



ROYAL PAPUA NEW GUINEA CONSTABULARY



<p>OUR VISION</p>							
<p>TO BE A PROFESSIONAL AND TRUSTED COMMUNITY ORIENTED POLICE SERVICE</p>	<p>GOALS</p>	<p>To maximise peace, good order and strengthen the rule of law by employing proactive and preventive community-based policing strategies.</p>	<p>To investigate and prosecute all offenders according to the laws and through the use of professional and timely investigation methods.</p>	<p>To improve discipline, uphold the principles of good governance, and strengthen internal management.</p>	<p>To build and rehabilitate police infrastructure, acquire and maintain physical assets, and modernise information and communications technology.</p>	<p>To develop and manage a competent workforce, and provide professional police service.</p>	<p>To enhance and foster partnerships with, existing and emerging, key stakeholders to advance the RPNGC's strategic priorities and respond to government reforms</p>
<p>OUR MISSION</p>	<p>KEY RESULT AREAS (KRA)</p>	<p>Crime Prevention and Community Policing</p>	<p>Investigations and Prosecutions</p>	<p>Leadership, Professional Standards and Corporate Governance</p>	<p>Infrastructure, Supplies and ICT</p>	<p>Human Resource Management and Training</p>	<p>Partnerships and Government Reforms</p>
<p>SECURING A SAFER COMMUNITY IN PARTNERSHIP</p>	<p>STRATEGIES</p>	<p>1. Maximise public safety</p> <ul style="list-style-type: none"> Strengthen strategic alliances to improve safety and security in the communities. Promote safety on national highways and public roads and maritime areas. Roll out the Police Station of Excellence concept Recognise and support locally-based organisations that promote non-violent dispute resolution. Combat and reduce sorcery-related killings and gender-based violence (GBV) and Family and Sexual Violence (FSV). Identify, analyse, and respond to risk factors (Risk Management). <p>2. Strengthen responses to issues that undermine legitimate economic development</p> <ul style="list-style-type: none"> Improve effective policing along the economic corridors and resource project areas. Respond to weapons control, including reducing the number and use of guns. Develop police capability around resource or impact project areas rather than FIFO (fly-in, fly-out) arrangements. 	<p>1. Strengthen the first response to reports of crime, including arrest and prosecution.</p> <ul style="list-style-type: none"> Develop an appropriate intelligence capability to support all RPNGC operations. Install electronic case management systems to monitor all reported crimes. Strengthen evidence-based investigations by improving the RPNGC's forensic science capability. Continuously train and upskill frontline officers. Hold arresting officers and their supervisors accountable for poor and incomplete court files (that often lead to case dismissal). Hold prosecutors and their supervisors accountable for the number of cases not disposed within a reasonable time frame. <p>2. Strengthen responses to crimes that threaten national security</p> <ul style="list-style-type: none"> Strengthen and improve RPNGC's response to transnational and other emerging crimes. Strengthen and enhance RPNGC's capacity to detect, investigate and prosecute all crimes. Continuously train and upskill detectives and prosecutors. Improve and modernise ICT to detect, investigate and prosecute all offences. 	<p>1. Strengthen accountability and integrity and minimise corruption</p> <ul style="list-style-type: none"> Review and systematically enforce the Governance Framework and establish internal controls, including meeting the statutory requirements in planning, budget alignment, performance monitoring and evaluation and reporting systems. Ensure regular update of Constabulary Standing Orders (including organisational structure) and review the Police Act 1998. Monitor and evaluate the corporate plan and budget review quarterly. Revive and strengthen internal committee systems to improve good governance. <p>2. Improve discipline and prevent claims against the state</p> <ul style="list-style-type: none"> Ensure compliance to the Code of Ethics and enforce discipline by systematically applying penalties for disciplinary offences. Reduce opportunities for claims against the state, and improve RPNGC's capacity to defend these claims. Increase awareness of human rights and legal rights. Enforce personal accountability and exemplary damages for excessive and unjustifiable actions that lead to loss or damage of State and RPNGC assets 	<p>1. Rehabilitate and develop infrastructure, and manage existing assets</p> <ul style="list-style-type: none"> Review and systematically enforce the Governance Framework and establish internal controls (includes developing a Police Housing and Rental Policy, develop and implement user-pay policy, and standardisation of assets policy among others). Develop an Infrastructure Development and Rehabilitation Plan that includes surveying police land for proper titles, planning and progressively rehabilitating and building new office and accommodation facilities. Review and implement an improved procurement and supply process and system that includes maintaining comprehensive registers of all RPNGC assets Enforce legislations and policies vis-à-vis damages to police assets, including vehicles, buildings, uniforms, and firearms. <p>2. Improve and develop information and communications technology</p> <ul style="list-style-type: none"> Develop Information System and ICT Governance Framework (with stakeholder support). Audit current ICT infrastructure and software/application (certified ICT Auditor), and develop (and implement) ICT Development Plan. Modernise and improve radio communications systems and networks with focus on sustainability. 	<p>1. Improve human resource capacity and quality</p> <ul style="list-style-type: none"> Expand the size of RPNGC only if the budgetary resources to fully provide for the resulting college graduates are available. Strengthen the National Centre of Excellence with appropriate staff to support recruitment and develop programs that would be the foundation of driving police standards in the future. Redesign the recruit selection process so that the chances of introducing persons of an inadequate calibre is minimised. Professionally manage the human resources function. Review and update the Civilian Administration of RPNGC. Implement Gender Equity and Social Inclusion (GESI) policy. <p>2. Professionalism</p> <ul style="list-style-type: none"> Provide a supportive post-college development environment via the Competency Acquisition Program with allocated welfare officers/supervisors. Identify specialist skills training for those who exhibit a tendency towards such activities. Identify performance through regular staff appraisals and incentivise good performances with a competitive set of pecuniary benefits (including promotion and succession) and discouraging poor performance through the enforcement of disciplinary processes. 	<p>1. Domestic Partnerships</p> <ul style="list-style-type: none"> Review & establish partnership arrangements with key stakeholders and donors Work cooperatively with other state agencies to protect national borders or security Strengthen collaboration between Law and Justice Sector agencies Foster & integrate government reform policies & re-align policing arrangements. <p>2. International Partnerships</p> <ul style="list-style-type: none"> Capitalise on established Bilateral & Multilateral treaties & accords to foster various policing relationships. Foster active partnerships in intelligence -led policing operations, information sharing, training and development, and secondment opportunities. Establish International Deployment Coordination Office to support RPNGC officers in international United Nations (UN) Sanctioned peace keeping missions.
<p>OUR CODE OF ETHICS</p> <p><i>Our core values are the basis of our national police culture and forms the basis of our future aspirations to achieve our vision and mission.</i></p> <ol style="list-style-type: none"> We have a duty to our country and to our police force to serve the community by protecting life and property, preserving the peace and detecting and apprehending offenders. We will carry out our duties with integrity and honesty and will at all times make every effort to respect the rights of all people in the community regardless of colour, social status or religion. We will enforce the law justly, without fear or favour, malice or ill will. It is incumbent upon us to keep confidential matter of such a nature that we may learn in our official capacity, unless revelation is necessary for the administration of justice. By our conduct and performance, we will give high priority to enhancing the reputation of our profession. We will practice self-discipline and restrain and will serve to improve our knowledge of the law and contemporary police practices applicable to the community. We accept these ethics as an integral part of our personal and professional life. 		<p>Key Performance Indicators (KPI's)</p>	<ol style="list-style-type: none"> National Crime Summary is produced annually. Community crime perception surveys show increased confidence in the police and of safer communities. 	<ol style="list-style-type: none"> Reduction in the backlog of cases. Increase in conviction rates. 	<ol style="list-style-type: none"> Disciplinary actions taken for all reports of Police misconduct. Observing and collating Disciplinary Reports (Caution Notices, Reprimand Notices, MDOR and SDOR) and Good Work Notices. The number of internal control reports and the number of statutory requirements satisfied. 	<ol style="list-style-type: none"> Number of land surveys and Certificates Authorizing Occupancy obtained. Number of accommodation and office facilities, including rehabilitation of existing facilities. Number of reports accessed via the database system by staff in management positions. Proportion of the Development Budget original appropriation spent. 	<ol style="list-style-type: none"> Increase in personnel numbers. Knowledge, Attitude and Practice (KAP) Surveys conducted every two years. The number of staff receiving in-service training per year. Annual staff audits completed and payroll data updated accordingly.
<p>OUR MANDATE</p> <ol style="list-style-type: none"> Preserve peace and good order Maintain and, as necessary, enforce the law in an impartial and objective manner 							