



ROYAL ST. LUCIA POLICE FORCE TRAINING PLAN 2008/2011

TRAINING PLAN

This Training Plan identifies relevant training required to support the organizational delivery of its objectives. The training programmes contained therein are aligned to the successful achievement of activities of the Force's Corporate Plan 2008/2009.

**RSLPF
12/3/2007**

ROYAL ST. LUCIA POLICE FORCE TRAINING PLAN FOR 2008/2011

To successfully achieve the Royal St. Lucia Police Force objectives a training needs analysis was undertaken to identify relevant training required, to support the organizational delivery of its objectives. These training requirements forms part of the organizations Training Plan for 2008/2009 and are aligned to the successful achievement of activities of the new Corporate Plan.

It is expected that these training programs will enable Units, Departments and Stations in the organization to deliver the best quality service deriving from activities of the Royal St. Lucia Police Force strategic objectives. Below are relevant information and justifications of these courses direct impact on the realization of the Forces Strategic Objectives for 2008/2009.

Strategic Objective # 1

Reduce Crime, Disorder and the fear of crime.

Strategic Objective # 6

To enhance effectiveness and efficiency in crime reporting and investigations

In order to successfully achieve the performance targets of Strategic Objectives 1 and 6 these training programs must be undertaken to correct and improve the deficiencies in skills and knowledge of persons attached to stations, units and departments which directly contribute towards the achievements of these targets.

1. Junior Criminal Investigation Course (Local)

This training program is geared towards proving in- depth instructions of the process and techniques that apply to all aspects of criminal investigations, from the initial call for service to court presentation. Police officers will learn how to perform basic investigative duties and will be prepared for future, specialized training. Although it is specifically designed for newly assigned investigators,

this course will be beneficial to all officers who manage investigations from beginning to end.

2. Senior Criminal Investigation Course (Local, Overseas)

This training is necessary to provide senior criminal investigators with the most recent, updated criminal investigation techniques required to perform their duties more effectively.

3. Financial Investigations (Overseas)

This training is designed for officers who have completed the Basic and/or the Advance Financial Investigation Course. It provides investigators with the skills and techniques to be utilized in investigating financial crimes such as fraud and money laundering which often accompanies drug and terrorism activities. This training also enables investigators to identify local and international services for information; identify bank records relevant to financial investigations, identify techniques on gathering financial evidence and identify value and key elements of an investigative report.

4. Intelligence Gathering and Analysis (Overseas)

This training is necessary to provide investigators with the knowledge and skills needed in analyzing new intelligence data for dissemination to departments such as Criminal Investigation Department (C.I.D), Drug Unit, and Marine Unit etc. in order to efficiently achieve their stated objectives. It will provide investigators with knowledge of the intelligence process, principles of gathering, analyzing and disseminating intelligence, and sources of information, conspiracy investigations, charting techniques, link analysis and basic computer application.

5. Narcotic Investigation (Overseas)

This training is necessary to update the skills and knowledge of persons attached to the Drug, Marine and Special Services Unit. It targets officers to be posted at the Drug Investigations Units and also those engaged in general drug investigating duties. It provides thorough information on the overview of drug and trends, identification of drugs, case investigations, interviewing techniques, search techniques, demand reduction, education and preventative issues etc.

6. Advance Narcotic Investigation (Overseas)

This course is designed and prioritized for supervisors and managers who have the responsibility to manage anti-drug operations and or specialist Drug Units.

7. Introduction to Financial Investigation (Overseas)

This training is designed for officers attached to Financial Investigations Units and officers who will be selected to work in such Units. They will acquire an

understanding of money laundering and its impact on international and regional economies as well as understanding the identification and pursuit of financial investigation through to prosecution, seizure and forfeiture of drug money or other related crime.

8. Sexual Offences Course (Overseas)

This training is necessary to provide persons attached to the Sexual Offences Unit of the Major Crime Department with the necessary knowledge and skills needed to successfully investigate and solve sexually motivated crimes.

9. Crime Management (Overseas)

This training is geared towards providing supervisors at the Criminal Investigations Department with the necessary skills and knowledge needed to manage criminal activities. It will review and discuss practical managerial and leadership principles that are intended to resolve the typical time management difficulties encountered by investigative supervisors.

10. Firearm Training (Local)

It is of fundamental importance that the organization undertakes vigorous firearm training during the budget year. This program although of significant importance to police officer's competence in the use of lethal force has never been funded before. Arising from the number of recent incidents, public complaints followed by the number of civil law suits resulting from the use of firearm; it has become evident that there is an urgent need for structured firearm training across the force.

The general and specific provisions arising from the United Nations Basic Principles on the Use of Force and Firearms (BPAFF) of September 1990, states that government and law enforcement agencies must ensure that all enforcement officials, if required to carry a firearm, must be authorized to do so only after completing special training (BP 19).

This training Course will enable police officers to be able to:

1. Demonstrate an understanding of relevant firearm legislations, policy and procedure.
2. Demonstrate a level of competence in all areas of weapon safety, handling and shooting.
3. Apply the theory of tactics, planning, briefing, handling prisoners through practical testing.
4. Under various conditions, demonstrate a level of competence in relation to the handling and shooting of various weapons.
5. Ensure their actions reduce the risk to health and safety of themselves and that of the public.

6. Use firearms in a fair and justified manner.

11. Cisco Certified Network Administrator (Local)
This training provides the foundation and apprentice knowledge of networking for small office/home office market. Certified persons can design routed and switched network involving LAN, WAN, and dial access services for businesses.

12. A+ Certification (Overseas)
This training course validates the latest skills needed by today's computer support professionals. This training confirms a technician's ability to perform tasks such as installation, configuration, diagnosing, preventative maintenance and basic networking.

13. Computer Hacking Forensic Investigator (Overseas)
This training provides participants with, the necessary skills and knowledge to identify, track, and prosecute cyber-criminals.

14. Security +Certification (Overseas)
This training validates knowledge of communication security, infrastructure security, cryptography, operational security and general security concepts.

15. Dive Master, Dive Instructor, Basic Open Water Dive (Local)
This training programme is critical for members of the Marine Unit especially in drowning incidents and other under water investigations such as drug searches under vessels etc.

16. Under Water Scenes of Crime (Local)
This training is geared towards providing students with the skills and knowledge to process a variety of evidentiary items collected underwater. Students will receive hands on training in the latest state of the art techniques for underwater crime scene processing.

17. Customs Brokerage (Local)
This training is geared towards training respective police personnel with the skills and knowledge in clearing goods from the Customs Department. It is critically necessary in order to enhance the time that is committed towards clearing urgent required goods from Customs for use by the organization in its crime fighting drive.

Strategic Objective # 2

To enhance the presence of uniformed police officers patrolling communities.

To achieve the performance target of this Strategic Objective serious consideration must be given to the training of supervisors and senior constables whose responsibilities specifically impact on the achievement of these targets. They must be provided with relevant knowledge and skills which will enable them to effectively and efficiently manage subordination in such a way as to increase the visibility of uniformed police officers on foot patrol in local communities. An analysis has indicated that about 55% of middle managers lack the necessary skills to manage subordinates. It also indicates that in the absence of supervisors, senior constables assume their roles. Their supervisory capabilities also reflect a deficiency in knowledge and skills to effectively manage subordinates.

1. Supervisory Management (Local)

This training is geared towards providing middle managers in the organization with theoretical and practical skills necessary to manage human resources effectively in response to the changing needs of the public and the organization. It will also provide newly promoted supervisors with the knowledge, skills and techniques necessary to effectively perform their duties.

2. First Line Supervision (newly promoted supervisors) (Local)

This training is tailored for the new supervisors. The training will assist them with understanding the transition from operations to management responsibilities. It will also provide the experience supervisor with additional knowledge, skills and attributes to function effectively in their significant role.

3. Senior Constable (Local)

This course is geared towards developing the leadership and supervisory skills of senior constables with at least 5 years service who have performed creditably on the job and have demonstrated the capacity to assume responsibilities at a supervisory level. It also forms part of the minimum qualification required to be promoted to the rank of Corporal.

4. RSS Leaders (Overseas)

This training is geared towards enhancing and improving the leadership qualities of junior leaders. It enables them to conduct training and operations in a responsible manner. It also provides them with training in Human Rights issues and communication skills.

5. SSU Basic (Overseas)

The Special Service Unit is a Para Military Unit. Its responsibility is to operate in place of a regular Military Force which is absent on the Island. In order to be transferred to the Unit, persons must receive training in basic military knowledge and skills.

Strategic Objective 3

To strengthen relationships with local communities and stake holders

This strategic objective particularly deals with community policing. The organization intends to engage communities and work close together to address the causes of crime, fear of crime and other community issues. Community policing has been placed at the centre of the organizations thrust to win back respect, trust, and confidence and provide an effective and efficient service to citizens and other persons in the country.

1. Community Policing Training (Local)

The 2007 Training Needs Analysis revealed that the organization need to undertake an extensive community policing training program because deficiency in knowledge was clearly recognized, especially within the supervisory core of the organization. This course will provide middle mangers and other ranks with the knowledge, understanding and skills of the concept, and implementation of community policing programs.

Strategic Objective 4

To enhance and improve public satisfaction in policing.

This objective particularly deals with the level of customer service that the police rendered to the public. A recent police public satisfaction survey indicates that 71 % of persons are dissatisfied with the level of customer service rendered to them island wide by the police. There is an urgent need to undertake vigorous customer service training and other enhancement training across the organization geared towards decreasing public complaints against the unprofessional conduct of police officers.

1. Customer service (Local)

This training is geared toward providing police officers with the relevant knowledge and skills in the area of courtesy, interpersonal relationship, communication, customer satisfaction and handling and responding to public calls and complaints efficiently.

2. Train the Trainers (Overseas)

This training is geared towards providing Trainers attached to Police Academies with the relevant and updated instructional, teaching skills and delivery methods associated with Student Centered Learning Philosophy.

3. Instructors Course (Overseas, Local)

This training is geared towards training a cadre of new trainers across the organization to help assist with various training on the job training programs.

4. Defensive Driving (Local)

This training is geared towards providing police drivers with the knowledge and skills needed to prevent motor vehicle collision, to have adequate training in the use of police vehicles, to know the rules associated with pursuit driving and driving to save lives time and money in spite of the conditions around them and the action of other drivers.

5. Probationers Refreshers Course 27 (Local)

Probationers, who will attain two years service during the budget year, will require post probation training to correct any deficiencies in skills while on deployment through out their probation period. This training will enhance

their efficiency level and will reduce the level of public complaint against unprofessional conduct.

6. Basic Seamanship (Local)

This training provides the basic knowledge and skills to new officers assigned to the Marine Unit. They must undergo this initial training to become familiar with the daily operations of the Unit.

Strategic Objective 5

To create an environment to ensure the safety of all road users.

This strategic objective deals with the application of traffic management strategies geared towards the reduction in road traffic accidents and ensuring that the roads are safe.

1. Traffic Basic Course (Local)

This course provides persons who are performing traffic Duties Island wide with the knowledge and skills to effectively contribute towards traffic safety and management. A number of new police officers and Special Police Constables have been transferred to perform traffic duties and have not received the required training. As a result these persons will need traffic training to become effective and efficient in undertaking their new roles.

2. Traffic Accident Investigation (Local)

This course is geared towards providing accident investigators with the knowledge, skills in crash investigation, gathering evidence at the scene, measuring, scale diagramming and estimating minimum speed from skid marks. Upon completion the investigator would have had obtained a relatively high degree of technical expertise in the field of accident investigation.

3. Traffic Crash Reconstruction (Overseas)

Many traffic officers have difficulties getting their crash investigation findings admitted into evidence in court. This course is designed to help overcome this difficulty by enabling a well trained police officer to be qualified as an expert and give testimony in a court of law relative to the causation factors in motor vehicle crashes.

4. Motor Cycle Beginners Course (Local)

This course is directed towards police officers who have applied in becoming certified motor cycle riders. They will be exposed to riding, tactical techniques and survival skills in order to effectively and efficiently undertake their duties on the island roads.

5. Radar Certification (Overseas)

This course is to prepare participants to become proficient in the use of the police traffic radar and to develop sufficient skills to effectively and efficiently operate the radar in order to reduce the number of traffic incidents arising from speeding.

Strategic Objective 7

To ensure that policing is delivered professionally with integrity and accountability.

This strategic objective targets the efficiency of senior officers within the organization. It deals with senior officers output in areas of professionalism and accountability in order to ensure, their departments successfully deliver the Strategic Objectives of the organization. There is a need to continuously upgrade the managerial knowledge and skills of senior offices so that they will become competent Administrators.

1. Leadership Course (Overseas)

This course targets Heads of Narcotic Units. It provides them with the required knowledge and skills needed to effectively manage such Units.

2. Junior Command (Overseas)

The Junior Command course targets Inspectors to Assistant Superintendent's of Police. Its aim is to develop their administrative and managerial skills so as to manage the successful achievements of the organization goals and objectives.

3. Commanders Program (Overseas)

This program targets Assistant Superintendent's of Police and Superintendents. Its aim is to develop the administrative capabilities of these individual so as to be able to manage in such a way as to successfully help the organization achieve its objectives.