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MINISTRY RESPONSIBLE:	MINISTRY OF INTERNAL AFFAIRS
COUNTRY	VANUATU



# VANUATU POLICE FORCE ANNUAL REPORT 2023

## ABSTRACT

This Annual Report highlights the achievements of Vanuatu Police Force throughout its implementation of Business Plan 2023. Vanuatu Police Force made some positive strides despite challenges in its operating environment. The organization will always remain vigilant in the delivery of its services to the people of Vanuatu. It continues to uphold its values and maintain its integrity despite setbacks.



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### **Acknowledgement**

This report is made possible through the dedication of all Provincial and unit Commanders, including those tireless and committed officer working behind the scenes for their commanders to ensure their reports are submitted within the expected timeframes. With the direction and leadership of each unit and division commanders, security and policing services are provided throughout Vanuatu. Words of acknowledgement is also extended to all development partners for their significant contribution towards various policing programs and capacity development. Most importantly, credit is given to all officers throughout the Vanuatu archipelago for your dedication towards the implementation of 2023 Business Plan Activities.

Tangiu Tumas.



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## ANNUAL REPORT 2023

### 1. Commissioner's Foreword

I have the Pleasure to present the 2023 annual report.

In a world marked by complexity, rapid change, and formidable challenges, the Vanuatu Police Force (VPF) stands as a steadfast pillar of stability and resilience. Our commitment to maintaining social structures, minimizing civil disturbance, proactively addressing domestic violence, intercepting organized transnational crime, and upholding the integrity of our sovereignty remains unwavering. As we navigate through the sophisticated web of today's global landscape, VPF remains focused on upholding the highest standards and ensuring that the rule of law prevails.

Reflecting on the experiences of the past year, Vanuatu Police Force has witnessed significant shifts in government, leading to the relocation of our organization between the ministries of Prime Minister and Internal Affairs. Despite these transitions, VPF has demonstrated unwavering loyalty and dedication to the government by continuing to provide essential services to the communities of Vanuatu, undeterred by political changes and instability.

Amidst the challenges we faced, 2023 was a year of notable achievements and progress. Collaborating closely with our partners, VPF successfully inaugurated the Epi Police Station, marked the beginning of construction at the Vila Police Station, and received the Tiroas Barracks from the Australian Government, strengthening our operational capabilities and presence across the nation. The increase in human resources and the establishment of the Community Safety Team (CST) further highlight VPF's commitment to enhancing safety and security in our communities.

We are deeply grateful for the ongoing support and assistance from our domestic and international partners in upgrading our infrastructure, enhancing our capabilities, and fostering resource development. The lessons learned from our past experiences serve as stepping stones toward continuous improvement and the fulfillment of our shared objectives as a law enforcement and security agency.

I extend my heartfelt gratitude to all stakeholders for their tireless efforts in ensuring that Vanuatu remains an example of peace in the region. May the blessings of the Almighty guide and protect us as we work together towards a safer and more prosperous future for all.

God Bless

  
Robson Vurioru Iavio  
Commissioner  
Vanuatu Police Force







## ANNUAL REPORT 2023

### 2. Introduction

The Annual Report 2023 outlines the implementation of the 2023 Business Plan Activity of Vanuatu Police Force. It highlights the major activities that were being implemented in the year 2023, including major achievements and capacity developments.

#### VPF Core Function



The preservation of peace and maintenance of order



The protection of life and property



The enforcement of laws



The prevention and detection of offences



The production of offenders before the courts

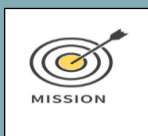


Such other duties as may expressly provided for by law



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2.1.



### Vision

A safe and secure Vanuatu for all citizens and visitors through the provisions of excellent policing services.

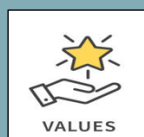
2.2.



### Mission

To provide a safe and secure environment in Vanuatu by the prevention and detection of crime through strong police and community partnership.

2.3.



### Our Values

We promote and perform with due diligence to the following values

#### Accountability

- We are all responsible for our work results, personal actions and are answerable for outcomes.

#### Integrity

- We are upright, honest and respectful in our approach to others, our work and ourselves.

#### Teamwork

- We value working together to achieve shared results.

#### Trust

- We have faith, confidence and are able to rely and depend on our members.

#### Equality

- We value equal treatment of all people according to the rule of law, and we address inequalities and ensure equitable access to opportunity for our employees through merit-based principles.

#### Discipline

- We perform our duties in a professional manner adhering to our Code of Conduct.

#### Excellence

- We strive for continual improvement and high standards in our services internally and externally.



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### 3. Cooperate Structure

Vanuatu Police Force is currently under the Ministry of Internal Affairs. In 2023, VPF was reporting under the Ministry of Prime Minister. Vanuatu Police Force, however, despite the shifts in the Ministerial responsibilities, remain constant and loyal to the government by providing the necessary services to the community of Vanuatu at large regardless of political changes or instability. Vanuatu Police Force will continue to uphold its integrity and provide national security services throughout Vanuatu according to its mandate.

#### **Organization and Management**

##### **Structure**

VPF had been operating in a 2014 structure up until its review in 2022 and was finally approved and launched on 1<sup>st</sup> September 2023.

On Friday 1st September 2023, official signing and approval of the new VPF structure was launched and transition of staff to new structure had come into effect since 1<sup>st</sup> January 2024.





## VANUATU POLICE FORCE





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Vanuatu Police Force has 3 elements. These are Police, Vanuatu Mobile Force and Police Maritime Wing.

The Police Commissioner, Colonel Robson Vuriaru Iavro is the head of the organization. The Commissioner's Office has a Chief of Staff who also is an Assistant Commissioner who is responsible for directing, managing and overseeing all policy development, daily operations, and staff activities. Units that directly report to the Commissioner's Officer are National Intelligence Unit (NIU), and Professional Standards Unit.

There are two Deputy Commissioners. Deputy Commissioner Management Services headed the Corporate Service Unit (CSU) and the Vanuatu Police Training College (VPTC) while Commander North, Commander South and Commander JPOC all report under Deputy Commissioner Operations.

Under the current 2022 structure, Vanuatu Mobile Force added the Far North Detachment in Torba and Far South Detachment in Tafea Province. Police Maritime Wing also extended the number of fleets by adding 2 landing crafts which positions will be filled once the landing Crafts arrive.

Under Commanders North and South, we have the six Provincial Police Commanders and 2 urban police commands. Commander Sanma, Luganville, Torba, Penama and Malampa report directly to Commander North while Commander Shefa, Port Vila and Tafea Report to Commander South. All unit commanders under respective Area of Operation report to their respective Commanders.

## 5. Delivery Arms

Police (VPF)

1. Commissioner's Office
2. Professional Standard Unit (PSU)
3. National Intelligence Unit (NIU)
4. Joint Planning and Operation Centre (JPOC)
5. Corporate Service Unit (CSU)
6. Vanuatu Police Training College
7. National Crime Prevention Office (NCPO)
8. Criminal Investigation Division (CID)
9. Northern and southern Command
10. Vanuatu Mobile Force (VMF)
11. Police Maritime Wing (PMW)

(Source: VPF Structure Narrative)



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### 6. Major Achievements

- Successful execution of major operations (Judy & Kevin, Macfest, French President visit, India Alpha, Ops Noel, TC Lola, S&R operations)
- Successfully host first ever Commissioner's Cup
- Increase in CST establishment. Review and training conducted
- Land Cruiser for Lakatoro
- 2 boats for Pamma and Lakatoro
- Major increase in revenue collection - 172,544,784 (334%)
- Completion of Lamelis refurbishment
- Melisanma (VHL) handed over to Northern command
- Authorized person's additional appointments
- Recruit graduation
- 2 land cruisers, 1 double cab and banana boat for Tafea
- Large number of promotions for female officers (over 60 female officers)
- More trainings/Scholarships offered to female officers
- Completion of Gaua Police Post
- Develop Detective Training Programme – Approved by COMPOL & Executive
- CID Investigation Handbook
- VPF Strategic Objectives – Keeping our community safe & secure (educating/conducting autopsies in remote areas, assist disabilities who are victims of DV).
- Working Through Partnership – VAPJP, Civil Status, AVL, Labour Dept., Immigration, DALF, Church leaders, chiefs, community leaders
- Botanists for Cannabis identification as expert witness for court briefs
- Secure ground floor Equity Building – creation of Cyber Investigation Unit
- Automated Fingerprint Identification System (AFIS) Can hold 20,000 sets of prints
- New Forensic Lab construction
- Police CAP 105 under repeal
- VPF Infrastructure Steering Group appointed

### 7. Challenges

1. The Cyber-attack on the Government Network system affects coordination, communications and data collection within the commands.
2. There are setbacks in policing services, for example, police clearance issuance due to the trend in movement of people to RSE and SWP programs.
3. Overcrowding in the Vila Central Police Station. The office space and workplace conditions did not meet the OHS standards.
4. High rent costs for the equity building as well as the Port Vila Central Police Station building.
5. High utility costs (Water & light). Lack of management in some commands.
6. Need qualified officers in specialized fields, (Forensic pathologist, digital forensic specialist)



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7. Lack of office space. Need more infrastructure development to accommodate the increase in structure
8. Insufficient allocation of resource
9. Lack policy and legislative frameworks
10. Require improvement in communication/network systems for PIMs.
11. Welfare issues affecting officers' performance, (poor housing condition, etc.)

## 8. Way Forward

1. Improve management practices (policy, compliance)
2. Increase resources (NPP Donor)
3. Review Legal framework, provide training, and HR to provide assistance to commanders.
4. Finalize police clearance ICT system and provide training
5. Provide leadership trainings and scholarships for officers in specialized fields
6. Acknowledge remote challenges and review resource allocation
7. New Police Station Building in progress to address office space
8. HR to ensure smooth transition of officers to other posts, including housing arrangements.
9. CSU to accommodate the process of new housing allowance scale.

## 9. Human Resource

### 9.1. Human Resource Distribution

This a distribution of positions among the three (3) elements of VPF according to the 2022 Structure.

Formation	2023 (Sworn officers)	2023 (Civilian staff)	Total 2023
POLICE	1105	53	1158
VMF	542	17	559
PMW	146	5	151
Total	1,793	75	1,868

Table 1  
Manning by province

The table below shows the total number of available positions in the 2022 structure, the actual number of officers in each province, and the number of vacant positions that has yet to be filled.

Element	Province/Command	Position	Actual	Vacant
Maritime	Sanma	32	8	24
	Shefa	119	41	78
Police	Torba	60	17	43
	Sanma	281	136	145



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	Penama	105	32	73
	Malampa	86	49	37
	Shefa	534	322	212
	Tafea	90	45	45
VMF	Cooks Barracks	351	197	154
	Tiroas Barracks	179	66	113
	Far North Detachment	28	0	28
	Far South Detachment	28	0	28
		1865	913	952

Table 2

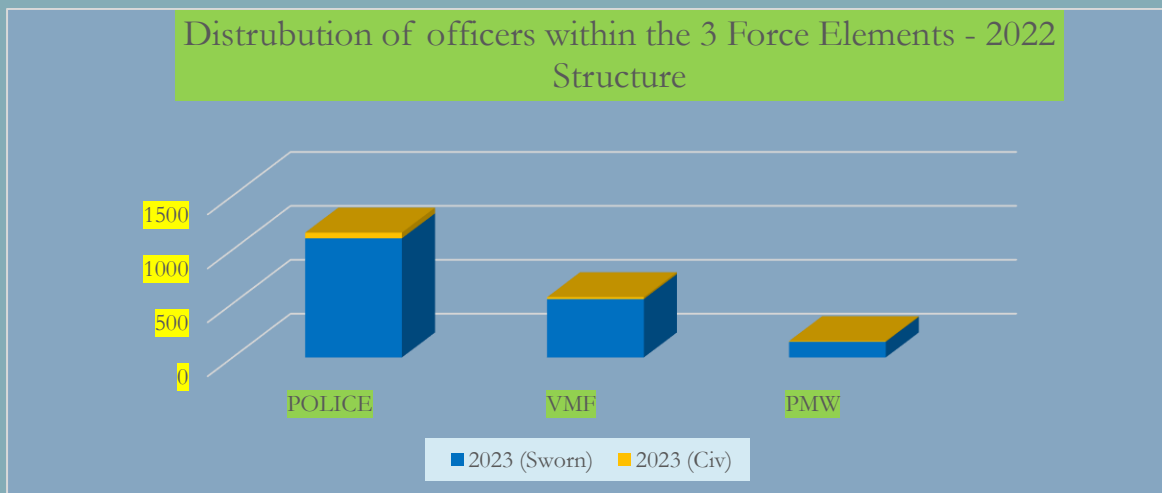


Figure 3

At the end of 2023, Vanuatu Police Force (VPF) has a total of 1008 sworn and unsworn officers within the 3 force elements across the 6 provinces, including the two urban centers, Port Vila and Luganville. The total number of positions according to the 2022 structure, is 1868. Of the total number in the structure, 1105 are sworn police officer, 542 are VMF officers, whilst 146 are Maritime officers. The total of unsworn officers (civilian) in the organization as a whole is 75.

This figure encompasses both male and female officers. Within the total, sworn police officers accounted t

Notably, within this total, 148 officers are currently serving in a probationary capacity. VPF has achieved the target figure which was initially planned that 2020 there should be over 1000 officers.

It is worth mentioning that some officers are on contractual terms, and unfortunately, two officers have been released due to reaching the retirement age. Additionally, the VPF has experienced the loss of four officers, which is a matter of deep regret. Some



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officers are exiting freely and on natural causes due to results of death. It is imperative that VPF has to replace the vacant posts.

### 9.2. Training.

Twelve officers are currently benefiting from scholarships, while 75 officers have engaged in internal and overseas assignments. In pursuit of the capacity building, most of the officers have done very well on their trainings which highlights the commitments each officer had made for the betterment of the VPF. With the demand of capacity, it is crucial for VPF to decentralize the human resource to suit the services required for the people of Vanuatu. It is required that the HR dept. is to seek training internally and externally related to each officers' responsibilities in relation to position he or she is posted to. Acknowledgements to the funding agencies that have taken the responsibility to provide support the officers that are currently on scholarships. The importance of upgrading the capacity of the VPF will have an impact on the services the organization is providing.

### 9.3. Leave

Officers' welfare is paramount in the continuity of a positive result in their performance. As police officer he or she requires a lot relief to release the stress of work they have encountered. Proper leave management allocations are essential by all provincial Command to ensure they administer their officer's entitlements.

Below is a pie chart outlining the current HR analysis of training, retention, entitlements and employment status throughout Vanuatu?





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### VPF HR Analysis

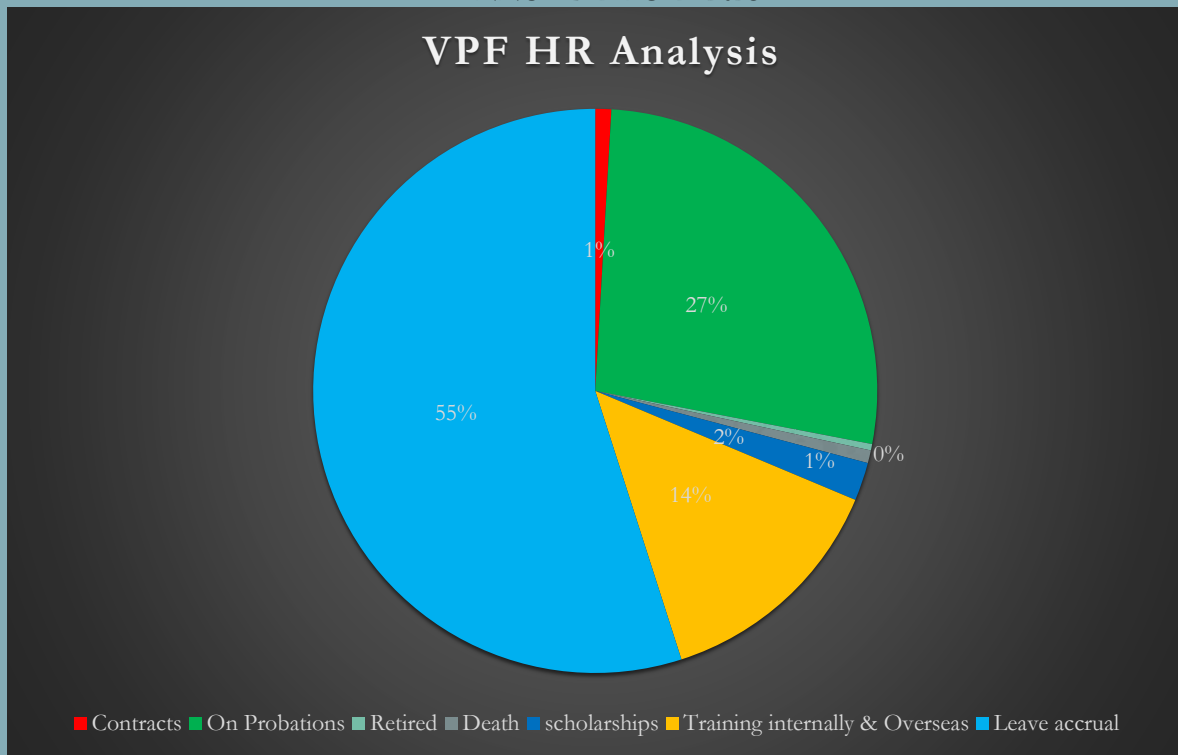


Figure 4

VPF has made significant strides over the years, particularly through ongoing recruitment efforts. The force continues to work towards maintaining and enhancing its capabilities, even in the face of constraints. On over bases, the challenges lie between human resources and resources. It is imperative that government continues to support VPF to ensure whenever an officer is posted to provincial post, the accommodations, and other essential resources are available for the officer's benefits.

Managing the number of officers throughout the country is a challenge, primarily due to financial constraints, unavailable trainings and other grievances. The remote islands, like Remorse Islands, present an additional challenge in terms of logistics and operational coordination to the Livelihood of our officers.

## 10. Financial Statements

### 10.1. VPF Budget 2023

Element	Salary & Allowance VUV	Goods & services VUV
Police	906,295,043	252,923,952
VMF	362,424,120	27,662,9544
PMW		
Total	1,268,719,163	280,586,906

Table 3

Vanuatu Police Force Total Budget for 2023 is VUV 1,549,306,906



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<b>Approved NPP: VUV82,000,000</b>	<b>Budget: VUV 1,549,306,069</b>
<b>100 Recruit: VUV 70,320,000</b>	<b>Approved NPP VUV 82,000,000</b>
<b>Progression: VUV 11,680,000</b>	<b>Total: VUV 1,631,306,069</b>

Table 4

### 10.2. 2023 Budget vs Expenditure

Account	Description	Actual	Commitment	Total	Budget	Under/over
Pol 260	Total Expenditure	1,090,472,179		-1,090,472,179	1,090,472,179	1,317,570

Table 5

Account	Description	Actual	Commitment	Total	Budget	Under/over
VMF 810	Total Expenditure	462,430,815		-462,430,815	539,430,815	77,085,505

Table 6

#### New Program/Activity

81DA	Vanuatu Air Wing					
PAYR	Personnel expenses				20,000,000	20,000,000
	Payroll expenses				20,000,000	20,000,000
	Personnel expenses					
OVER	Operating Expenses				12,000,000	12,000,000
	Overhead expenses				12,000,000	12,000,000
	Operating expenses				32,000,000	32,000,000

Table:7

### 10.3. Goods & Services (Operations) Cost Centre Budget vs Expenditure to date

Formations/Unit	2023 Budget	Expenses	
<b>Compol</b>	<b>27,975,294</b>	<b>25,709,903</b>	
<b>CSU/JPOC</b>	<b>123,534,940</b>	<b>104,885,707</b>	
<b>Police College</b>	<b>5,915,309</b>	<b>2,843,390</b>	
<b>Sanma Police</b>	<b>19,422,229</b>	<b>19,153,592</b>	
<b>Torba Police</b>	<b>6,339,539</b>	<b>5,386,727</b>	
<b>Malampa Police</b>	<b>5,687,734</b>	<b>5,341,338</b>	
<b>Penama Police</b>	<b>5,945,344</b>	<b>5,206,648</b>	
<b>Port Vila Station</b>	<b>18,557,817</b>	<b>8,529,126</b>	
<b>Tafea Police</b>	<b>8,316,892</b>	<b>6,699,617</b>	
<b>Shefa Police</b>	<b>5,414,166</b>	<b>4,584,372</b>	
<b>CID Vila</b>	<b>4,487,696</b>	<b>3,745,521</b>	
<b>Maritime Surveillance</b>	<b>21,306,992</b>	<b>20,784,573</b>	
<b>VMF Vila</b>	<b>98,238,172</b>	<b>87,890,018</b>	(Recruit npp bal 67million)
<b>VMF Santo</b>	<b>6,854,028</b>	<b>6,558,749</b>	



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### 10.4. Revenue Collection 2023

Activity	Revenue Collection	%
Revenue 2023 Budget	VUV 73,859,174	100% forecast
Collection as of 31/12/23	VUV 172,544,784	334% increase
Actual to date 28/03/24	VUV 246,403,958	

- The revenue estimate for 2023 was 73,859,174 Vatu
- Recorded revenue collection in 2023 (Rprt to date, 28/03/23) 246,403,958 Vatu
- Over collection of 172,544,784 Vatu is a 334% Increase of the estimated revenue budget

### 10.5. VPF 2023 Revenue Detail

Description	Revenue	Budget	Over/(Under)
<b>Revenue</b>			
Capital Investment Immigration Plan Fees	33,240,356	0	33,240,356
Honorary Citizenship Fees	106,478,280	0	106,478,280
Police Clearance	57,203,150	51,803,000	5,400,150
Other Fees	915,661	213,030	702,631
Other Fines	430,555	120,000	310,555
Traffic Fines	25,696,607	8,065,144	17,631,463
Driving Licenses	18,604,165	10,025,000	8,579,165
Firearms Licenses	3,522,072	3,589,000	(66,928)
Application Charges Recoveries	103,978	24,000	79,978
Testing Charges Recoveries	207,000	20,000	187,000
Value Added Tax	2,134	0	2,134
<b>Revenue</b>	<b>246,403,958</b>	<b>73,859,174</b>	<b>172,544,784</b>
<b>Total Revenue and Receipts</b>	<b>246,403,958</b>	<b>73,859,174</b>	<b>172,544,784</b>



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### 10.5.1. New Revenue Initiative achieved

Description	Revenue	Budget	Over/Budget
Capital Investment immigration Plan fees	33,240,356	0	33,240,356
Honorary citizenship Fee	106,478,280	0	106,478,280

### 10.5.2. 2023 Finance Achievements

1	2023 Additional Personnel Emoluments and Progressions NPP VT80,000,000
2	2024 budget Submission within government budget cycle
3	Training (Activity Costing & understanding of finance report)
4	Additional project funding (UK) VT14.1M
5	Continue Support with our Partners (VAPJP, DCP & NZ)

## 11. Logistics/Assets

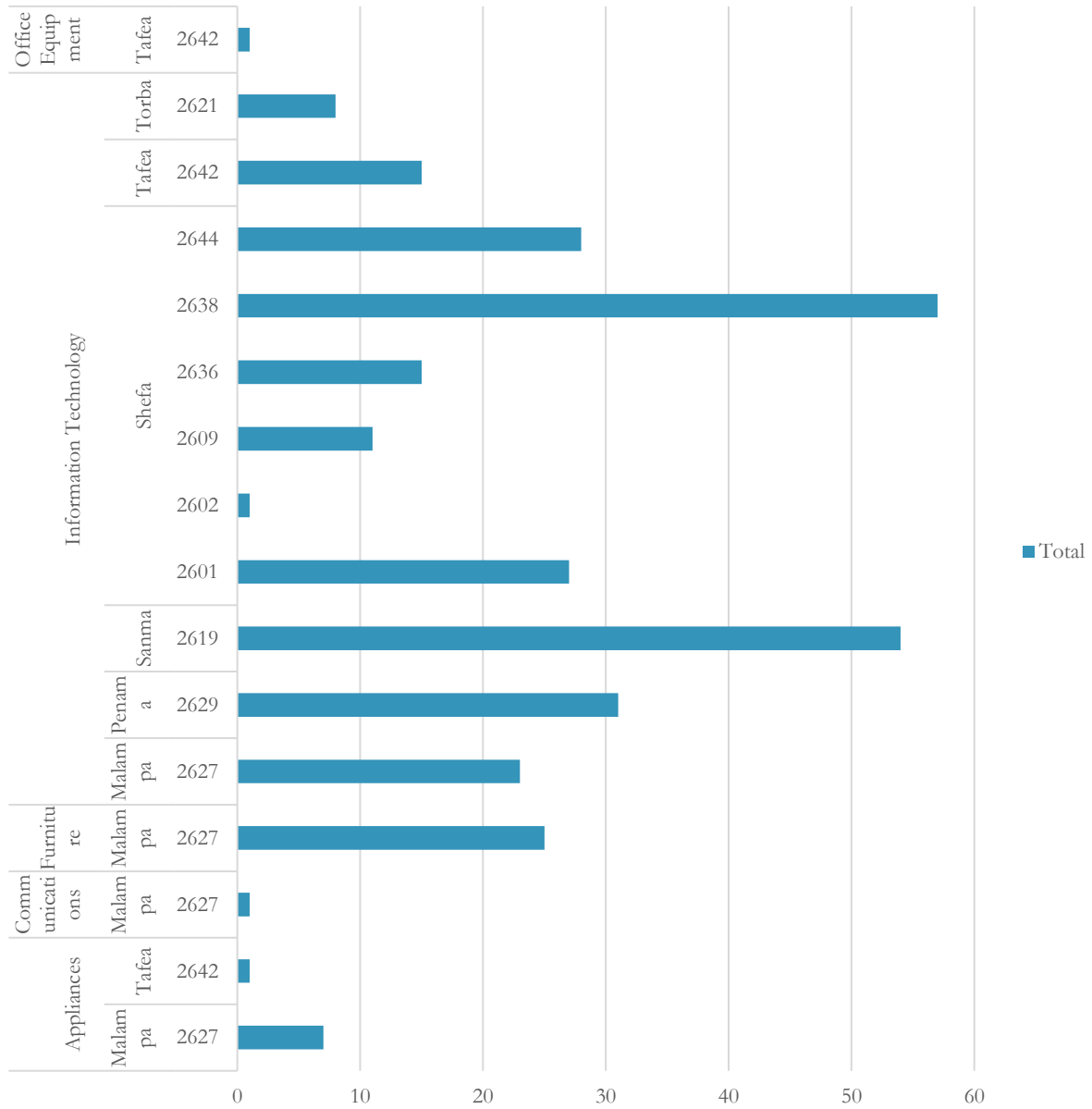
Logistics holds the responsibility to plan, coordinate and oversee movement, storage, and maintenance of material, equipment, and personnel. This may include managing supply chain operation, developing logistics plans, overseeing inventory control, and coordinating transportation and logistics activities.

The following graph shows the distribution of assets procured in 2023 through the six (6) provinces of Vanuatu. It also shows the descriptions of assets and allocation according to Cost Centers.



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### Total Assets 2023





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Year	2023
Row Labels	Count of VPF Asset number
<b>Malampa</b>	<b>56</b>
<b>2627</b>	<b>56</b>
Appliances	7
Sleeping Bag Blue color	2
Sleeping Tent Blue color	2
Solar 15 Charger	1
Torch Rechargeable 15w	2
Communications	1
Samsung Phone Galaxy A32	1
Furniture	25
White Plastic Chair	25
Information Technology	23
Computer	1
External Hardrive	2
HD Videca Calls-C270 HD	
WEBCAM	2
Laptop	2
Male Cable	1
Monitor	1
Mouse	2
Mouse/Keyboard	1
PELICAN 1600 CASE	2
Phone	1
Poket Portable Projector	1
Portable Printer	1
Portable Projector	1
Portable Speaker	1
Power Bank	1
Printer	1
Wireless Mike	2
<b>Penama</b>	<b>31</b>
<b>2629</b>	<b>31</b>
Information Technology	31
Computer	3
External Hardrive	1
Keyboard	3
Laptop	2
Monitor	5
Mouse	5
PELICAN 1600 CASE	1
Phone	1





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Portable Printer	1
Portable Projector	1
Power Bank	1
Printer	2
RBP315 Black	1
UPS APC	3
Wireless Adapter	1
<b>Sanma</b>	<b>54</b>
<b>2619</b>	<b>54</b>
Information Technology	54
External Hardrive	1
Keyboard	10
Laptop	3
Monitor	11
Mouse	12
PC	10
PELICAN 1600 CASE	1
Phone	1
Portable Printer	1
Portable Projector	1
Power Bank	1
RBP315 Black	1
USB Network Adapter	1
<b>Shefa</b>	<b>139</b>
<b>2601</b>	<b>27</b>
Information Technology	27
Computer	2
External Hard drive	2
Laptop	2
Monitor	9
Mouse	2
PELICAN 1600 CASE	2
Phone	2
Portable Printer	2
Portable Projector	2
Power Bank	2
<b>2602</b>	<b>1</b>
Information Technology	1
Laptop	1
<b>2609</b>	<b>11</b>
Information Technology	11
Keyboard	2
Monitor	4
Monitor Table Stand	1



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Mouse	2
PC	2
<b>2636</b>	<b>15</b>
Information Technology	15
Gigabit Switch	1
Keyboard	2
LaserJet Pro	1
Monitor	2
Mouse	2
PC	2
Phone	1
Voip Phone	4
<b>2638</b>	<b>57</b>
Information Technology	57
Black Hand bag	4
Computer	5
External Hardrive	3
Hardrive	3
Keyboard	7
Laptop	6
Monitor	7
Mouse	11
PELICAN 1600 CASE	2
Phone	2
Portable Printer	2
Portable Projector	2
Power Bank	2
TV	1
<b>2644</b>	<b>28</b>
Information Technology	28
External Hardrive	1
Keyboard	4
Laptop	5
Monitor	4
Mouse	5
PELICAN 1600 CASE	1
Phone	1
Portable Printer	1
Portable Projector	1
Power Bang	1
UPS APC	4
<b>Tafea</b>	<b>17</b>
<b>2642</b>	<b>17</b>
Appliances	1
Solar Power Bank	1



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Information Technology	15
External Hardrive	1
Galaxy A14 phone	1
Hardrive	1
HP Office Jet 250 Mobile	1
Laptop	2
Monitor	1
Mouse	2
PELICAN 1600 CASE	1
Portable Pocket Projector	1
Printer	2
RBP315 Black	1
Wireless Adapter	1
Office Equipment	1
Printer	1
<b>Torba</b>	<b>8</b>
<b>2621</b>	<b>8</b>
Information Technology	8
External Hardrive	1
Laptop	1
Mouse	1
PELICAN 1600 CASE	1
Phone	1
Portable Printer	1
Portable Projector	1
Power Bank	1
<b>Grand Total</b>	<b>305</b>

### 11.1. 2023 Fleet

VEHICLE TYPE	COLOR	UNIT	YEAR	SUPPLIER	STATUS	PROVIDED BY
TOYOTA LAND CRUISER TROOP CARRIE	WHITE	NORTHERN COMMAND	2023	ASCO MOTORS	NEW OPERATIONAL	
TOYOTA LAND CRUISER DC	WHITE	COMMANDER MALAMPA/LAKAT	2023	ASCO MOTORS	NEW OPERATIONAL	VAPJP
TOYOTA LAND CRUISER DC	WHITE	COMMANDER PENEMA SARATAM	2023	ASCO MOTORS	NEW OPERATIONAL	VAPJP
TOYOTA LAND CRUISER DC	WHITE	COMMANDER TAFEA	2023	ASCO MOTORS	NEW OPERATIONAL	VAPJP
TOYOTA DOUBLE CAB	WHITE	SANMA POLICE	2023	ASCO MOTORS	NEW OPERATIONAL	VPF CSU
TOYOTA DOUBLE CAB	WHITE	MALAMPA POLICE STATION	2023	ASCO MOTORS	NEW OPERATIONAL	VPF CSU
TOYOTA DOUBLE CAB	WHITE	PORT VILA POLICE STATION(CRO)	2023	ASCO MOTORS	NEW OPERATIONAL	VPF CSU
TOYOTA DOUBLE CAB	WHITE	CSU	2023	ASCO MOTORS	NEW OPERATIONAL	VPF CSU

(Note: The total existing fleet for each province or command can viewed in the VPF Establishment Map in page 43 to 52 of this document.)

Some of the Vanuatu Police Force Fleets are aided from Donor Partners while others are purchased by Vanuatu Police Force. A total of 8 new vehicle were added to VPF fleet in 2023.



## 12. Policy Frameworks

### 12.1. VPF United Nations Pre Deployment Policy (2023)

The VPF UN Pre Deployment Policy is an organization policy intended to provide guidance to the VPF on matters relating to deployment of officers to United Nations peacekeeping operations. It emanates from discussions by the Pacific Island Chiefs of Police during the 2022 Pacific Islands Chiefs of Police Meeting and the 2022 United Nations Chiefs of Police Summit to have a unified regional approach for assessing individual police officers to be deployed in peacekeeping operations. The policy will provide guidance on identification, assessment and preparation of individual members, in-mission support, repatriation and integration of members of the VPF during and after UN peacekeeping operations. Final draft has been submitted awaiting review and approval.

### 12.2. VPF Fleet Management Policy (2023)

The VPF Fleet Management Policy is an organization policy intended to provide instruction and guidance on management of fleet within VPF. The organization contains a considerable quantity of mobility assets the operation of which is required to ensure security and policing services are carried out throughout the country. The policy aims to ensure VPF fleet is managed effectively and efficiently whilst maintaining professional and disciplinary conduct within the organization. Discussion Paper of the Fleet Management Policy was completed on April 2023 and is currently being drafted.

### 12.3. Review of Police Act [CAP 105]

Full review of the Police Act is being carried out with the assistance of the TA. Number of issues and grey areas are identified. Preliminary consultation with State Law Office on the review outcome and proposed initiative of amendment. However, SLO's view is that Police Act is an old legislation needs to be repealed and replaced with new Police Act. Draft COM Paper on Review of Police Act is in place which requires support and Endorsement of DG and Minister before submitted to DCO and COM for approval.



## ANNUAL REPORT 2023

### 13. Vanuatu Police Force Key Strategic Goals



*Diagram 3*

#### 13.1. Priority 1: Keeping our community safe

- ✓ Provide timely response to reports of crime
- ✓ Conduct road safety awareness campaign
- ✓ Conduct road safety awareness
- ✓ Support disaster Management Operations
- ✓ Adopt a proactive “highly visible” police presence
- ✓ Intelligence-led Policing
- ✓ Develop and implement crime prevention strategies
- ✓ Conduct community consultations-Solving crime in partnership with community

Below is a table extracted from PIMS and it shows the crime statistics for the top ten offences that occurred in 2023 throughout Vanuatu. After the cyber-attack towards the end of 2022, it affects the PIMS entry in almost all provinces. Data entry in Torba Province is not captured in the PIMS report. For all the other provinces, data collection is not a hundred percent accurate. With the data available in PIMS, Intentional assault is the most occurred offence, followed by Domestic violence, theft and malicious damage to property. Threats to kill, Criminal trespass, Threatening language and possession of illegal drugs are also among the top ten offences, including Disorderly and unlawful assembly.



## ANNUAL REPORT 2023

### Top 10 Offences

Offences	Grand Total
Penal Code s107 Intentional Assault	627
Family Protection Act s10 Domestic violence offence	417
Penal Code s125(a) Theft	302
Penal Code s133 Malicious damage/destruction to property	286
Penal Code s115 Threat to kill a person	219
Penal Code s144 Criminal trespass	213
Penal Code s114 A Threatening Language	197
Dangerous Drugs Act s2(c) Possession prohibited substance and materials	144
Penal Code s148 Disorderly, indecent, drunk etc. behaviour	119
Penal Code s69 Unlawful assembly (Causing Fear)	106

### Graph shows Top 10 Offences







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### Top 10 Offences by Province

Shefa	
Offences	Total
Penal Code s107 Intentional Assault	336
Penal Code s125(a) Theft	192
Penal Code s133 Malicious damage/destruction to property	171
Family Protection Act s10 Domestic violence offence	145
Penal Code s115 Threat to kill a person	137
Penal Code s144 Criminal trespass	111
Penal Code s114 A Threatening Language	102
Penal Code s148 Disorderly, indecent, drunk etc. behaviour	82
Penal Code s121 Abusive or threatening language	70
Dangerous Drugs Act s2(c) Possession prohibited substance and materials	60

Sanma	
Offence	Total
Family Protection Act s10 Domestic violence offence	158
Penal Code s107 Intentional Assault	59
Dangerous Drugs Act s2(c) Possession prohibited substance and materials	31
Penal Code s125(a) Theft	29
Penal Code s133 Malicious damage/destruction to property	24
Penal Code s144 Criminal trespass	20
Penal Code s115 Threat to kill a person	14
Road Traffic (Control) Act s14 Careless driving	14
Penal Code s69 Unlawful assembly (Causing Fear)	13
Penal Code s143 Unlawful entry of a dwelling	12

Malampa	
Offence	Total
Penal Code s107 Intentional Assault	62
Family Protection Act s10 Domestic violence offence	59
Dangerous Drugs Act s4 Cultivation of cannabis plant	20
Penal Code s133 Malicious damage/destruction to property	19
Dangerous Drugs Act s2(c) Possession prohibited substance and materials	17
Penal Code s115 Threat to kill a person	17
Penal Code s148 Disorderly, indecent, drunk etc. behaviour	13
Penal Code s69 Unlawful assembly (Provoking breach of peace)	12
Penal Code s114 A Threatening Language	12
Penal Code s69 Unlawful assembly (Causing Fear)	8



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Tafea	
Offences	Total
Penal Code s107 Intentional Assault	119
Penal Code s114 A Threatening Language	55
Penal Code s133 Malicious damage/destruction to property	54
Penal Code s125(a) Theft	50
Penal Code s144 Criminal trespass	49
Family Protection Act s10 Domestic violence offence	37
Penal Code s69 Unlawful assembly (Causing Fear)	36
Penal Code s115 Threat to kill a person	32
Dangerous Drugs Act s2(c) Possession prohibited substance and materials	20
Penal Code s134(1) Arson	17

Penama	
Row Labels	Total
Penal Code s107 Intentional Assault	21
Penal Code s144 Criminal trespass	20
Penal Code s114 A Threatening Language	15
Penal Code s69 Unlawful assembly (Causing Fear)	13
Penal Code s73A Obstructing a police officer	13
Penal Code s69 Unlawful assembly (Provoking breach of peace)	12
Penal Code s133 Malicious damage/destruction to property	8
Family Protection Act s10 Domestic violence offence	7
Penal Code s115 Threat to kill a person	6
Dangerous Drugs Act s2(c) Possession prohibited substance and materials	5

### Top 10 Offences, Port Vila & Luganville

Luganville	
Offence	Total
Family Protection Act s10 Domestic violence offence	63
Penal Code s107 Intentional Assault	32
Dangerous Drugs Act s2(c) Possession prohibited substance and materials	26
Penal Code s125(a) Theft	14
Road Traffic (Control) Act s14 Careless driving	14
Penal Code s144 Criminal trespass	10
Penal Code s133 Malicious damage/destruction to property	8
Penal Code s115 Threat to kill a person	7
Penal Code s114 A Threatening Language	7
Road Traffic (Control) Act s17 i Fail to stop after accident	6



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Port Vila	
Offence	Total
Penal Code s107 Intentional Assault	254
Penal Code s125(a) Theft	155
Penal Code s133 Malicious damage/destruction to property	124
Family Protection Act s10 Domestic violence offence	104
Penal Code s115 Threat to kill a person	86
Penal Code s114 A Threatening Language	82
Penal Code s144 Criminal trespass	75
Dangerous Drugs Act s2(c) Possession prohibited substance and materials	59
Penal Code s148 Disorderly, indecent, drunk etc. behaviour	57
Penal Code s143 Unlawful entry of a place	45

### Total Offences, Port Vila & Luganville

Urban	Total
Luganville	253
Port Vila	1328
<b>Grand Total</b>	<b>1581</b>

### Priority 1 Highlights

#### Disaster Response



#### Distribution of disaster relief supplies







## ANNUAL REPORT 2023

Officers deployed, TC Judy & Kevin



Awareness during deployment



Investigation, Malampa



Community Awareness, Malampa



Sanma Day Parade



OFC Champions League, Santo







## ANNUAL REPORT 2023

Cannabis plants uprooted, Malampa



School Awareness, Tafea



Joint awareness programs, Torba



Joint  
Awareness  
Women's  
Counseling  
Center &  
Police



OPS Noel, Torba



CST establishment by CPU



CST Community consultation, CPU







## ANNUAL REPORT 2023

### 13.2. Priority 2. Strengthening our institution

- ✓ Best practice human resource Management policies implemented
- ✓ Provide professional development program
- ✓ Provide recruit training programs with ongoing mentoring and professional development of new recruits
- ✓ Support general policing services with good management and communication
- ✓ Manage VPF resource efficiency and effectivity
- ✓ Support the implementation of Equity and diversity within the VPF and other legislative obligation and governing the administration of the VPF
- ✓ Provide appropriate planning mechanisms for effective operations of the VPF
- ✓ Manage assets and ensure proper expenditures of GOV funds
- ✓ Manage Infrastructure program

### 13.3. Priority 3. Working through partnership

- ✓ Working with communities
- ✓ Working with stakeholders
- ✓ Establish community network
- ✓ Engage with communities
- ✓ Develop and maintain good working relationship with donor agencies
- ✓ Working as a team through partnership to achieve common goal
- ✓ Maintain the good working relations with other law enforcement agencies

Commissioner's Cup, CPU



Working with CSTs, CPU



Working with area council and chiefs



Working in partnership with women' counseling center, Torba





## ANNUAL REPORT 2023

Working with chiefs, Sanma



Working with stake holders, Tafea



### 14. VPF funded projects

2023 was a challenging year. A lot of the work progress was halted due to setbacks derived from organization's external threats. The hacking of the Vanuatu Government network saw some delays in the implementation of some of the infrastructure funded by VPF towards the beginning of 2023. Therefore, more work progress was carried forward from 2023 to 2024. The twin cyclones Judy and Kevin also delayed the progress of the current infrastructure projects. Listed below are the current projects carried forward to 2023.

#### Vanuatu Police Force funded Projects

1. Gava Police Post-near completion stage
2. 2 buildings at Independence Park (White Gate and Dark Corner) - renovations for office space including Cell six.

### 15. Major Donor Partners.

Australian Defense Corporation, (ADF), Vanuatu Australian Police and Justice Program (VAPJP), United Kingdom, New Zealand and China has over the years provided capacity development assistance to VPF. ADF contributed the biggest slice in terms of finance towards development projects, particularly for Cooks and Tiroas Barracks. ADF also assisted in providing logistic and equipment during TC Judy and Kevin Disaster response.

VAPJP assisted in the Police operations and capacity building. It assisted VPF in its operational funds, infrastructure development needs, uniforms and mobility. UK on the other hand, injected funds directly into VPF to have full control over the funds to be used on agreed infrastructure developments. UK funds are used to renovate Ambore Police Post, Ambore solar system and deployment kits. VMF Engineers do the renovation works. All Materials and logistics, including allowances are accounted for under the UK fund.



## ANNUAL REPORT 2023

### 15.1. Vanuatu Australia Policing and Justice Program (VAPJP) funded projects

1. George Pompidou New Police Station resettlement of residents residing on the approved site.
2. Epi Police Post. (2023)

### 15.2. New Zealand funded programs

New Zealand Govt through its Policing Program focuses on Human Resource Capacity Development Program. The two current programs are the Community Policing and the Leadership program.

### 15.3. United Kingdom of Great Britain funded projects

Signing of MOU between UK and Vanuatu Police Force.

Phase 1: Ambore Police Post refurbishment has been achieved in 2023 and Solar Units including deployment kits to be supplied to Epi and Gaua Police Posts.

Phase 2: UK Funding is now in progress with first payment of 21 million already dispersed to VPF Project Account to support Solar Installation for Vansec Haus, Police College, Fresh Wota Police Post, Williams Bay Police Post and Tongoa Police Post. A second payment of 8 million will be dispersed later in March to support rapid deployment kits and VMF Engineers Uniform.

### 15.4. China

21- seater bus

Police uniforms

Sports equipment

Forensic equipment

### 15.5. Australian Defense Corporation (ADF)

#### **Police Maritime Wing**

- 2 x embed advisors + 2 x mentors (Mar-Jun 23)
- RVS *Takuare* currently in Cairns for technical assessment. PMW and DCP had worked hard to fix defects – TCs struck at a really unfortunate time
- Procurement of 2 x Harbour Security RHIBs (1 arrived at PMW yesterday)
- Procurement of tow vehicle for harbour security boat and support to ops in Santo
- Planning the acquisition and training for a Landing Craft





## ANNUAL REPORT 2023

- Operational and Maintenance funding support for PMW operations
- Scoping works and stake holder consultation for new Police Station at George Pompidou



### VMF

- 1 x embed advisor + 5-10 mentors (Mar – Jun 23)
- 2 x VMF officers graduated from RMC (Dec 22 and Jun 23)
- Acquisition of 2 x new vehicles in Port Vila – Ford Ranger and Minibus
- Operational and Maintenance funding support for VMF operations, which included x for recent TCs
- Training in Australia for Engineers, CPL, SGT and CAPT courses



### 15.5.1. Major Infrastructure Developments

- Ongoing works at Cook and Tiroas Barracks.
- Handover of Band Hut in Feb and next precinct completed mid-year
- 7 x VPF housing rebuild/repairs and maintenance at Tiroas Barracks in Santo
- Other Infrastructure IAW VPF priorities (budget TBC)
- Final user requirement workshops for North/South detachments



## ANNUAL REPORT 2023

Cook Barracks



HQ Building



NSU & Infantry HQ



Married Quarters 16 Houses



Chapel



Transport Shed



Q store



Engineers Workshop

VHL Workshop





## ANNUAL REPORT 2023



Armory



Magazine



Band Hut



Single Quarters



Mechanical Engineers



VMF Medical Treatment Centre

Guard Hut



Camp Security Information Centre



## ANNUAL REPORT 2023



Carpentry Workshop



VMF Mess/Kitchen



Camp Hardstand and storage



VMF Education and Development Centre



VMF Officers and Senior NCO's Mess

Existing Married Quarters





## ANNUAL REPORT 2023



Cyber Safety Training, Malampa



Skills development, Malampa



Tiroas Upgrade



Tiroas Barrack upgrade







## ANNUAL REPORT 2023

### Communications

- VGNERN Phase 3B departed Dec 22
- VGNERN Comms Advisory Team deployed from Nov 22
- VGNERN performed well following TCs Judy and Kevin
- VGNERN phase 4 (Q3/4 23) to upgrade power systems and conduct further training and maintenance



### Strategic dialogue

- CDF Visit to Vanuatu (COMPOL) – Jan 23
- CA Visit to Vanuatu (COMD VMF)
- Seapower Conference in Sydney (CNs + COMMAR) – Nov
- Defence Cooperation Dialogue in Vanuatu 2023
- JHOPS



## ANNUAL REPORT 2023



### Cyclone Response







## ANNUAL REPORT 2023



### 16. Major operations

Activity	Responsibility
Coordination and control of TC Judy and Kevin disaster response	JPOC, NDMO and other stakeholders
OPS India Alpha	All commands
OPS S&R Urata sink April 2023	JPOC, PMW
S&R Missing banana boat Nguna, July 2023	JPOC
Plane crash Sept 2023	JPOC
OPS Macfest 19 -31 July	JPOC, Southern CMD, VMF, PMW
Melanesian Music festival 26-29 July 2023	
French President visit 27-28 July 2023	JPOC, Southern CMD, VMF
MSG Leader's Summit	JPOC, Southern CMD, VMF
OPS TC Lola Oct-Dec 2023	
Ops Noel	All Commands





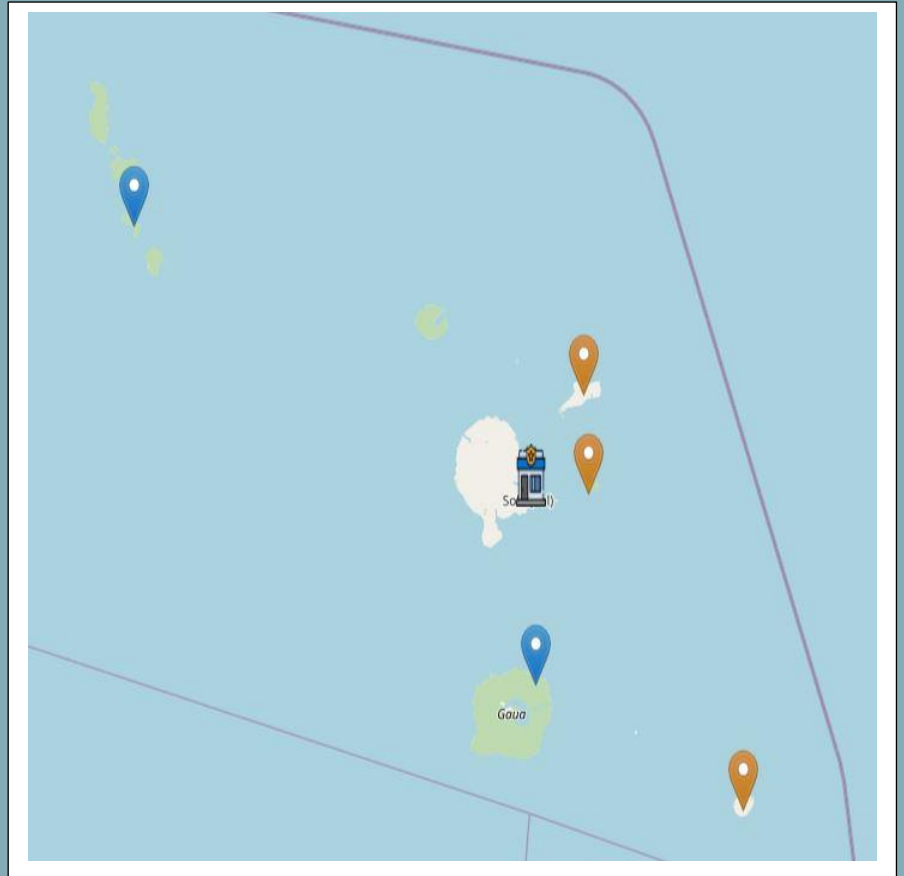
## ANNUAL REPORT 2023

# 17. VPF establishment throughout the six provinces in Vanuatu





## 17.1. Torba Command

### 2022 Structure

Station/Post	Strength
Command	2/2
Admin	1/6
Pims	1/1
Vanua Lava Sola Pol Stn	9/29
Loh P. Pst	4/6
Gaua P. Pst	2/4
Mere Lava P.Pst	0/4
Mota P.Pst	0/4
Mota Lava P.Pst	0/4
Supp Staff	0/7
<b>Total</b>	<b>19/60</b>
<b>Vacant</b>	<b>41</b>



### Logistics

VHL TYPE	Solar	Loh	Gaua	Merelava	Mota	Motalava
	1					
	1	1				
	2					
	0					

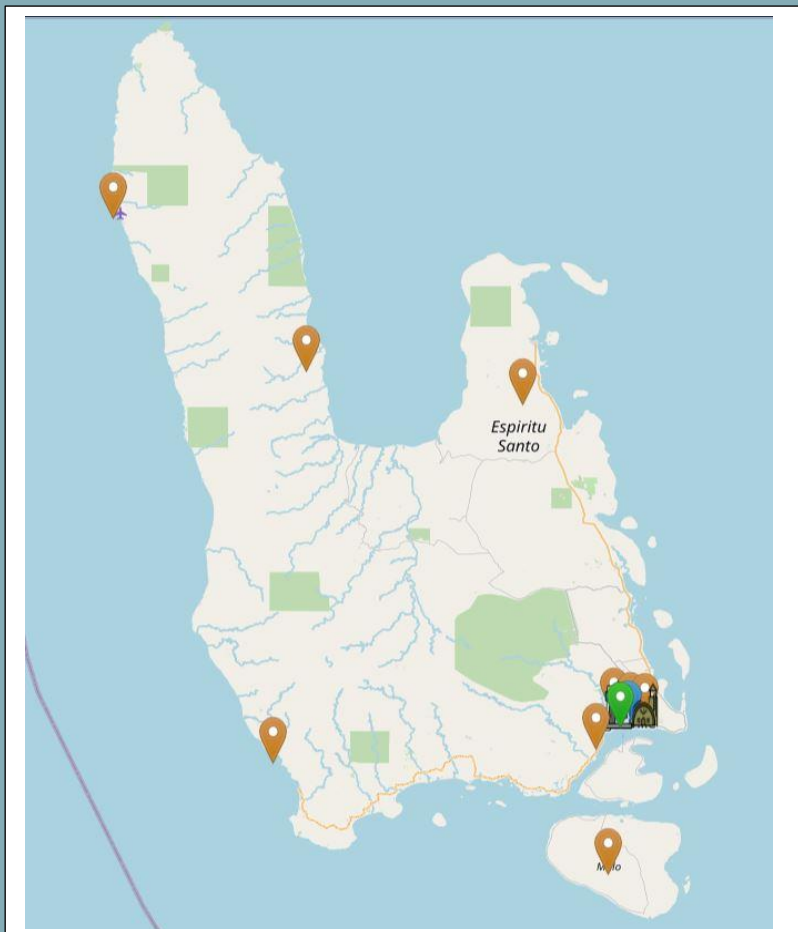


## ANNUAL REPORT 2023

### 17.2. Sanma Command





#### 2022 structure: Luganville

Station/Post	Strength
Command	1
Sec/Admin	7/22
Lug Pol HQ	2/4
UIB	0/8
GD	27/47
Admin	1/2
Command	2/2
Prosecution	4/4
Com Police	4/6
TRG	5/22
Tourism Pol	0/5
Lug Wards	0/17
Traffic	14/28
CID	2/46
Serious Cri	8/11
surveillance	0/2
Fraud	5/10
Drugs	3/5
Money laundering	3/5
Cyber cri	2/5
FPU	3/5
Forensic & Criminal/Records	6/34
NIU	3/10
Firearms	1/2
PSU	3/4
<b>Total</b>	<b>69/105</b>
<b>Vacant</b>	<b>36</b>



#### 2022 Structure: Sanma

Station/Post	strength
Sanma Cmd	1/1
Lajmoli	1/5
E/Santo	0/5
S/Santo	0/5
Big bay	0/5
Malo	0/5
<b>Total</b>	<b>2</b>
<b>Vacant</b>	<b>26</b>

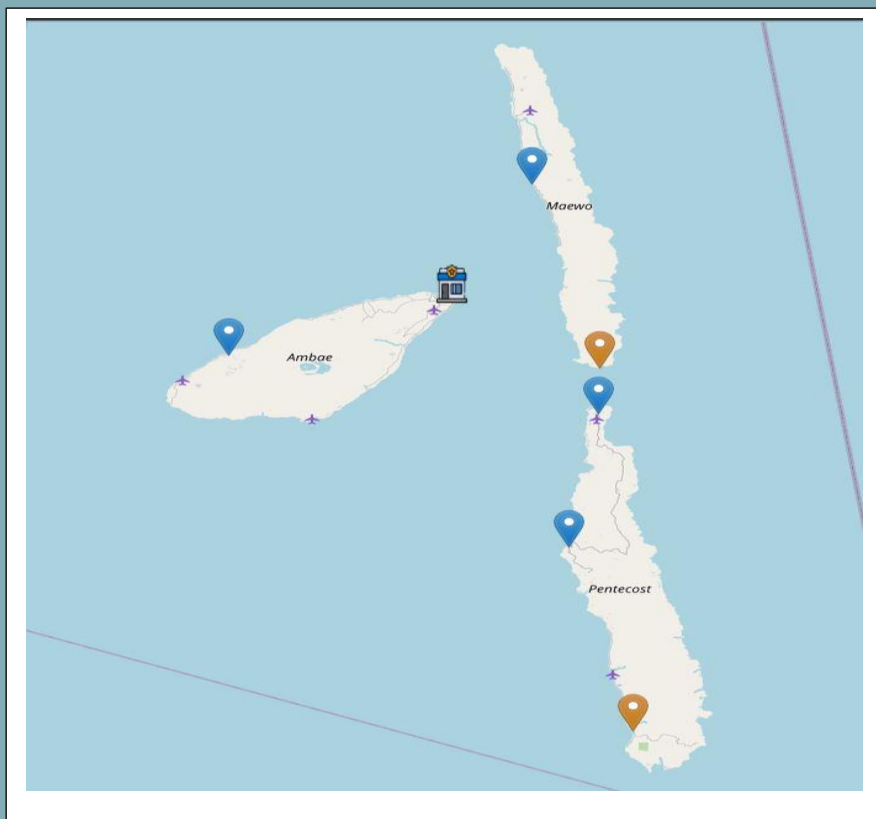
VHL TYPE	
	4/13 Commander Sanma and Commander North did not segregate allocation of vehicle in their command
	0/1
	0
	0







## ANNUAL REPORT 2023

### 17.3. Penama Command

Station/Post	Strength
Saratamata GD	16/45
Kerebei	3/9
S/Maewo	0/7
Ambore	3/5
N/Pentecost	0/8
Bwatnapni	3/13
S/Pentecost	1/8
<b>Total</b>	<b>26/103</b>
<b>Vacant</b>	<b>77</b>



### Logistics

VHL TYPE	Saratamata	Ambore	Kerebei	S/Maewo	N/Pentecost	Bwatnapni	South Pentecost
	1/2	0/1	0	0	0	1	0
	0/1	0	0/1	0	0	0	0
	1/2	0	0	0	0	0	0
	0	0	0	0	0	0	0
Operational	2	0	0	0	0	1	0

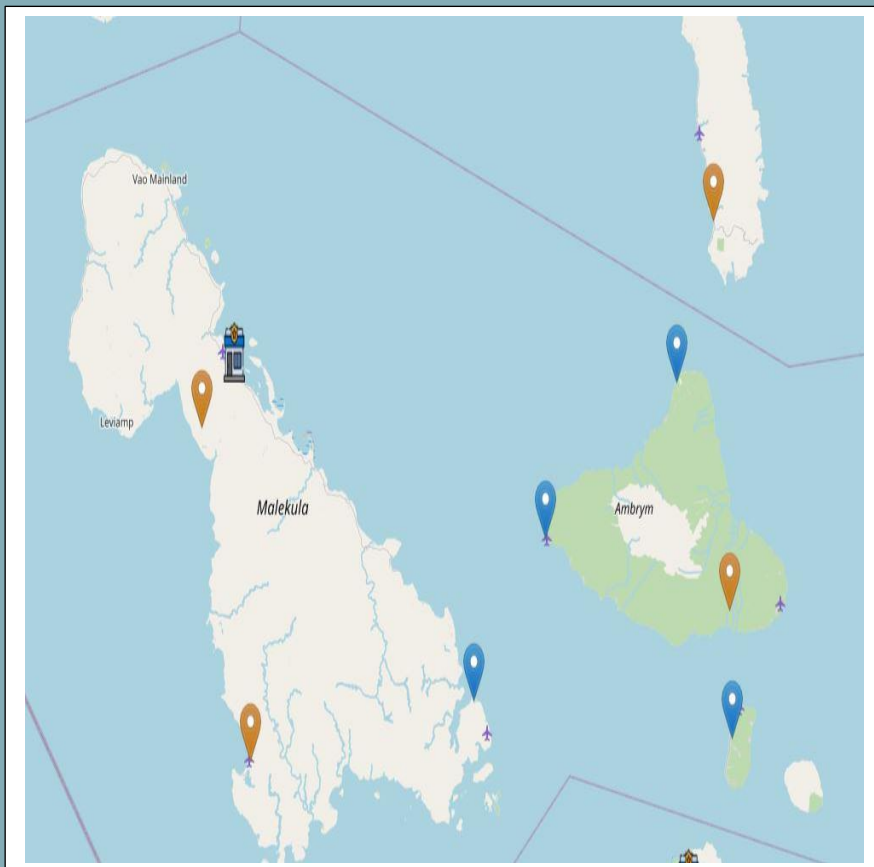






## ANNUAL REPORT 2023

### 17.4. Malampa Command

#### Current Strength

Station/Post	Strength
Malekula Lakatoro & Rural	32/62
Comm Policing	1/4
FPU	3/3
Command & Admin	6/10
Fire arms	1/2
GD	11/18
Liro	4/4
Lekan	4/7
Windua	2/4
Lamap	2/5
Craig cove	3/5
Nepul N/Ambrym	2/3
SE/ Ambrym	1/2
<b>Total</b>	<b>48/86</b>
<b>Vacant</b>	<b>+38</b>



VHL TYPE	Lakatoro	Lamap	Wintua	Graigove	Nepul	Pamma
	5	0	0	2	0	0
	1	1	0	0	0	0
	1	1	1	0	1	2
	0	1 Motorbi ke	0	0	0	0
Operational	3	3	1	1	1	1

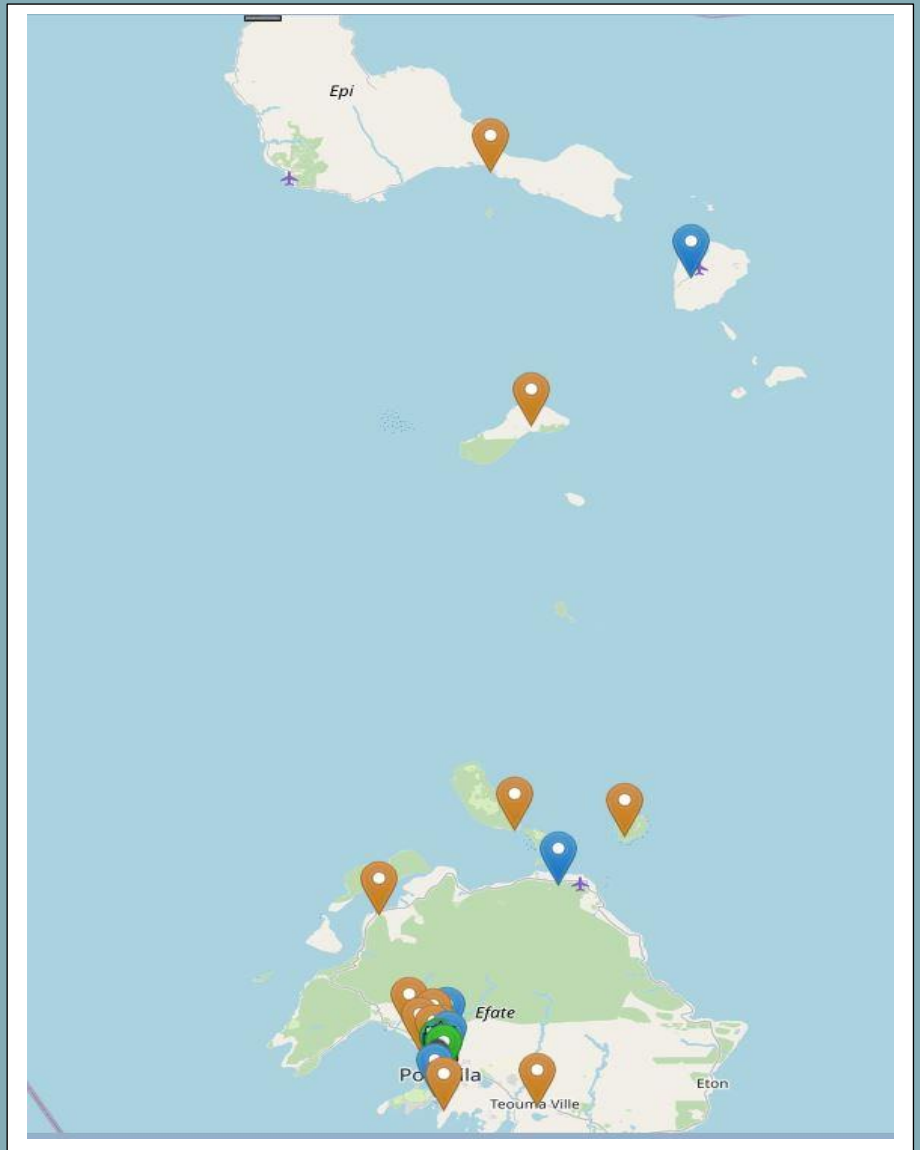


## ANNUAL REPORT 2023

### 17.5. Shefa Command

#### Current strength

Station/Post	Strength
Command	2/2
Supp Staff	0/2
Emae	0/6
Nguna/Pele	0/3
Emau	0/3
Silaewia	4/11
Teuma	0/3
Rovo Bay	7/10
Port Queme	0/4
Tong/Shep	4/7
Mele	0/3
B/Sand	0/3
Bladinier	0/3
Erakor	0/3
Tanoliu	0/3
<b>Total</b>	<b>17/66</b>
<b>Vacant</b>	<b>49</b>



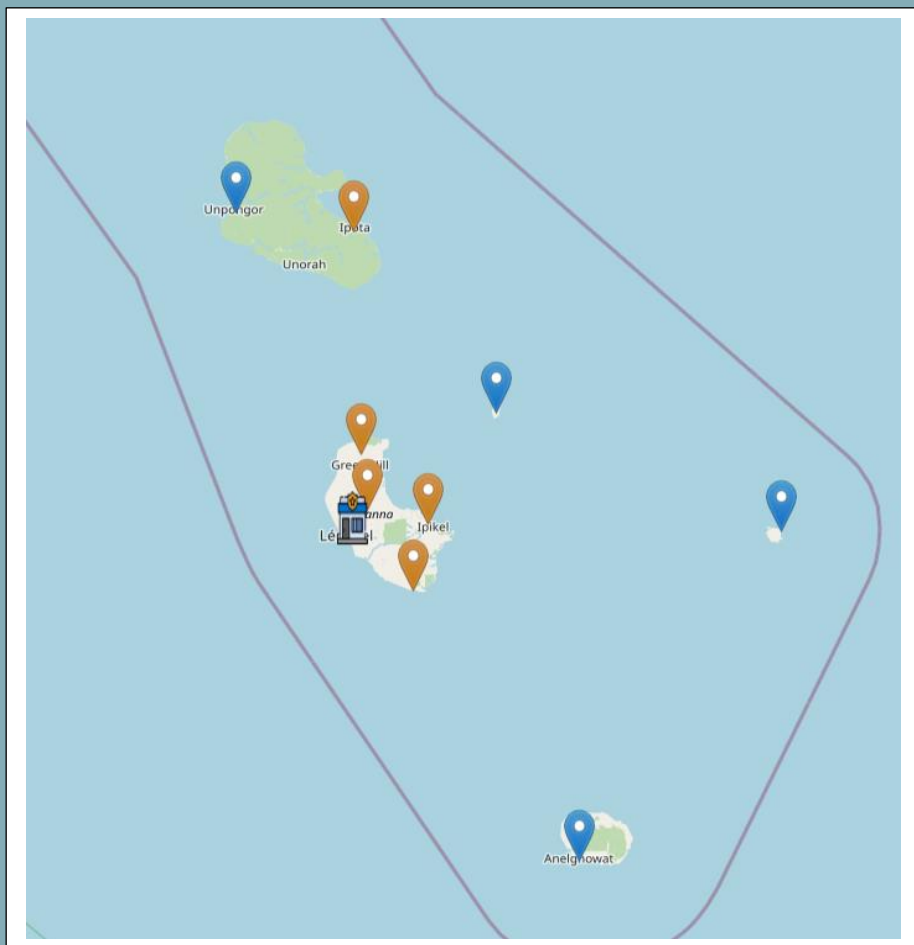
VHL TYPE	Command	Silaewia	Tonga	Rovo Bay
	0/1	0	1/2	1/1
	0	1/1	0	0/1
	0	1/1	0/1	1/1
	0	0	0	0
<b>Operation</b>	0	2	1	2



# ANNUAL REPORT 2023

## 17.6. Tafea Command

Station/Post	Strength
Command	2/2
Adm/Supp Staff	1/8
Aniwa	3
Futuna	3
Prosecution	2
Fire arms	2
Com Police	5
GD	26
NIU & Intel	3
CID	9
Traffic	7
Aneitym	4
Dillon Bay	4
Ipota	3
N/Tanna	2
S/Tanna	2
M/Bush	2
W/Sands	3
<b>Total</b>	<b>90</b>
<b>Difference</b>	<b>+48</b>



VHL TYPE	Isangel	Aniwa	Aneitym	Erromango	Futuna
POLICE	3/6	0	0	0	0
	0/2	0	1/1	0	0
	1	0	0/1	0	0
	0	0	0	0	0
<b>Operational</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>



## ANNUAL REPORT 2023





### 17.7. Police District South

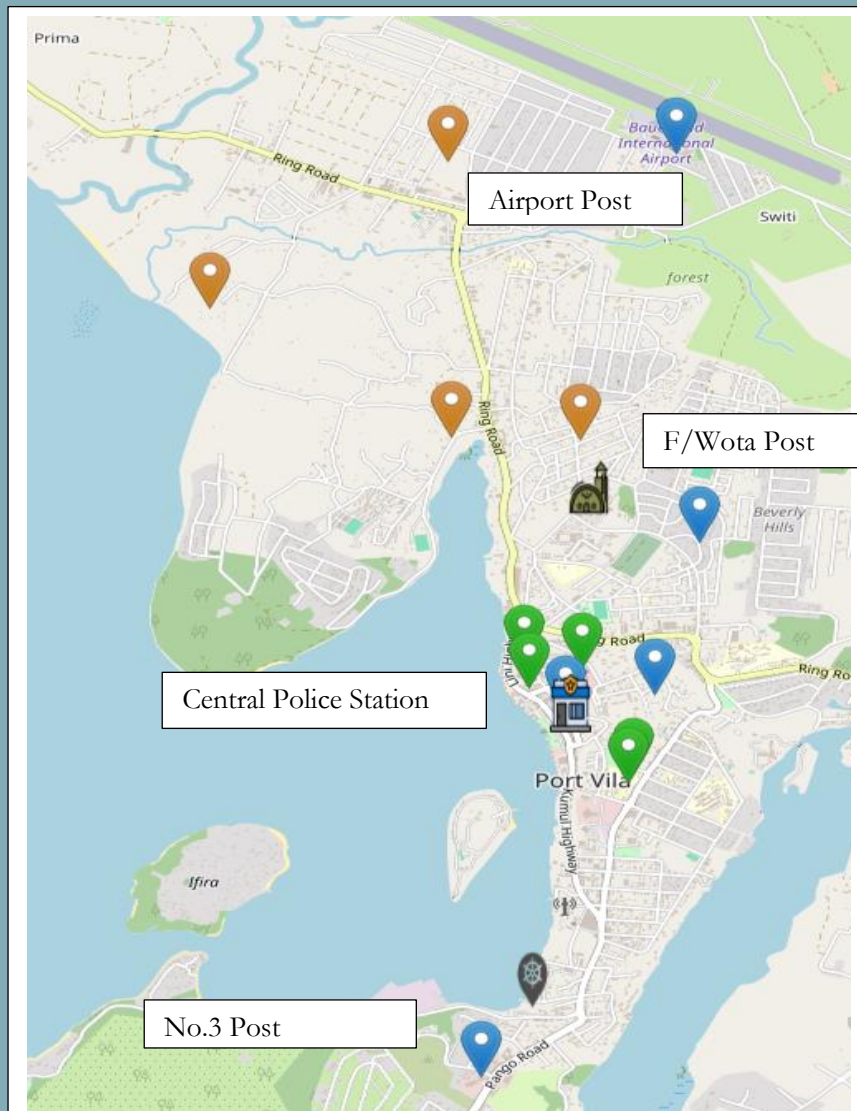
#### Current strength

Command	Strength
S/ Cmd HQ	7
Co P/Vila	116
TRG	30
CID South	34
Foren/CRO	20
Prosecution	13
Traffic	21
<b>Total</b>	<b>241</b>

#### 2022 Structure: S/Cmd

Command	Strength
S/ Cmd HQ	5
Co P/Vila	166
TRG	33
CID South	66
Foren/CRO	29
Prosecution	16
Traffic	35
<b>Total</b>	<b>350</b>
<b>Difference</b>	<b>+111</b>

VHL TYPE	OPS	DEF
	12	3
	7	2
	0	0
	TBC	0



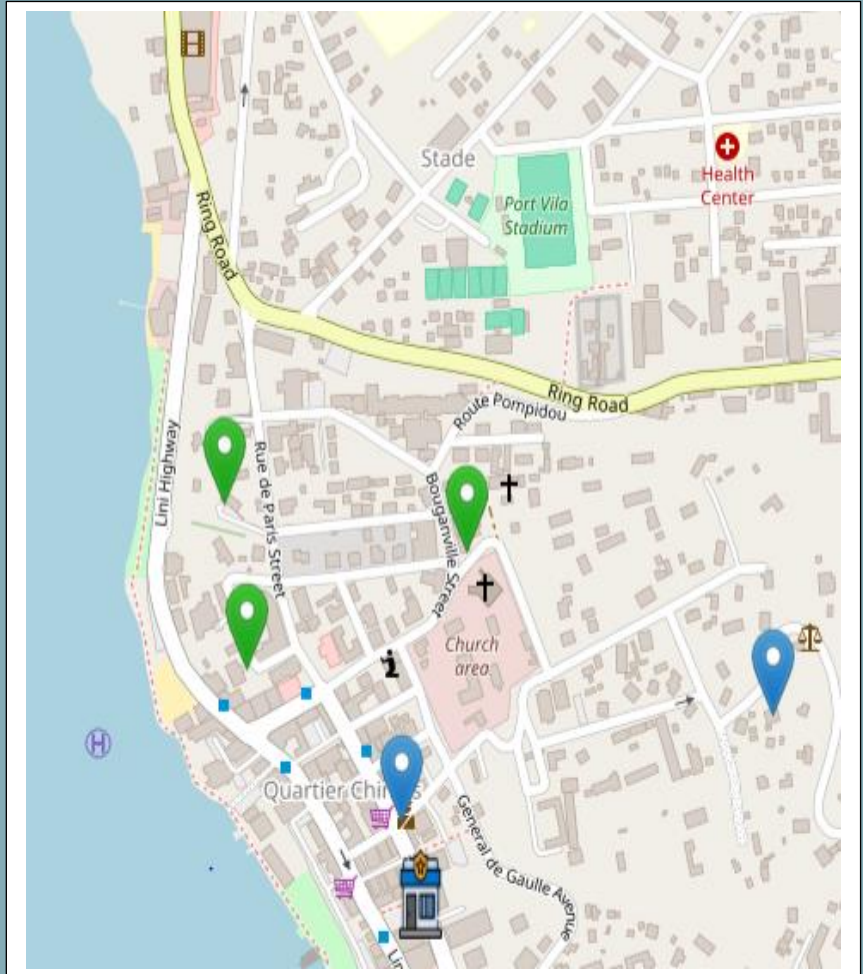




# ANNUAL REPORT 2023

## 17.8. VANSEC Haus, Equity building, Police College

Command	
Office of the Commissioner	
COM POL	1
Police Attache	1/4
Support officers	5/5
Legal Officer	2/2
Firearms	2/3
PSU	4/4
Media	3/3
NUI	13/19
Joint Planning Operation Center	
DCP OPS	1
CID	46/66
JPOC	17/23
Comm Pol/Crime Prevention	6/9
Corporate Service Unit	
DCP MS	1
Chaplain	0/1
CSU	20/27
VPTC	17/13



VHL TYPE	COM POL	JPOC	CSU	NIU	Cr/Prev	VPTC	PSU	CID
	3/3	3/3	2/3	3	1/1	1/2	1/1	3/4
	0	0	0	0	0	0	0	
	0	0	0	0	0	0	0	
	0	0	0	0	0	3	0	













## ANNUAL REPORT 2023

### 17.9. Vanuatu Mobile Force

#### Current strength

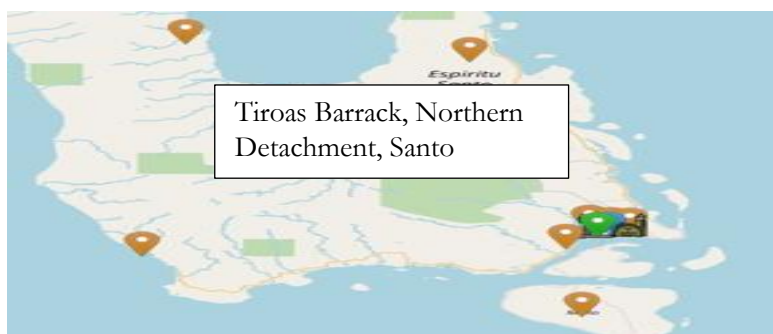
VMF	Strength
Cook Barracks	241/326
Regional Forces, North HQ Tiroas	80/144
Far North Detachment	0/28
Far South Detachment	0/28

	Cook		Tiroas	
VHL TYPE	OPS	DEF	OPS	DEF
	12	?	4	?
	0	0	0	0
	4	0	?	?
	0	0	0	0

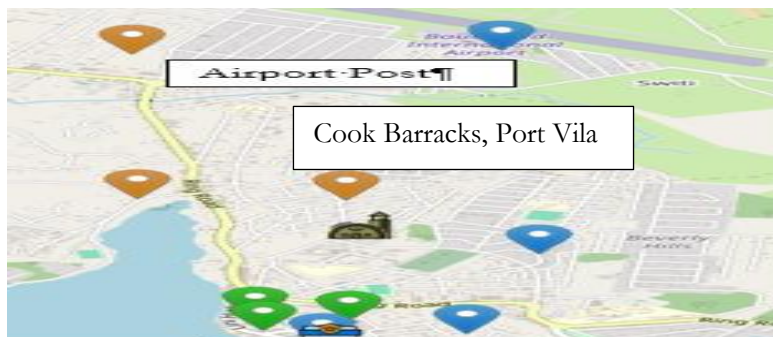
	Far North		Far South	
VHL TYPE	OPS	DEF	OPS	DEF
	0	0	0	0
	0	0	0	0
	0	0	0	0
	0	0	0	0



Far North Detachment,  
Torba



Tiroas Barrack, Northern  
Detachment, Santo



Cook Barracks, Port Vila



Far South Detachment,  
Tafea








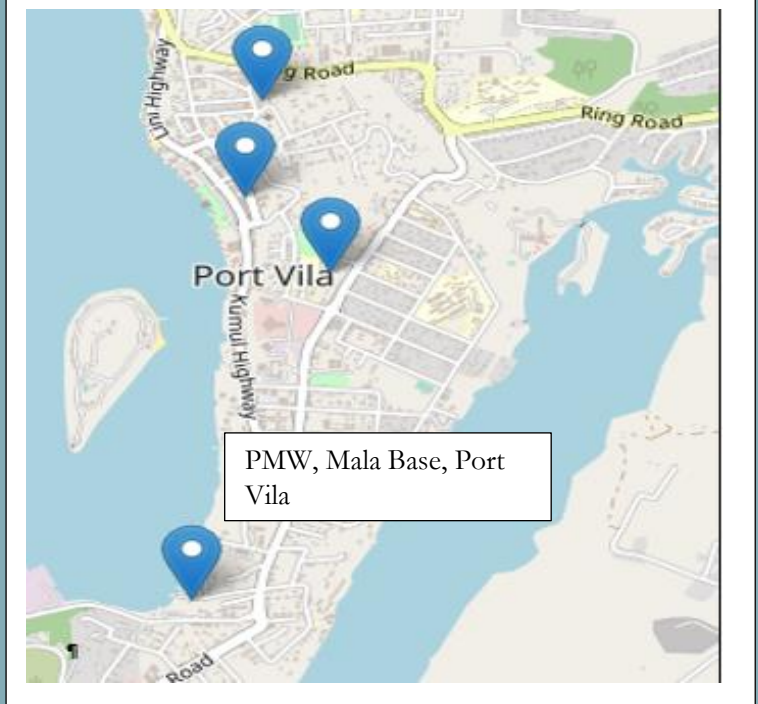
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### 17.10. Police Maritime Wing

#### Current Strength

Command	Strngt	2022	Diff
Maritime Cmd HQ	3	2	-1
P/Vila Cmd	13	29	+16
Lug Cmd	7	21	+14
Ops Center	5	23	+18
CO Takuare	18	21	+3
Tororua Vila	7	7	0
RVS LCM Lug	0	10	10
RVS Pol Craft 1 Vila	0	16	16
RVS Pol Craft 2 Lug	0	7	7
RVS Pol Craft 3 Lug	0	16	16
<b>Total</b>	<b>53</b>	<b>152</b>	<b>99</b>

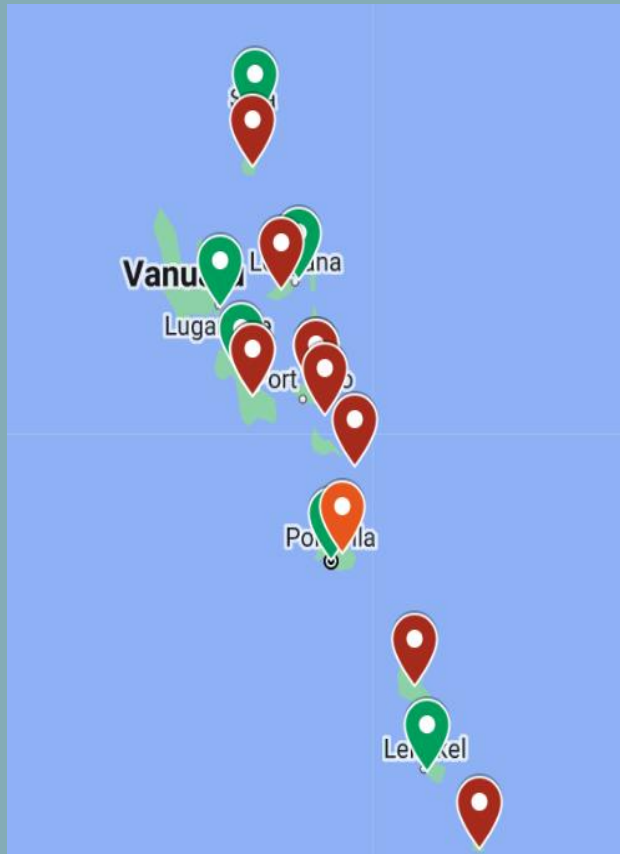
VHL TYPE	PMW Vila/Santo	
	OPS	DEF
	2	1
	0	0
	2	2
	0	0
	1	2





## 18. Network Connectivity

Assessment on accessibility to PIMS, EPCC and other Data systems for organizational and operational decision making



Police Post	Island	Status
Bauerfield	Efate -Port Vila	Connected
Fresh Water	Efate -Port Vila	Connected
Nambatri	Efate -Port Vila	Connected
Silaewia	Efate	Irregular - Digicel Router
Rovo Bay	Epi	Not Connected
Mourua	Tongoa	Not Connected
Ambore	Ambae	Not Connected
Kere Bay	Maevo	Not Connected
South West Bay	Malekula	Not Connected
Lamap	Malekula	Not Connected
Gaua	Gaua	Not Connected
Loh	Loh	Not Connected
Nepul	Ambrym	Not Connected
Craig Cove	Ambrym	Not Connected
Bwatnapni	Pentecost	Not Connected
Agatoa	Pentecost	Not Connected
Ipota	Erromango	Not Connected
Analkawat	Aneityum	Not Connected
Liro	Paama	Not Connected

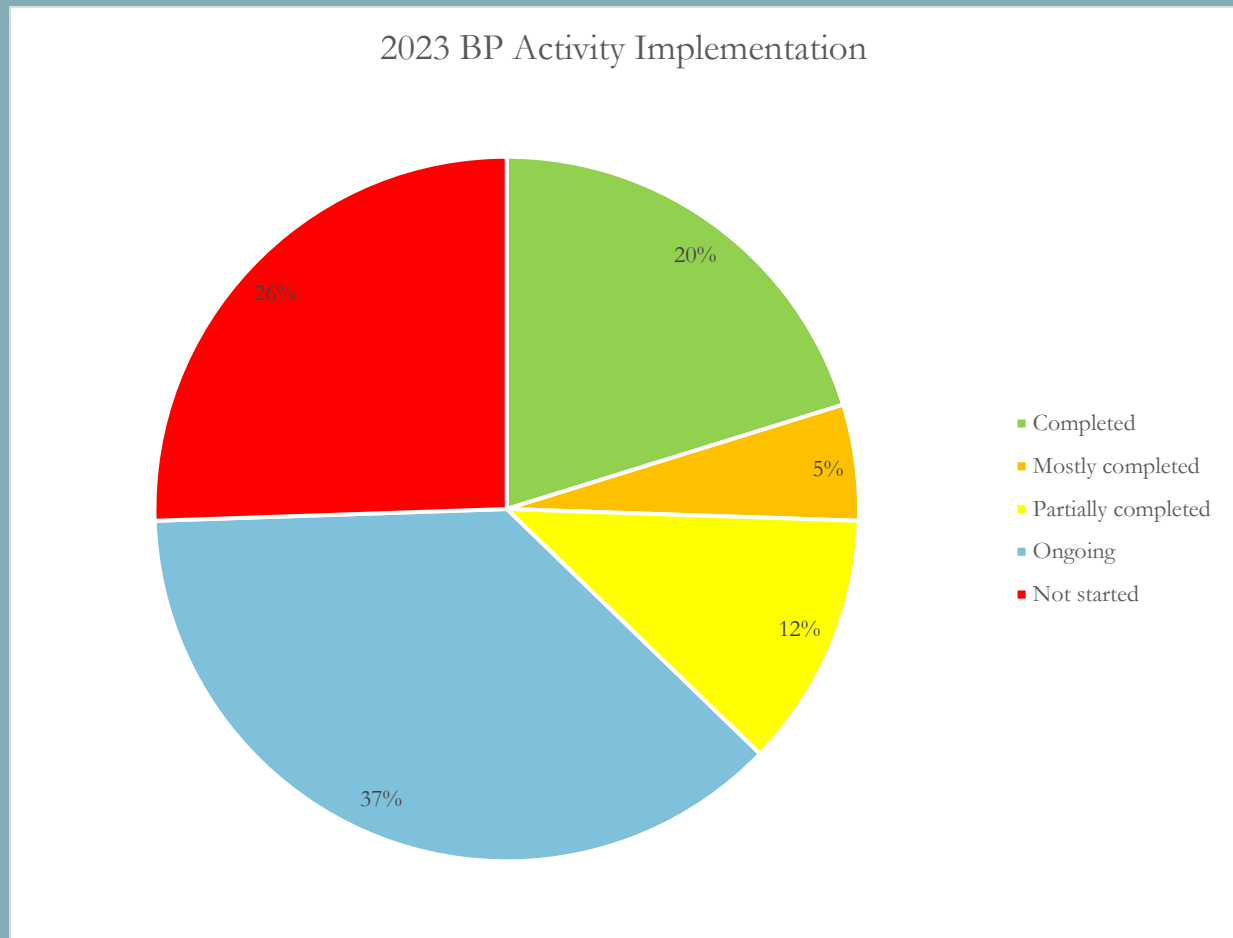
Police Station/Post	Status
	Connected
	Irregular
	Not Connected

Police Station	Island	Source
Port Vila Police station	Efate	VANGO NETWORK
Isangel Police Station	Tanna	
Lakatoro Police Station	Malekula	
Saratamata Police Station	Ambae	
Luganville Police Station	Santo	
Sola Police Station	Vanua Lava	



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### Vanuatu Police Force 2023 Business Plan Implementation



The pie chart illustrates that 74% of 2023 Activities were implemented while only 26 % was not implemented. Within the 74 % that was implemented, 37 % were ongoing activities that will continue on to the following year, some of which are core police activities and functions.

Twenty percent (20%) of the activities were fully completed or achieved within the targeted year, whilst 5% of the 2023 BP Activities is near completion. Activities that are partially completed accounts to 12 %.

The below indicators were used to illustrate implementation stages of the BP 2023.

<b>COMPLETED</b>	Means <b>100%</b> of an action <b>under a given service target</b> has been achieved
<b>MOSTLY COMPLETED</b>	Means between <b>50% and 99.9%</b> of an action under a given service target has been achieved
<b>PARTIALLY COMPLETED</b>	Means between <b>1% and 49.9%</b> of an action under a given service target has been achieved
<b>NOT STARTED</b>	Means the activity is not yet started. Behind schedule.
<b>ON-GOING</b>	Means activities are <b>on-going</b> or <b>undertaken annually</b> as part of Electoral Cycle



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VPF CP OBJECTIVES/GOALS (OUTCOMES)	ACTIVITY	RESPONSIBILITY	Key Activity Indicator (% completed)	Activity implementation		Status of completion
				PIMS	Reports	
1.1. Reduce crime through proactive policing	1.1.1 Develop and implement a Road Safety awareness campaign	COMD NORTH COMD SOUTH NCCPO	number of Road safety awareness		60 awareness	Completed
			number of and participants			Completed
	1.1.2 Adopt a proactive “highly visible” police presence (Combine Surveillance, Enforce Rules of Law that includes: Traffic / Firearms / Liquor / Domestic Violence / Maritime Surveillance / Drugs /Boarder Security /Court Compliances)	COMD NORTH COMD SOUTH COMD Maritime COMD VMF	Number of combine Surveillance		61 surveillances	Completed
			Number of mobile patrols		4096 mobile patrols	Completed
			Number of beat Patrols.		2391 Beat Patrols	Completed
			Number of harbour/boat patrol.		153 boat patrols	Completed
1.2 Decentralize the provision of Policing Services in Infrastructure development	1.2.1 Build Erromango Police Post	COMD SOUTH DCP MS	Completion Status		Scoping completed. Report Submitted. Formal acquisition processes to follow. A formal agreement between land owners and VPF to be drafted and signed.	Partially completed
	1.2.2 Build Malo Police post	COMD NORTH DCP MS	Completion Status		Land allocated by land owners. Scoping to be	Not started



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					done. Acquisition processes to follow.	
	1.2.3 Build South Pentecost Post	COMD NORTH DCP MS	Completion Status		Land allocated by custom owners. No scoping done yet. Acquisition processes to follow.	Not Started
	1.2.4 Build Maewo Police Post	COMD NORTH DCP MS	Completion Status		Land allocated by custom owners. Scoping to be done. Acquisition processes to follow.	Not Started
	1.2.5 Build Blacksands, Airport, Tagabe, Ohlen, Freshwota, Post within Port Vila	COMD SOUTH DCP MS	Completion Status		All lands were located by Shefa Provincial Council.	Not Started
	1.2.6 Build new CID Office in Santo	COMD NORTH DCP MS	Completion Status			Not Started
1.3 Strengthen the capability of the VPF (Mobile Force, Police and Maritime Wing) to provide first line response to threats to national security, including natural disasters	1.3.1 Support Provincial Commands with Vehicles & other mobility equipment including Bicycles	COMD SOUTH COMD NORTH COMD VMF COMD Maritime	Number of new Vehicles			Ongoing
			Number of new quads			
			Number of new boats			
			Number of new bicycles			
	1.3.2 Set up Forensic Capability in Santo	COMD NORTH & DIR CID	Forensic Building in Santo completed			Not Started



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			number of trainings conducted			Ongoing
	1.3.3 Strengthen VPF Fleet Management (Develop & Implement Vehicle Policy)	DCP MS COMD VMF COMD SOUTH COMD NORTH COMD Maritime	VPF National Standard VHL Policy developed			Mostly completed
	1.3.4 Upgrade on Tiroa's barracks	CO VMF & DCP MS (Projects)	Complete renovation works			Mostly completed
	1.3.5 VMF, Police & PMW Building Maintenance & Repairs including office, Married quarters barracks	DCP MS ALL COMD,	Complete renovation works			Partially completed
	1.3.6 Acquisition of all VPF Land (Including Tanna and Sol, Vanua Lava Detachments) – Process includes Surveys & submission of COM Paper	DCP MS COMD VMF	Completion of land acquisition			Partially completed
	1.3.7 Acquisition of Tuna Fishing Land – No 2 Govt Wharf	DCP MS COMD Maritime	Completion of land acquisition			Not Started



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1.4 Build a high quality VPF intelligence and assessment capability with the capacity to work in collaboration with others	1.4.1 Revamp the NIU to provide timely information and advice	COMPOL Director NIU	Number of systems improved with evidence, maintain records of data provided.		Improve capacity through training. 4 fundamental intel training conducted in country. 4 overseas training.	Partially completed
	1.4.2 Develop national Intelligence Act	COMPOL Director NIU	Progress of the national intelligence act.		Not implemented. Forwarded to 2024. Also the illicit drugs Act will be drafted	Not Started
	1.4.3 Acquire and install CCTV cameras for Port Vila & Luganville.	COMD NORTH COMD SOUTH	Progress of the national intelligence act.		Not implemented	Not Started
	1.4.4 Strengthen CID to improve its investigations	COMD NORTH COMD SOUTH & DIR CID	Number of additional officers posted to CID. Allocation of new office space. Number of investigation trainings delivered.			Completed
	1.4.5 Improve forensic capability in support of investigations	COMD NORTH COMD SOUTH & DIR CID	Number training and capacity developments.		Detective Training- Van ( 7Males & 5Females)  Cellebrite Training - Van ( 3M & 1F)  AFIS Training - Van (4M &1F)	Completed





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					<p>Fire Training - FIJI (2M)</p> <p>Crime Scene Investigation - AUST (2M)</p> <p>Wildlife Training - FIJI (1M)</p> <p>IMOSC - Indonesia(1M)</p> <p>Child Interview Training - Van ( 2M &amp; 7F)</p> <p>Cyper Training -Van ( 4M &amp; 1F)</p> <p>Drugs Investigation -FIJI ( 2M)</p>	
	1.4.6 Develop and manage well the Criminal Intelligence units	Dir NIU	<p>management measures developed/undertaken to ensure efficiency and productivity.</p> <p>Develop a database system to store important information</p>		<p>No progress report received.</p> <p>No database system developed.</p>	Not started



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	1.4.7 Develop and manage well National Security (anti-terrorism) intelligence	Dir NIU, COMD VMF COMD PMW	List the number of management measures developed/undertaken to ensure efficiency and productivity. Develop a database system to store important information		No management measures reported.	Not started
	1.4.8 Coordinate and manage responses to intelligence (include targeted responses)	Dir NIU COMD Maritime lead with COMD SOUTH COMD NORTH COMD VMF	Number of improved management measures undertaken. Number of meetings held with stakeholders. Number of relevant trainings conducted.			ongoing
1.5 Strategically Coordinate, utilize and extend existing capabilities to achieve National Security Strategy objectives.	1.5.1 Identify & develop a schedule of law enforcement (including community engagement) activities while maximizing opportunities during patrols undertaken by the RVS Takuare.	COMD Maritime lead with COMD SOUTH COMD NORTH COMD VMF	Number of planned joint maritime PATROLS		10 joined Patrols conducted purposely for various operations with another stakeholder.	completed
	1.5.2 Strengthen traffic capability to improve its investigations and responses (Port Vila,	COMD NORTH COMD SOUTH	Number of Traffic investigation officers. Number of			Ongoing



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	Santo, Malekula and Tanna)		investigation trainings conducted.			
	1.5.3 Undertake 3 Maritime & Border Patrols (Takuare)	COMD MARITIME	3 maritime & border PATROLS conducted.		No Maritime and border patrols conducted by RVS Takuare due to damage.	Not started
	1.5.4 Undertake 3 Internal Patrol & visits (inspections)	COMD MARITIME	3 internal patrols and visits conducted.		Reported more than 3 internal patrols and visits. (Tororua & Emmagate)	completed
	1.5.5 Timely & comprehensive response to reports of offences against the person or property	COMD NORTH COMD SOUTH	Number of person/property offences responded to within a week after complaint is lodged.		Could not be measured.	
	1.5.6 Conduct Investigations on Domestic violence, Cybercrime, Money Laundering, Serious Crime etc	COMD NORTH COMD SOUTH	Number of DV cases, Cybercrime, money laundering, and serious crime reports investigated.		FPU 236 SCU 100 Drugs 76 Fraud 22 <b>Grand Total 434</b>	completed
	1.5.7 Conduct Consultation on the possibility of Outsourcing Fire Services - Appoint Task force	COMPOL COMD VMF	Number of Consultations conducted. Status of the appointment of the task force.		No consultations conducted. Discussed in executive meeting but no further follow up.	Not started



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	1.5.8 Provide timely response to reports of crime and incidences	COMD SOUTH COMD NORTH COMD VMF & COMD PMW	Number of timely responses of reports of crimes and incidences.		Could not measure timeliness	
	1.5.9 Conduct Road Traffic Operations	COMD NORTH COMD SOUTH	Number of road traffic operations conducted.		906 traffic control (checks/static/road block)	Completed
	1.5.10 Support Disaster Management Operations & Response	DCP OPS CO VMF COMD Maritime	Number of operations conducted. Number of areas covered. Percentage of people affected. List of friendly forces/NGO's that provide assistance.		45 traffic checks 32 traffic controls 11 Escorts 3 VHL Search	Completed
	1.5.11 Respond and assistance to COVID 19	DCP OPS VMF/JPOC	Number of covid 19 OPERATIONS conducted. Number of meetings with stakeholders.		No covid cases. Therefore, no operations were conducted.	Not relevant
	1.5.12 Ops India Alpha & Noel	JPOC All COMDS	Number of operations conducted throughout the country. Number of officers engaged.		13 Operations + Disaster Response for Judy and Kevin	Completed
	1.5.13 Develop capability requirement for Police, VMF and Maritime.	COMPOL DCP OPS CO VMF COMD Maritime	Capability Requirement Report Developed.		CAP 105 is currently under repealed. This would give clarity to detail functions and JD's of VMF and PMW officers.	Mostly completed



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	1.5.14 Establish a project plan to manage the capability uplift of both the NIU and a VPF Cybercrime Unit	DCP MS NIU Dir CID	Project plan for NIU and VPF Cyber Crime Unit developed.		No Reports received	Not started
2.2 Strengthen and improve management of Infrastructure & Assets	2.2.1 Development & implementation of VPF Infrastructure Plan (Maintenance of Residential and offices)	DCP MS COMD NORTH COMD SOUTH COMD Maritime COMD VMF	VPF Capital plan. Report of assessment of VPF buildings produced. Number of new VPF buildings build/maintained. Keep good records/data of VPF building under respective commands.		An overall assessment was conducted by OC Engineers. Only Gaua, Epi and Ambore Police Posts were renovated/build. Maintenance of residential quarters in Santo were completed.	Partially completed
	2.2.2 Secure funding to equip and undertake maintenance on Infrastructures – Office & Residential	DCP MS	Number of Maintenance works completed. Number of MOU's signed with donor partners.		Progress in the New Police station building at G. Pompidu. Other Infrastructure buildings were depended on the approved budget.	Partially completed
	2.2.3 Strengthen Police Housing management – Organize meetings and report on decisions	DCP MS	Number of Meetings conducted. Effective Police Housing Committee		The Infrastructure Steering committee met regularly. Plans for new building and designs were made.	Ongoing
2.3 Examine organizational	2.3.1 Review functions, roles and	COMPOL VNSC	Number of reviews conducted on VMF		No review conducted. When CAP 105 is	Not Started



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structure, roles and functions of all force elements to align with the capability requirements of the National Security Strategy	responsibilities of the VMF in line with the National Security Strategy.	COMD VMF LEGAL Unit DCP MS	roles and responsibilities to align with National Security Strategy (NSS). Recommendations.		repealed, review, that is when changes will be made.	
	2.3.2 Review JDs, Promotions, and Increments and fill in vacant post in all 3 elements in line with the new structure.	COMPOL DCP MS	Report on the implementation of the new structure. Time frames for the implementation. Update HR database.		Currently in progress. Should be achieved before year end. Gradually progresses according to availability of human & financial resources.	Ongoing
2.4. Improve Commanders ability to develop compelling annual Plan & Budget submissions	2.4.1. Organize Annual Business Planning, Budgeting And Reporting meeting. (2 meetings – One in Santo)	DCP MS COMD NORTH	Meeting arrangements completed. Number of Meetings held.		Met with some commanders to assist with BP reporting 2023.	Ongoing
	2.4.2 Organize trainings with all Commands to enhance understanding on preparation of Plans, Budgets, Financial Management, monitoring and evaluation of Annual Activities – Improve in	DCP MS All COMDS	Number of trainings conducted with commands on preparation of plans, budgets, financial management, monitoring and evaluation.		2 meeting conducted. Short Videos were distributed through government email.	ongoing



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	Data Management & Reporting.					
2.5 Improve ICT in all commands (Including PIMS, EPCC and other Data systems) for organizational and operational decision making.	2.5.1 Ensure OGCIO provides assistance through training and support VPF ICT officer on maintenance of VPF infrastructure Network and systems throughout Vanuatu.	DCP MS	Number of trainings delivered to IT officer by OGCIO		MOU signed. Online courses for both OGCIO and VPF IT officers on how to, manage PIMS.	Partially completed
	2.5.2 Equip and maintain all ICT equipment at all Commands – Computers & Communication tools	DCP MS All COMDS	Number of ICT equipment maintained,		ICT equipment procured for provincial posts. Assistance received from VAPJP, UK and Vanuatu Gov.	Ongoing
	2.5.3 Identify computer Training needs in all commands	All PTC COMDS	Assessment conducted. Training provided.		PTC conducted computer trainings with provincial and unit commanders. Some are yet to attend training.	ongoing
	2.5.4 Reprioritize and organize computer refresher training for all commands.	All PTC COMDS	Number of computer refresher trainings conducted for all commands.		PTC conducted computer trainings with provincial and unit commanders. Some are yet to attend training.	ongoing



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	2.5.5 Organize Computer training for new recruits	PTC	Number of computer trainings conducted		2 computer trainings conducted by PTC.	ongoing
	2.5.6 Registration of firearms and management of Data base	Fire Arms Unit COMD NORTH COMD SOUTH	Number of firearms registrations. Maintain an updated firearms database system		Firearms unit maintain an updated registry of fire arms in Vanuatu.	Ongoing
	2.5.7 Upgrade PIMS - Improve and update on crime records/ PIMS	CSU COMD NORTH COMD SOUTH	PIMS upgrade and accessible.		Currently PIMS needs more improvement, especially in data entry. The cyber-attack in 2023 affects the quality of data.	ongoing
	2.5.8 Improve ICT focusing on Digitalize Filings, File Server, Zoom Conference equipment	DCP MS All COMD	Establish a digital filing system and a file server. Number of zoom conferences conducted.		A central filing system (Police Management Website) is developed and maintained. Needs further improvement.	Ongoing.
	2.5.9 Co- Facilitate and Coordinate with Project Team on Electronic (Digitalize) Police Clearance Certification.	DCP MS	Electronic police clearance certificate functional.		This has been achieved, however, after the cyber-attack, it has not been function.	Partially completed.
	2.5.10 Improve field Communication system – Radio Network in Offices & Vehicles	JPOC All COMD	Progress of the radio network. Provide in percentage areas covered or police posts		Great improvement in the radio networking system. Almost all remote islands have radios installed.	Mostly completed.





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			that have access to the network.			
2.6 VPF enhance its Management of human and physical resources to maximize operational effectiveness	2.6.1 Develop and implement a HR career mapping exercise	DCP MS Commanders	HR career mapping exercise developed.		Not developed.	Not started.
	2.6.2 Undertake training needs analysis of the VPF	DCP MS All Commanders	Number of training needs assessment conducted by VPTC and HR Team.		No training needs analyses conducted	Not started.
	2.6.3 Decentralize and improve basic human resources functions to all Commands such as leave management.	DCP MS All Commanders	Have basic HR functions established in all Commands.		HR functions in all commands maintained.	ongoing
	2.6.4 Mental health training be made available to all serving members and facilitated by skilled professionals.	DCP MS All Commanders	Number of mental health trainings conducted.		No mental health trainings conducted.	Not started.
	2.6.5 Update registration and provide report on overall inventory of VPF infrastructure, vehicles and assets – Report accessible via the Management Website.	DCP MS All Commanders	Have update records of all VPF assets, infrastructure		Have improved the registry of VPF Assets.	Ongoing
	2.6.6 Strengthen Prosecution & Service of Summons	Prosecution Unit	Report on the number of cases successfully prosecuted. Cases		Records are maintained in PIMS. Prosecution team	Ongoing



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			withdrawn. Number of trainings conducted to enhance effectivity.		travelled the islands to prosecute cases.	
2.7 Refine and improve Approach to training and professional development, including management and leadership development.	2.7.1 Commanders undertake Performance assessment of officers and submit recommendations to COMPOL	DCP MS All COMDS	Keep an update record of officers (Yes/No)		Each Commands have records of their officers. They make recommendations for promotions and discipline officers.	Ongoing
	2.7.2 Develop training manuals for VMF	CO VMF	Training Manual for VMF developed		Training manuals developed. 100 recruits' intake	Ongoing
	2.7.3 Review current training courses and recruit course	Director College DCP MS	Number of consultations conducted to review recruit trainings and recruit courses.		Some consultations conducted.	Partially completed.
	2.7.4 Deliver leadership training for all ranks	Director College DCP MS	Leadership trainings for all ranks delivered		Some officers were offered leadership training	Partially completed
2.8 Review of Legislation with associated policy in the interest of national security	2.8.1 Review Cap 105 including PGO and conduct awareness.	Legal Office	Progress report of the review of CAP 105 and PGO. Number of awareness conducted with stakeholders.		Under progress. COM paper is ready. Breathalyzer COM paper ready. PWD is the leading agency.	Ongoing
	2.8.2 Undertake Review of Traffic Laws	DCP Ops Legal Office	Progress report of Traffic Act Review. Number of consultations with		Public works take leading role. VPF assist with Breathalyzer Act.	Ongoing



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			respective authorities conducted.			
	2.8.3 Develop Dangerous Drugs and Illicit Drugs act	DCP Ops Legal Office	Progress of the illicit drugs act development. Number of research/studies conducted.		Initial stages. No work done yet.	
2.9 Strengthen PSU & Approaches to internal discipline to improve workplace culture, operational effectiveness and ultimately maintained community trust	2.9.1 PSU members undertake investigations training course.	PSU	Number of investigation training course undertaken. Number of officers attended. (%completed)			
	2.9.2 PSU conduct internal awareness campaign to raise member awareness about ethical behavior, including bullying.	PSU	Number of internal awareness conducted. Number of ethics training conducted. (% completed)			
	2.9.3 Incorporate management of Ethical behavior in middle management training.	PSU PTC	Number of Middle manager's training conducted. Number of Participants. (%completed)			
	2.9.4 Review disciplinary offences	PSU Legal Unit	Number of reviews conducted. Compliance measures (% complete)		Pending review of CAP 105	Not started
	2.9.5 Categorize Offences	PSU Legal Unit	Number of offences categorized. (% implemented)		Pending review of CAP 105	Not started



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	2.9.6 Develop & apply Uniform punishment	PSU All COMDS	Status of implantation. List the works done to ensure this is achieved %.		In Progress	Ongoing
	2.9.7 Rehabilitation with Police Offenders	PSU All COMDS	Number of rehabilitation programs conducted. Number of offenders that receive support. (Provide records)		In progress	Partially
	2.9.8 Complete all cases against police officers	Director PSU COMPOL Commanders	Number of cases against Police officers investigated and completed.		Progress maintained	Ongoing
	2.9.9 Conduct training on hearing of cases	Director PSU Director College	Number of trainings on hearing of cases conducted by PSU & VPTC.		PTC conducted training with managers on hearing of cases.	
2.10 Improve the Delivery of everyday operational policing services to the people of Vanuatu.	2.10.1 CID team attend Investigations training program developed by VAPJP	PTC Dir CID	Number of officers attended the investigations training program conducted by VAPJP. Number of training packages delivered.		CID officers attended a few trainings in country and overseas.	Ongoing
	2.10.2 Identify and organized specialist training in money-laundering and fraud investigation for	Dir CID Dir NIU	Number of specialist trainings in money laundering and Fraud		Trainings conducted overseas and in Country.	Ongoing



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	members of the Fraud squad.					
2.11 Improve VPF Monitoring & Evaluation capability	2.11.1 Organize training for CSU and Managers	DCP MS	Number of trainings conducted for CSU and Managers.		Trainings and meetings with managers conducted on improvement of reports. Excel training offered in CNS.	Ongoing
	2.11.2 Develop reporting templates	DCP MS	Reporting templates developed.		Reporting templates developed. Work in collaboration with MJCS advisor.	Mostly complete
	2.11.3 Incorporate all External Partners annual Plan and report on implementation	DCP MS	External Partners Annual reports incorporated.		External Partners reports incorporated into the Annual Report 2022. Will be included also in 2023 report	Ongoing
3.3 Strengthen Collaboration with communities in the service of Safety & Security	3.3.1 Conduct remote community Patrols	VMF COMD PMW COMD NORTH COMD SOUTH	Number of Remote community patrols conducted.			
	3.3.2. Conduct proactive and policing patrols including Tourism sites	COMD NORTH COMD SOUTH	Number of proactive and policing patrols, including Tourism sites		Patrols conducted in tourist sites	
	3.3.3 Implement Community Policing - Engage & appoint Community Police Volunteers	COMD NORTH COMD SOUTH NCPPO	Number of Community Police volunteers appointed. Community Safety Team established.		CST revisited by the Crime Prevention Team. New CST teams appointed in Santo. Review of the CST program completed.	Ongoing



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	3.3.4 Conduct Mass Crime Prevention awareness	NCPPO COMD NORTH, COMD SOUTH, COMD PMW COMD VMF	Number of mass crime prevention awareness's conducted. % completed.		NCCPO conducted a lot of awarenesses throughout Vanuatu.	Ongoing
	3.3.5 Conduct community consultations "solving crime in partnership with community"	COMD NORTH COMD SOUTH NCPPO	Number of community Consultations conducted. Number of communities visited/consulted		Community consultations were conducted throughout Vanuatu.	Ongoing
	3.3.6 Conduct awareness programs on safe and responsible use of alcohol/kava/drugs	COMD NORTH COMD SOUTH NCPPO	Number of alcohol/kava/drugs consumption control awareness's conducted.		Awareness conducted	Ongoing
	3.3.8 Conduct Good Will Patrol to North & South	DCP OPS/JPOC COMD VMF COMD PMW COMD NORTH & SOUTH	Good Will Patrol conducted. Number of officers engaged. Challenges.		The good will patrol conducted in Pentecost	Completed
	3.3.9 Community Engagement – Projects	COMD VMF	Number of communities engagement projects conducted.			



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3.4 Enhance Collaboration and Information sharing	3.4.1 Identify Linkages and develop MOU/MOA with other stakeholders	COMPOL Legal	Number of MOU/MOA developed.		A few MOU/MOA were developed. Latest being the MOU between Ministry of Health, Police and Ministry of Justice. Partly complete.	Ongoing
	3.4.2 Work with other stakeholders to review other legislations, orders and Policies relating to Policing and enforcement	COMPOL DCP MS Legal	Number of policy reviews conducted. % of progress.		OPS Review, Structure review, CAP 105 repealed. NSS reviews.	Ongoing
	3.4.3 Collaborate with other Stakeholders to review Fire Service	Legal Unit VMF COMD	Review complete. If not complete, % of work completed.		Discussion done. Need to revisit.	Not started
3.5 Support Government Foreign Policy	3.5.1 Implement Cyber Safety Pacifica Priorities	NCCPO & All COMDS	Number of Cyber-safety pacific Priorities implemented		Training and awareness conducted	Ongoing
	3.5.2 Subscription fees to international Org	DCP MS NIU -Interpol COMD Maritime	Payment Completed. If not complete, why?		Payment done. Interpol payment complete.	Completed.
	3.5.3 Review VPF Abroad Deployment Missions	COMPOL COMD VMF	Review complete		Achieved through structure UN Mission training Officers ready for UN mission	Completed



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	3.5.4 Participate in the Regional Security Meetings and Conferences	COMPOL	Number of Regional Security meetings participated in. Number/list major achievements		Attend WAN conference, Attend IWAP.	Completed
	3.5.5 Participate in Southern Cross & KURU Training	COMD VMF COMD MARITIME	Number of officers participated in Southern Cross & Kurukuru trainings		The training was not implemented.	Not started
	3.5.6 Establish and appoint Foreign Mission Attaché – Aus, NZ, Fiji and UN	COMPOL	Number of appointments. Status of implementations.		Captured in new structure. To be included in manning. In progress.	Not yet Started
	3.5.7 Appoint officer to Foreign Affairs Dept	COMPOL	Number of appointments. Status of progress.		In 2022 Structure. No appointed	Not yet started