shift rostering system. The move followed an extensive Service-wide survey of officers, most of whom worked in shifts. An overwhelming 82% supported a change in the shift system, and in May, a few months later, a new ten-hour trial shift was introduced and received virtually unanimous support. The pilot programme is expected to conclude in the summer of 2000, and it is widely anticipated that its implementation throughout the Service will follow shortly thereafter.

The Criminal Investigation Department has been hard at work throughout the year having successfully investigated a number of high profile crimes, not the least of which was the Harrington Sound Primary School arson. This case and others involving serious violent crimes resulted in convictions and in most cases significant prison sentences. Results in crimes of dishonesty were equally very encouraging.

The Division would be remiss if it neglected to once again commend the Eastern Reserve officers for their fine work alongside the police. Throughout the year, and particularly during labour-intensive events such as Cup Match and New Year's Eve, their assistance has been truly tremendous and much appreciated.

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*One of the highlights of 1999 was the introduction of CCTV cameras to help fight crime*





**Eugene Vickers**  
*Commandant*

*The historic hand-over of  
the command of the  
Bermuda Reserve Police  
occurred in September.  
Commandant Eugene  
Vickers became the first  
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Commandant of the  
Reserve Police.*

## **BERMUDA RESERVE POLICE**

*Commandant John Moore, CPM  
and Commandant Eugene Vickers*

The Bermuda Reserve Police ended the 20th Century with renewed impetus to take it into the 21st Century. Its development has been such that the Executive is confident that the Support Unit can adequately perform its role in assisting the Bermuda Police Service in policing Bermuda.

At the end of the year, the strength of the Bermuda Reserves was 134. There was some re-organisation during the year, where members who were inactive tendered their resignations, and 43 new officers enlisted and received the required training.

The Commandant and his senior management team remained part of the senior strategic and policy-shaping processes that shape the direction of the Bermuda Police Service.

The historic hand-over of the command of the Bermuda Reserve Police occurred in September. Commandant Eugene Vickers became the first black Bermudian Commandant of the Reserve Police following the retirement of Commandant John W. Moore, CPM after some 28 years' service with the Unit, and 12 as its Commandant. The momentous ceremony was attended by His Excellency the Governor, the Premier, and other Government dignitaries, and was followed by a reception at the Police Recreation Club.

Reserves participated in several significant training programmes this year, including the introductory trainers' course for the manning of the CCTV. Reserve sergeants attended a seminar focusing on modern management techniques, including effective leadership and communication skills.

## **Promotions To:**

*Deputy Commandant*

Huw Lewis

*Superintendent*

Jerry Robinson

*Chief Inspector*

John Morris

*Inspector*

Sandra Talbot (who also assumed Reserve command of Eastern Division)

*Sergeant*

Ann Watkins

In addition, Inspector Cannoth Roberts assumed charge of the Reserve Marine Section, Warrants, CCTV, Crime Patrol, and Specialist Operations. Inspector George Hassell assumed Reserve command of Western Division.

The Bermuda Reserve Police is fortunate to have within its ranks, people from all walks of life. There are accountants, school teachers, nurses, bakers, administrators, business managers and clerical workers. With the training afforded and the calibre of its personnel, the Bermuda Reserve Police has had an excellent year, and is looking forward to meeting the challenges of the 21st Century.

## POLICE BENEVOLENT FUND

There were no meetings held this year.

## BERMUDA POLICE ASSOCIATION

### *Sergeant Michael Jackman*

The [Bermuda Police Association](#) represents the ranks between constable and chief inspector. The Association was established in 1968 in order to provide the lower and middle ranks within the Bermuda Police Service with the opportunity to bring matters of importance concerning welfare and efficiency to the Governor, the Government and to the Commissioner of Police.

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

The members of the 1998 Executive Committee are Sgt. Michael A. Jackman, Chairman; Sgt. Clarke Minors, Deputy Chairman; P.C. Raoul Ming, Treasurer; P.C. Antoine Fox, Assistant Treasurer; W.P.C. Cheryl Watts, Secretary; P.C. Patrick Rock, Assistant Secretary; P.C. Terry Pringle, Welfare Director; P.C. Kirk Saunders, Deputy Welfare Director; P.C. Sgt. Kevin Christopher, Legal/Financial Assistance Director and P.C. Carl Neblett, Deputy Legal/Financial Assistance Director. The Association provided legal/financial assistance to a number of its members this year.

1999 saw a number of meetings held with the Commissioner of Police. These monthly meetings allowed the two sides to discuss a number of salient issues within a reasonable timeframe. Contract negotiations were finally concluded in July. After the talks became deadlocked, the Permanent Police Tribunal was used to provide binding arbitration. The new contract was valid until September 30th, when a new contract would begin being negotiated.

The Bermuda Police Association hosted a training seminar in June on public sector negotiations. Members from the Bermuda Fire Service Association, and the Bermuda Public Service Association were also invited to participate.



## DEPARTMENTAL STATISTICS

### FINANCE & ADMINISTRATION

#### Annual Budget

	1997/98	1998/99	1999/00
Salaries	26,282,822	27,494,537	28,261,587
Wages	655,331	581,802	644,359
Other personnel costs	2,206,329	27,960,005	3,701,630
<b>Employee expenses</b>	<b>29,144,482</b>	<b>27,796,005</b>	<b>32,607,576</b>
Operational expenses	4,298,267	4,832,372	1,274,650
Capital acquisitions	2,509,998	27,863,323	2,374,605
<b>Other expenses</b>	<b>6,808,265</b>	<b>7,618,695</b>	<b>6,216,740</b>
<b>Total Annual Budget</b>	<b>35,952,747</b>	<b>38,491,039</b>	<b>38,824,316</b>

### ROAD TRAFFIC ACCIDENT STATISTICS FOR 1999

#### Statistics Analysis

	1998	1999	Difference
Fatals	17	10	-7
Serious injury	191	182	-19
Slight injury	1,166	1,100	-66

#### Main Causes of Accidents

Inattention	732	766	+55
Inexperience	382	381	+34
Following too close	206	240	-1
Overtaking improperly	211	208	+34
Entering main road carelessly	192	247	-3
Bad road surface	160	175	+15

#### Miscellaneous Statistics

Failure to stop	259	270	+11
First aid rendered by Police	381	322	-59
Children involved	89	71	-18
Pedestrians involved	68	35	-33
Animals involved	22	18	-4

#### Single Vehicle Accidents

Four wheeled vehicles	192	174	-18
Motor cycles/scooters	105	102	-3
Auxilliary cycles	63	61	-2
Livery cycles	292	285	-7
Pedal cycles	8	7	-1

The total number of vehicles/animals involved in accidents last year were 5,072 vehicles and 18 animals compared to 5,024 vehicles and 22 animals in 1998.

## Percentage Analysis of Vehicles Involved

Private cars	2,465	48.6%
Motor cycles/scooters	739	14.6%
Auxiliary cycles	512	10.1%
Livery cycles	477	9.4%
All trucks	587	11.6%
Taxis	192	3.8%
P.S.V.	67	1.3%
Pedal cycles	33	0.6%

## Ages of Persons Involved

Up to 15 years	71	1.4%
16 to 20 years	811	16.0%
21 to 30 years	1,131	22.3%
31 to 40 years	1,282	25.3%
41 to 50 years	899	17.7%
51 to 65 years	652	12.9%
66 years and over	224	4.4%

## RECORDABLE MINOR OFFENCES BY CATEGORY FROM 1997 – 1999

	1997			1998			1999		
	Known	Cleared	Cleared %	Known	Cleared	Cleared %	Known	Cleared	Cleared %
Drunk & Incapable	16	16	100	26	26	100	26	26	100
Drinking in a Public Place	22	22	100	22	21	96	12	12	100
Offensive Words/Behaviour	135	115	85	191	147	77	187	114	61
Threatening Words/Behaviour	298	224	75	308	214	70	277	211	76
Indecent Exposure	20	7	35	24	4	17	29	5	17
Assault on Police	23	23	100	72	69	96	25	15	60
Common Assault	302	232	77	322	227	71	244	119	49
Violently Resisting Arrest	44	44	100	58	50	86	26	26	100
Prowling	126	12	9	104	10	10	96	13	14
Trespass on Priv./Public Property	134	76	57	120	80	67	72	24	33
Malicious Damage (Under \$60)	129	37	29	123	26	21	99	20	20
Dogs Act Offences	43	19	44	188	83	44	136	53	39
Powercraft Offences	224	222	99	366	352	96	451	428	95
Annoying Telephone Calls	202	114	56	188	103	55	233	110	49
All Other Offences	126	90	76	167	82	49	190	72	38
<b>Grand Totals:</b>	1,844	1,253	68	1,494	1,494	66	2,103	1,248	59

**RECORDABLE CRIMES BY CATEGORY FROM 1997 – 1999 (INCLUDING CLEAR UP RATES BY PERCENTAGE)**
**Offences Against The Person**

	1997			1998			1999		
	Known	Cleared	Cleared %	Known	Cleared	Cleared %	Known	Cleared	Cleared %
Murder	2	2	100	0	0	–	2	1	50
Attempted Murder	0	0	–	0	0	–	1	1	100
Manslaughter	1	1	100	2	1	50	0	0	–
Grievous Bodily Harm	51	39	76	51	30	59	43	17	40
Wounding	63	43	68	56	34	61	91	27	30
Assault - Bodily Harm	343	239	70	340	224	66	302	236	78
Assault on Police	37	32	86	45	44	98	27	21	78
Unlawful Carnal Knowledge	8	8	100	9	8	89	1	1	100
Unnatural Offences	0	0	–	0	0	–	0	0	–
Sexual Assault	54	42	78	40	21	53	42	26	62
Sexual Exploitation	13	11	85	15	9	60	18	8	44
Others Against Person	72	39	54	33	19	58	37	19	51
<b>Subtotals</b>	643	455	71	591	390	66	564	357	63

**Offences Against Property**

Robbery	61	20	33	51	15	29	78	14	18
Arson	16	5	31	15	3	20	1	1	100
Burglary	354	54	15	369	38	100	216	19	9
Housebreaking	330	68	21	363	100	28	414	53	13
Storebreaking	99	20	20	80	17	21	104	27	26
Officebreaking	78	43	55	44	25	57	41	2	5
All Other Breakings	378	59	16	307	2	5	285	51	18
Poss. of Housebreaking Tools	4	4	100	3	3	100	4	4	100
Receiving	7	7	100	28	28	100	5	4	80
Forgery & Uttering	455	288	63	340	206	61	401	293	73
Fraud/False Pretences	357	221	62	300	155	52	271	182	67
Embezzlement/Larceny Servant	163	90	55	295	126	43	93	73	79
Larceny from the Person	55	25	45	61	23	38	62	11	18
Larceny from the Docks	0	0	–	0	0	–	0	0	–
Larceny Dwelling House	178	67	38	202	73	36	220	68	31
Larceny from Beaches	25	4	16	26	0	0	37	3	8
Larceny from Hotels	48	3	6	27	0	0	31	1	3
Larceny of Boats	34	13	38	8	0	0	41	13	32
Larceny of Boat Parts	61	5	8	25	5	20	37	5	14
Handbag Snatches	24	3	12	37	5	14	45	2	4
Removed Cycles	1,188	192	16	1,011	101	10	1,257	163	13
Removed Cars	37	19	51	49	20	41	48	3	6
Trespass in Dwelling House	80	59	–	78	30	46	94	56	59
Shoplifting	185	120	65	160	128	80	256	171	83
Larceny from Vehicles	302	46	15	282	20	7	375	16	4
Other Larcenies	898	217	24	934	260	28	520	223	43
Malicious Damage (Over \$60)	523	179	34	500	135	27	560	185	33
Others Against Property	13	6	46	68	6	9	57	13	23
<b>Subtotals</b>	5,953	1,837	31	5,663	1,576	28	5,503	1,656	30

## Other Offences

Coinage/Counterfeit Offences	32	0	0	21	0	0	194	387	20
Poss. of Offensive/Proh. Weapons	52	47	90	78	68	87	90	32	36
Firearms/Explosives	10	9	90	4	3	75	14	2	14
Perjury	0	0	–	0	0	–	0	0	–
Bribery/Corruption	0	0	–	0	0	–	0	0	–
Sedition	0	0	–	0	0	–	0	0	–
All Other Offences	39	35	90	36	31	86	14	6	43
Currency Offences	9	8	89	24	24	100	1	1	100
<b>Subtotals:</b>	141	86	61	154	111	70	118	78	66
<b>Grand Totals:</b>	5,751	2,164	38	6,751	2,404	36	6,372	2,044	32

## ALARMS

Between January and May 1999, a part-time civilian, Mrs. Marion Ezedinma served as the Alarms Officer. Effective June 1st, Mr. Ricardo Butler, another civilian employee was appointed to the dual role of Alarms Officer and Crime Prevention Officer.

In July, the Bermuda Police Service changed its computer operating software. Some components of the new system are still awaiting installation and have prevented records being maintained on the number of alarm activations during the latter half of the year.

### Installations:

<b>Alarms monitored by Police (COMOPS)</b>	<b>1998</b>	<b>1999</b>
Bermuda Alarm Company	76	76
Bermuda Central Station	25	24
Bermuda Telephone Company	52	52
Security & Communications (Baldwin)	59	59
<b>Totals</b>	212	211

### Alarms monitored by Central Stations \*

Bermuda Alarm Company (Safeguard Security)	808	859
Bermuda Central Station (Island Wide Security)	703	1,210
Bermuda Telephone Company	–	25
Digital Electronics	6	40
Guardwell Security Services	5	14
Intelli Home Electric (A.E.C.)	3	7
International Security Investigations/Sentry Alarms	177	250
Pro-Tech Security Security Services	128	66
Security Protection Services	3	–
<b>Subtotals</b>	2,174	2,610
<b>Grand Totals</b>	2,386	2,821

\* Based upon information supplied by the alarm companies.

NOTE: In addition to the registered systems, there is an undisclosed number of Bermuda intruder alarms monitored by overseas central stations.

## STOLEN CYCLES

Total number stolen to 31 December												
Year	1996						1997		1998		1999	
	1,117						1,091		1,094		1,224	
1996	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Monthly Total	108	97	87	79	110	108	118	120	69	71	61	89
Weekly Total	24.36	24.22	19.6	18.41	24.83	25.2	26.64	27.09	16.1	16.03	14.23	20.09
Daily Average	3.48	3.46	2.8	2.63	3.54	3.6	3.8	3.87	2.3	2.29	2.03	2.87
Running Totals	108	205	292	371	481	589	707	827	896	967	1028	1117
1997	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Monthly Total	76	69	95	72	63	92	84	106	111	135	105	83
Weekly Total	17.16	17.24	21.45	16.8	14.22	21.46	18.96	23.9	25.9	30.48	24.5	20.75
Daily Average	2.45	2.46	3.06	2.4	2.03	3.06	2.7	3.4	3.7	4.35	3.5	2.6
Running Totals	76	145	240	312	373	467	551	657	768	903	1008	1091
1998	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Monthly Total	81	65	69	82	79	93	93	126	122	96	82	106
Weekly Total	20	16.25	17.25	20.5	19.8	23.25	23.25	31.5	30.5	24	20.5	26.5
Daily Average	2.6	2.3	2.2	2.7	2.5	3.1	3	4.1	4	3	2.7	3.4
Running Totals	81	146	215	297	376	469	562	688	810	906	988	1094
1999	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Monthly Total	105	70	93	87	112	118	113	119	107	82	126	92
Weekly Total	24.0	17.5	21.0	21.7	28.0	29.5	28.2	29.7	21.4	16.4	31.5	18.4
Daily Average	3.4	2.5	3.0	3.1	3.7	3.9	3.6	3.8	3.4	2.6	4.2	2.9
Running Totals	105	175	268	355	467	585	698	817	924	1006	1132	1224





BERMUDA  
P O L I C E  
S E R V I C E