

Gary Griffith

Professional Bio - Profile

Gary Griffith – Curriculum Vitae

EDUCATION:

- Master of Science, Security Management – University of Leicester;
- Post Graduate Diploma, Security Management – Dept. of Criminology, University of Leicester;
- Certificate, Security Management Studies – University of West Indies;
- Certificate, Standard Military Course for Officers – Royal Military Academy, Sandhurst, United Kingdom;
- Graduate of St. Mary's College – Port of Spain.

EMPLOYMENT AND PROFESSIONAL HISTORY:

- Commissioner of Police – Trinidad and Tobago Police Service
- Minister of National Security – Government of the Republic of Trinidad and Tobago
- National Security Advisor – Office of the Prime Minister
- Head of Defence Force Intelligence Unit & Defence Force Representative at the Joint Operations Command centre [JOCC]
- Group Security Manager – ANSA McAL Group
- Chief Executive Officer – CGGAL Group of Companies
- Seventeen years [17] service in senior management position with the Trinidad and Tobago Defence Force [1989 – 2016]
 - Aide de Camp to President Trinidad and Tobago
 - Military Attaché to Prime Minister
 - Aide to Chief of Defence Staff
 - Adjutant Trinidad and Tobago Defence Force, 1991-1995
 - Captain Trinidad and Tobago Defence Force

- Company Second in Command
- Detachment Commander
- Platoon Commander
- Second Lieutenant Trinidad and Tobago Defence Force / Lieutenant
- United Nations Tour of Duty, Haiti

Gary Griffith – Bio – Descriptive

Military Decorations & Commendations:

- First Military Officer from this country to return home with a United Nations ***Peacekeeping Medal***;
- The ***Efficiency Decoration Medal*** for completing twelve [12] years distinguished service with the Defence Force;
- ***The Meritorious Medal*** for duties performed during the Attempted Coup in 1990;
- ***Commendation*** by the Chief Magistrate for his duties as Platoon Commander in command of securing the court during the subsequent trial;
- ***Award for the most titles in the annual drill competition*** and attaining the highest grades in the Lieutenant to Captain Promotion exam;
- ***Most Outstanding Officer Award*** at Sandhurst in Extra Curricular Activities, as a result of captaincy of the Company Hockey, Football and Cricket team and was on the First XI Hockey Team for the Academy;
- Received a ***high performance grading annually***, with references of commendation for performance by several Chiefs of Defence Staff, including Brigadier Carl Alfonso, Brigadier Joe Theodore, Commodore Franklin, Admiral Kelshall, and Brigadier Sandy.
- Bestowed with the official title “Esquire” by former President of the Republic of Trinidad and Tobago, Professor George Maxwell Richards.

Post Military

- ❖ Appointed as a temporary Senator with emphasis on Security matters;
- ❖ National Security Advisor for the United National Congress from 2002- 2004;
- ❖ National Security Advisor for the Congress of the People from 2006- 2007;
- ❖ Headed the National Security Task Force of the Congress of the People;
- ❖ Author of the Congress of the People “100 plus Steps Anti-Crime initiative for a safer Trinidad and Tobago” which was delivered to Prime Minister Manning in 2007;
- ❖ Group Security Manager for the ANSA Mc Al Group
- ❖ Former CEO of one of the fastest growing Security Companies in the country, SAS Captain Gary Griffith and Associates which provides Security Operational Services for numerous organizations throughout the country; SASCGGAL then honour of being the exclusive provider for over 350 accredited security personnel for all official games for the 2007 ICC Cricket World Cup Finals to be held in Trinidad;
- ❖ Acquired the services of the previous Mayor of New York City, Rudy Giuliani and Former Commissioner, Bernard Kerik on behalf of CLICO, to be the feature speaker at a Leadership Conference in this country, entitled “Leadership in Difficult Times- Combatting Crime.”
- ❖ Security Consultancy and Coordinator for several organizations and events including the Trinidad and Tobago Cricket Board, the Chaguanas Borough, Trinidad Hilton, major concerts and National Carnival bands.
- ❖ Security Manager for the West Indies cricket team at the 2009 Twenty 20 World Cup in England.
- ❖ National Security Adviser for the Prime Minister of the Republic of Trinidad and Tobago form 2010- 2013.
- ❖ Candidate for Lecturer - The Institute of Criminology and Public Safety - UTT
- ❖ Appointed Minister of National Security from 2013- 2015.
 - The lowest number of serious crime in our country in 31 years.
 - The highest visibility of law enforcement ever seen in our nation’s history -
Every major crime being reduced by 25 to 83%

Professional Accomplishments

Office of the Commissioner of Police

- The establishment of Commissioner's Command Centre
- Establishment of the Emergency Response Patrol
- Outfitted 85 ERP vehicle with Cameras, GPS and real-time communication
- Deployed in excess of 100 motorcycles for duty
- Enforced the use of Body Cameras worn by Officers
- Created and commissioned new strategic units including the Special Operations Response Team (SORT), Special Investigations Unit, Cold Case Missing Persons Unit, White Collar Crime Unit, Coastal and Riverine Patrol Units
- Conducted over 50 Operation Strike Back Exercises which resulted in over 900 arrests
- Rescued 12 kidnapped victims without any ransom being paid
- Introduced Polygraph and Random Drug Testing for All Officers
- Reduced yearly Overtime Bill by over 70 Million dollars
- Launched the I Support Our Service (ISOS), Converge and Commissioner's Cup
- Increased the recruit intake at Police Academy from 100 to 200
- Established a new committee to treat with terms and conditions of Special Reserve Police Officers
- Cleared the backlog of over 300 officers on suspension and hundreds more on sick-leave for several years
- Reduced murders in Enterprise, Chaguanas by 86% as of December 2019
- Established the White Collar Crime Unit, an amalgamation of the Anti-Corruption Investigations Bureau, Fraud, Cyber Crime Unit and Financial Investigations Bureau
- Contracted personnel from the US and the UK to improve Homicide Unit, CSI Unit and assist with solving gang-related crimes
- Launched the Police Marine Unit
- Launched the Gender Based Violence Unit

- Promoted 300 officers from the rank(s) of Corporal to Assistant Commissioner.
- This was the first time in ten years that all vacancies in the First Division were filled
- Established online reporting for members of the public
- Solved more murders in 2020 than in previous year. 91 out of 395 were solved
- in 2020 compared to 78 out of 539 in 2019, an 18 percent increase;
- Initiated Rewards to Police officers for outstanding service
- Established the Special Operations Command Centre for COVID-19
- Established the Police Forensic Laboratory
- Implemented drug and polygraph testing in the TTPS
- Introduced pepper Spray and Tasers into minimum Use of Force Policy
- Reignited the Cold Case Unit
- Introduced cameras on Police vehicles to provide real time video footage back to the Operation Command Centre
- Embarked upon a comprehensive restructuring of the establishment of the TTPS to make it more effective
- Launched Firearm and Toolmark training for TTPS Officers to aid in the fight against crime
- Establish a special account for extra duty allowances
- Launched of the Detectives Development Programme
- Increased staff in the Legal Department to deal with suspensions, tribunals and sick leave
- Established School Security Unit
- Commenced clearing the massive backlog of Firearm applicants by issuing over 1,500 for the year 2020 as previously no more than 150 were approved annually
- Launched the Central Intelligence Bureau within the TTPS
- Closed several High Profile Investigations
- Launched the Crossroads Project to mentor at risk youths across the country

Crime Reduction – Trinidad and Tobago

- A 41 percent reduction in kidnappings;
- A 70 percent reduction in kidnapping for ransom;
- A 31 percent reduction in robbery;
- A 22 percent reduction in house break-ins;
- A 24 percent reduction in wounding and shootings;
- A 25 percent reduction in sexual offences and;
- A 19 percent reduction in larceny of motor vehicles.
- And a 25 percent reduction in road traffic fatalities
- Tourist related crime was at its lowest in 10 years in Tobago
- Overall, there was a 30 percent reduction in serious crimes in 2020 compared to 2019. This is the highest percent reduction in crime from one year to another in over 30 years.

Office of the Minister of National Security

- **Formal Establishment of the National Operations Centre** as the backbone for intelligence gathering and information sharing among law enforcement agencies; - This was the most significant achievement made by the Government in National Security, from 2010- 2015, and played a major part in crime reduction;
- Formal Establishment of the Rapid Response Unit;
- Formal Establishment of the Counter Human Trafficking Unit, resulting in the upgrade of Trinidad and Tobago to tier 2 by the United States Department of Justice – Human Trafficking report 2014.
- Establishment of the National Security Training Academy;
- Formal Establishment of the Energy Sector Security Initiative;
- **Establishment of the Community Comfort Patrol-** which was delivered to assist communities that did not have neighbourhood watch patrols, paid for by the community.
- This CCP had played a major part in reducing the fear of crime in many areas and provided the added deterrent to prevent criminal activities;
- **Establishment of the Special Operations Group [NSSOG]** which is a specialised group comprising members of the various law enforcement agencies to deal specifically with counter terrorist operations, that is critical to protect us from terrorist strikes.

Improved Visibility, Operations and Response of Law Enforcement Agencies:

- A heavy increase in law enforcement presence took place during the period Sept 2013- Feb 2015, throughout the country with more anti-crime operations, roadblocks, stop and search exercises and breathalyser testing;
- Higher visibility of law enforcement officers on the nation's roadways via the rebranding of the Highway Patrol Unit;
- The introduction of the Rapid Response Unit assisted law enforcement to respond to the needs of citizens in a timelier and effective manner and provide a higher level of visibility to afford citizens a general feeling of security;

- Establishment of the National Security Alert State which increases or decreases based on the threat assessment. This was triggered in early 2015, and saw a massive decrease
- in homicides from 7 Jan to mid Feb, whereas there were 18 homicides in a 45-day period, which was the lowest homicide rate in such a period in 15 years, with a ratio of less than 180 per annum.
- During this period, there was also a specific lock down of Laventille for 3 months, which resulted in Laventille having the lowest number of homicides during that period.

Preventing UK visas being enforced

- Our nation was on the verge of being imposed with UK visas for any citizen traveling to the UK. They gave the Ministry of National Security 12 major mandates that must be implemented to prevent this from being enforced in Jan 2015. Every requirement was adhered to and because of this, the visas restriction was cancelled.

Operational plan to prevent Ebola and prevent panic, resulting in Carnival 2015 to continue.

- The Ebola concern was worldwide, but a comprehensive operational policy was established that resulted in our nation being Ebola free, and based on the systems implemented, it reduces the massive panic that was setting in, to the point that many had stated that Carnival 2015 should have been cancelled.
- Based on major operational policies, and proper utilization of the NOC, Carnival 2014 and 2015 was regarded as the safest ever.
- Attained Cabinet approval to extend the military service of Defence Force personnel.

Inter-Agency Joint Patrols

- Collaboration between the Trinidad and Tobago Police Service and the Trinidad and Tobago Defence Force in Inter-Agency Joint Patrols contributed to a noted reduction in crime in all patrolled areas.

Collaboration with International Agencies

- Collaboration with Mayor Giuliani;
- Twinning of TTPS and the NY Police department through Police Commissioner Bill Bratton;
- Approval for Audit of police service strength to empower expertise in all aspects of policing;
- Successful collaboration with regional and international security counterparts in several drug interdiction operations. In October 2013, 800 kilos cocaine was seized through local Agencies, inclusive of the **Transnational Organized Crime Unit**, working with Spanish police. Based on critical tip offs and data acquired from our Intelligence agencies, local law enforcement worked with the United Kingdom National Crime Agency and French Customs Caribbean Operations upon which 310 kilos cocaine were seized;
- Engaging in stronger communication links and collaboration with countries such as the United States, the United Kingdom, Canada, Venezuela, Colombia, China, France, Spain and Italy. Coordinating security cooperation agreement between Colombia and Venezuela that were dormant for several years and were re-ignited during this period.

Improved Communications System

- Implementation of an integrated radio network so police can communicate effectively
- A Memorandum of Understanding was established between TSTT and the Ministry of National Security to expedite the expansion of the CCTV Network by 800 cameras throughout Trinidad and Tobago to enhance law enforcement capabilities to detect, deter and respond to crime and other incidents that would otherwise go undetected;
- Trinidad and Tobago Police Service vehicles had been equipped with GPS Technology, in an effort to improve police response to calls for service;
- Body cameras approved for police officers to be provided as evidence in the case of accusations by the public about excessive force being meted out by police officers.
- Spearheaded the revision of the E999 Centre.

Training:

- The approval for the establishment of an indoor range to train police officers;
- Approval to acquire Simulation theatres to train officers in real life encounters and when to use force.
- The National Security Training Academy had been working at delivering a minimum of two hundred and four (204) training sessions in fifteen (15) core courses to the National Security Community for the fiscal period commencing October 1, 2013, benefitting an estimated eight thousand, nine hundred and sixteen (8,916) personnel from the various Divisions within the National Security and Law Enforcement Sector;
- The Trinidad and Tobago Defence Force, Trinidad and Tobago Police Service and Trinidad and Tobago Fire Service gained an increase in force numbers with the passing out of recruit intakes;
- The Civilian Conservation Corps (CCC) – one of the programmes that fall under SYSP - recorded an enrolment of two thousand, two hundred and nineteen (2219) young adults. The programme lists as an achievement the ability to curb the rising incidents of crime committed by youths between the ages of 18 and 25 by keeping an average of 1400 youths engaged in productive activities from 7am to 4pm daily in a supervised environment.

Equipment and Vehicles

- Additions were made to the fleets of the TTDF, TTPS and TTFS;
- Formal approval for the acquisition of armoured personnel carriers for the Trinidad and Tobago Defence Force;
- The largest number of Coast Guard vessels ever approved in the history of the Defence Force, with approval being granted for 12 Damen Vessels and a naval patrol vessel from China which is the largest vessel ever acquired by the Coast Guard;
- Approval to acquire new helicopters to replace the SUATT helicopters that were over 30 years old;
- Approval to acquire UAVs.

Construction:

- Completion of eight (9) police stations throughout Trinidad and Tobago;
- Approval to establish the Army based in Chaguanas that was on hold for 8 years.

Leadership and principle:

- During this period, there were decisive actions taken, which include:
- Establishing the precedent for the provision of a security detail to the office of the Leader of the Opposition was provided for outside of an Election period.
- Termination of contracts of anyone deemed to be a gang leader, member or affiliate.
- Demanded the Life Sport Project be controlled as it was fuelling criminal activity.
- These policies, all implemented in less than 18 months, played a major part to that period being the highest visibility of law enforcement ever seen in our nation's history, with every serious crime being decreased by 25 to 83 %, including homicides.
- 2014 was recorded as the lowest number of serious crimes in Trinidad and Tobago in 31 years, as compared to 2009, when it recorded the highest number of serious crimes in our nation's history.
- As Minister, presented a Cabinet Note for Police Officers to be compensated for duties during Carnival- this increased the attendance to almost a full compliment
- Detection rate went to its highest in 5 years.
- Public support and confidence in Police increased from 13 to 28 %;
- Recommended the compensation for family of Officers killed in the line of duty of \$1 million;
- With the Police Welfare Association, agreed to change the uniform, which would have enhanced their image;
- Drafted the allowance for Police Officers when as Adviser to the Prime Minister, ensuring that each received \$1000 per month and continue to do so;
- Arranged with NYPD to twin TTPS with NYPD and to have exchange programme;

- Acquired the previous NYPD Commissioner Bill Bratton to assist in improving tactical strategies for TTPS;
- Acquired the services of Rudy Giuliani and Partners to conduct an audit to improve TTPS;
- Acquired Cabinet Note for all Police Officers on duty to receive a \$500 bonus for duties on Carnival Tuesday. This ensured that morale was lifted and a virtual nil absenteeism, which played a large part to 2014 being rated as one of the safest Carnivals ever.
- Introduced the undercover elements within the operational systems.

Additional Policies drafted:

- The 3-month window to allow all illegal immigrants the opportunity to be regularised, which would have given the State an income of over \$ 2 billion TT per annum, and also reduce the concern of human trafficking.
- Acquisition of High tech Interceptors to assist the Coast Guard in border patrol.
- Acquisition of Hovercraft for the Army to use to patrol the borders.
- Change in uniform of the TTPOS in the re branding objective.
- The establishment of the Counter Intelligence Unit, as there is no special Intelligence Agency to deal specifically with monitoring and tracking possible terrorist and those who support them.
- Based on strong recommendations by the US and UK, the approval to have 6 specific firms assist our local agencies in Crime Scene Investigations, Covert Operations, improvement of the K9 Unit, the Energy Sector Security, and Forensic Testing.

**Note: These italicized policies were not implemented after I demitted from office.*

APPENDIX 1.

COMMISSIONER OF POLICE PERFORMANCE PROFILE 2018 -2021

APPENDIX 1

**GARY GRIFFITH
COMMISSIONER OF POLICE
TRINIDAD AND TOBAGO POLICE SERVICE**



ACHIEVEMENTS 2018-2021

TRANSFORMATION AND MODERNISATION OF THE TTPS

ACHIEVEMENTS AND INITIATIVES

- ✚ Achieved the safest Carnival ever in Trinidad and Tobago (2020)
- ✚ Acquisition of Armoured Personnel Carriers
- ✚ Acquisition of Mobile Command Centers
- ✚ Advocated against lenient sentencing for those charged with gun crimes
- ✚ Advocated for due process in treating with police shootings
- ✚ Assigned personnel across divisions to deal with animal cruelty cases
- ✚ Chaired the Caribbean Premier League Security Committee and ensured it was the safest ever hosted in T&T
- ✚ Cleared backlog of over 300 officers on suspension and hundreds more on sick leave for several years
- ✚ Closed off outstanding investigations namely: Emailgate, day of total Policing, Marijuana at former PM's home, Nelson matter and Calabar Foundation
- ✚ Closure of Cambridge Analytica & wire transfer investigations
- ✚ Contracted personnel from the US and UK to improve units and assist in solving gang related crimes
- ✚ Coordinated Converge 2020, a clinical session for officers attacked by members of the public while on duty
- ✚ CoP announces insurance relief package for Officers who fall ill or die due to Covid-19
- ✚ Cracked human trafficking rings in Western, Northern and Central Divisions
- ✚ Deployed over 100 motorcycles for duty
- ✚ Enforced the use of Body Worn cameras
- ✚ Engaged in proactive initiatives to address circulation of media depicting children engaging in sexual activities
- ✚ Ensured public safety was maintained in the aftermath of earthquakes and floods in 2019
- ✚ Equipped Intelligence Units with technology toward improving intelligence to solve crimes
- ✚ Established a special account for extra duty allowances
- ✚ Established committee to treat with terms and conditions of Special Reserve Police Officers
- ✚ Established new police badges

ACHIEVEMENTS AND INITIATIVES – cont'd

- ✚ Established security measures with the HDC
- ✚ Establishment of Cold Case Missing Persons Unit
- ✚ Establishment of Cold Case Unit
- ✚ Establishment of Commissioner's Command Centre
- ✚ Establishment of E-999 Command Centre
- ✚ Establishment of Emergency Response Patrol
- ✚ Establishment of Gender Based Violence Unit
- ✚ Establishment of online reporting for members of the public
- ✚ Establishment of Operations Command Centre
- ✚ Establishment of Police Forensic Laboratory
- ✚ Establishment of Police Marine Unit
- ✚ Establishment of Road Policing Task Force
- ✚ Establishment of School Security Unit
- ✚ Establishment of Special Investigations Unit
- ✚ Establishment of Special Operations Command Centre for Covid-19
- ✚ Establishment of Special Operations Response Team
- ✚ Establishment of White Collar Crime Unit
- ✚ Implementation of a fingerprint database of all suspects arrested and in police custody
- ✚ Implementation of drug and polygraph testing in TTPS
- ✚ Implementation of facial recognition of prisoners
- ✚ Implementation of FUL cards for firearm license holders and database for tracking of FUL applications, approvals, fees and owner details
- ✚ Implementation of online Certificate of Character applications
- ✚ Improved capacity at Police Hospital
- ✚ Increase in recruit intake at Police Academy to 200
- ✚ Increase intake of Special Police Officers
- ✚ Increase of staff in the Legal Department to deal with suspensions, tribunals, sick leave, etc
- ✚ Introduced mobile detention unit for use in riot/crowd control
- ✚ Introduction of cams in vehicles
- ✚ Introduction of pepper spray and tasers

ACHIEVEMENTS AND INITIATIVES – cont'd

- ✦ Launch of Crime Scene Simulation House at TTPS Academy
- ✦ Launch of Crossroads project to mentor at risk youths
- ✦ Launch of Detectives Development Programme
- ✦ Launch of Divisional Operations Command Centre
- ✦ Launch of firearm and tool-mark training for TTPS officers
- ✦ Launch of SORT Tobago
- ✦ Launch of the Central Intelligence Bureau
- ✦ Launched the I Support Our Service (ISOS), Converge and Commissioner's Cup
- ✦ Launched the TTPS Mobile app
- ✦ Multi-agency task force formed to investigate and prosecute acts of illegal quarrying
- ✦ Outfitted 85 ERP vehicles with Cameras, GPS and real time communication
- ✦ Partnered with key stakeholders including the NYPD and Specialized units in the UK
- ✦ Posted a specialized team to the Maximum Security prison
- ✦ Presided over a safe and successful operation for General Elections 2020
- ✦ Quelled violent riots in and around Port-of-Spain
- ✦ Raid on Pyramid Scheme and seizure of \$22 million
- ✦ Reduce overtime bill by millions
- ✦ Reduced murders in Enterprise, Chaguanas by 86% as at December 2019
- ✦ Refurbished 50 police vehicles through partnership with VMCOTT, saving cost to the TTPS
- ✦ Relaunch of Cricket & Football fields at Academy
- ✦ Removal of derelict vehicles from the Police Academy and Police Stations
- ✦ Re-organized the legal unit for greater efficiency
- ✦ Restructuring of the TTPS
- ✦ Signed MOU with NYPD to strengthen cooperation
- ✦ Solved all 8 murders in Tobago for 2020
- ✦ Strengthened the Police Academy through MOU's signed with UWI, UTT and Cipriani College of Labour Studies
- ✦ Stricter enforcement of hunting laws by checking for hunting permits
- ✦ Supply of masks to homeless across the country
- ✦ Unveiled the TTPS Memorial stone to recognize officers who died in the line of duty
- ✦ Utilization of GPS and Drone Technology

PERFORMANCE ASSESSMENT PROFILE – POLICE SERVICE COMMISSION

PLACED FIRST FOR CANDIDACY FOR COMMISSIONER OF POLICE: 1st and 2nd stages:

ACHIEVING A SCORE OF 81.94% and HIGHEST POINTS FOR JOB FIT

PERFORMANCE CATEGORY	CHANGE AREAS	RATING	
		2019	2020
MAINTENANCE OF LAW AND ORDER	<p>REDUCE VIOLENT CRIME</p> <ul style="list-style-type: none"> • Established the Coastal & Riverine Patrol Unit, with outfitting of 4 vessels • 18 persons trained to deal with response, intervention and case management of GBV matters • 533 persons trained in criminal investigation courses targeted towards solving violent crimes. • 2272 officers trained in the use of the Taser • 20 officers trained in the use of Pepper Spray 	Very Good	Very Good
STRATEGIC LEADERSHIP, MANAGEMENT AND COMMUNICATION	<p>POLICY DEVELOPMENT AND REVIEW</p> <p>Provides policy guidance and interpretation to staff, ensuring that laws, ordinances and policies are consistently enforced, namely:</p> <ul style="list-style-type: none"> • Ensuring that all FDOs and Civilian Heads are continuously trained/informed of new policies, laws, and ordinances that govern the TTPS • Ensuring that there are written policies to address new systems/resources/laws are applicable <p>Formulates and directs the implementation of rules, regulation, procedures, work standards and Standing Orders in respect of the Police Service.</p> <ul style="list-style-type: none"> • Communication about new policies and relevant amendments to laws and ordinances. <p>Finalisation of draft policies:</p> <ul style="list-style-type: none"> • Customer service • Extra Duty • Fitness • Patrol and Special Events 	Excellent	Excellent
		Very Good	Very Good

	<p>STRATEGIC PLANNING</p> <p>Plans, organises and directs the major divisions of the Police Service in strategic, operational and tactical planning activities, namely:</p> <ul style="list-style-type: none"> Ensures that Commanders of Divisions, Sections and Units develop plans outlining implementation strategies in alignment with the Strategic and Operating Plans. 	<p>Very Good</p>	<p>Very Good</p>
	<p>Oversees all emergency operations, taking command to ensure that a management team responds to field operations necessary:</p> <ul style="list-style-type: none"> Critical Incident Plan finalised, for review and implementation by October 2021. FDO awareness of plan and in readiness for performance of their roles and responsibilities. Timely reporting of critical incidents to the relevant authorities. 	<p>Very Good</p>	<p>Very Good</p>
	<p>TECHNOLOGY/ORGANISATION CAPACITY</p> <p>Keeps abreast of current and innovative police policies, procedures and technology, through attendance at Criminal Justice seminars and conferences and through interaction with other law enforcement agencies:</p> <ul style="list-style-type: none"> International Association of Chiefs of Police Annual Conference Caribbean Association of Chiefs of Police Annual Conference Interpol conferences Federal Bureau of Investigations National Academy Associates (FBINAA) Annual Conference and Exhibition International Drug Enforcement Annual Conference <p>Facilitates knowledge sharing of information obtained on relevant law enforcement and crime techniques and strategies – as gathered from attendance of conferences and seminars.</p> <p>Monitors changes in the technological, economic, political and legal environments that affect the Police Service and develop/implement policy, procedures and operational changes as required as evidenced by:</p> <ul style="list-style-type: none"> In-car and body-worn cameras Surveillance technology Drone technology GPS tracking technology 	<p>Excellent</p>	<p>Excellent</p>

<p>HUMAN RESOURCE MANAGEMENT CON'T.</p>	<p>OFFICER PROMOTION</p> <p>Plans, organises and directs the activities of the Assessment Centre, the Promotion Advisory Board and the Examination Board; ensuring compliance with the Police Service Act, Regulations and Standing/Departmental Orders.</p>	<p>Very Good</p>	<p>Very Good</p>
<p>FINANCIAL MANAGEMENT</p>	<p>LEADING AND MANAGING ORGANISATION RESOURCES</p> <p>As the Accounting and Administering Officer of the Infrastructure Development Fund, manages the allocation of financial resources by ensuring that goods and services are efficiently provided and utilised.</p> <p>Provides timely audit reports to Auditor General and Ministry of Finance.</p> <p>Provides timely resolution of issues identified by Auditor General and Ministry of Finance.</p>	<p>Very Good</p>	<p>Very Good</p>
	<p>Prepares budget estimates and control of expenditure in accordance with appropriations, and as approved by the Ministry of Finance, including, variances and virements.</p> <p>Efficiently and effectively uses facilities, equipment, materials and products.</p> <p>Efficiently practices cost containment.</p>	<p>Very Good</p>	<p>Very Good</p>
	<p>Demonstrates high compliance in respect of approval and purchase of arms and ammunition for the Police Service; in accordance with legislation, policies, procedures and circulars.</p>	<p>Very Good</p>	<p>Very Good</p>

SUMMARY OF ORGANISATIONAL RESULTS

Maintenance of Law and Order

- 15% reduction in serious violent crimes from 2019
- 10% reduction in road traffic accidents from 2019
- 30% detection rate for murders
- 35% detection rate for offenders of violent crimes
- Response time for all calls for service to E999 within ten minutes for major crime incidents

Public Trust and Confidence

- 60% of customers interacting the police service is satisfied with the customer service they received
- 60% of persons satisfied with police visibility on the roads and highways
- 65% persons satisfied with police public education strategies
- 65% stakeholders trust the police to be fair

Human Resource Management

30% reduction (from 2019) in the number of court matters dismissed due to non-appearance of police officers

40% reduction (from 2019) in the number of allegations against police officers

60% of officers and civilians employed in the TTPS are satisfied with their jobs

Strategic Leadership, Management and Communication

Implementation of a Use of Force Policy for the TTPS

Efficiency Review of the TTPS case management system

Review of the TTPS Standing Orders

Financial Management

- 20% (from 2019) reduction in overtime expenditure
- Development of an Internal Audit Plan- Fiscal 2020/2021

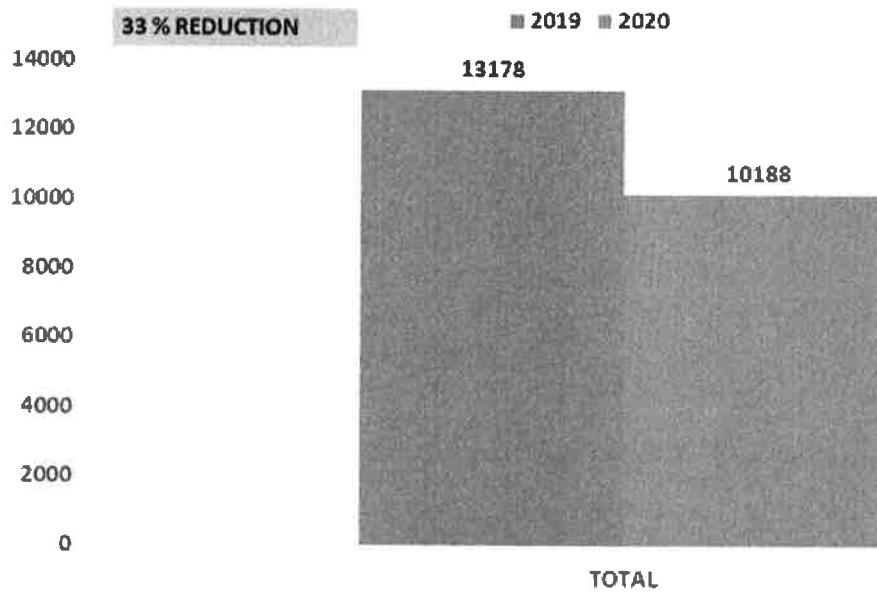


TRINIDAD & TOBAGO POLICE SERVICE

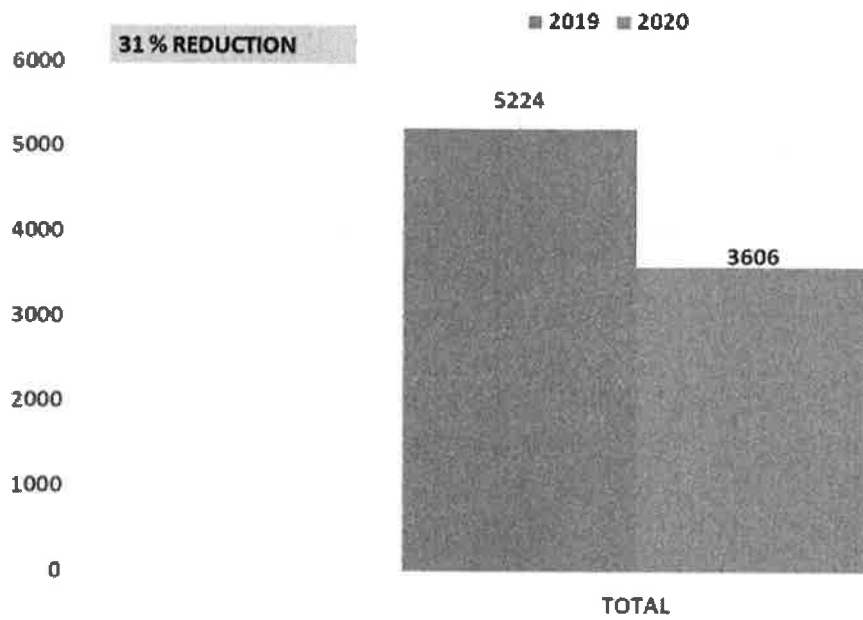
COMPARISON OF CRIMES

2019 VS 2020

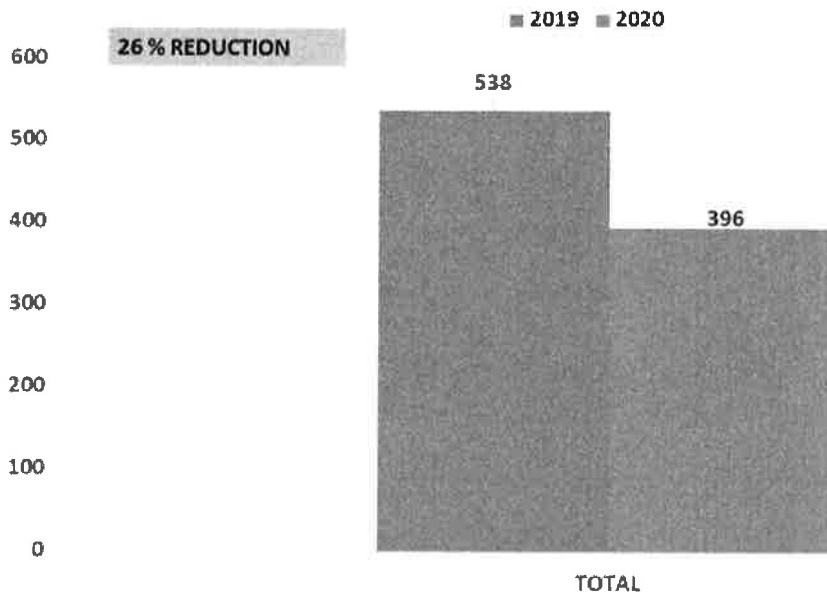
TOTAL SERIOUS CRIMES 2019 VS 2020



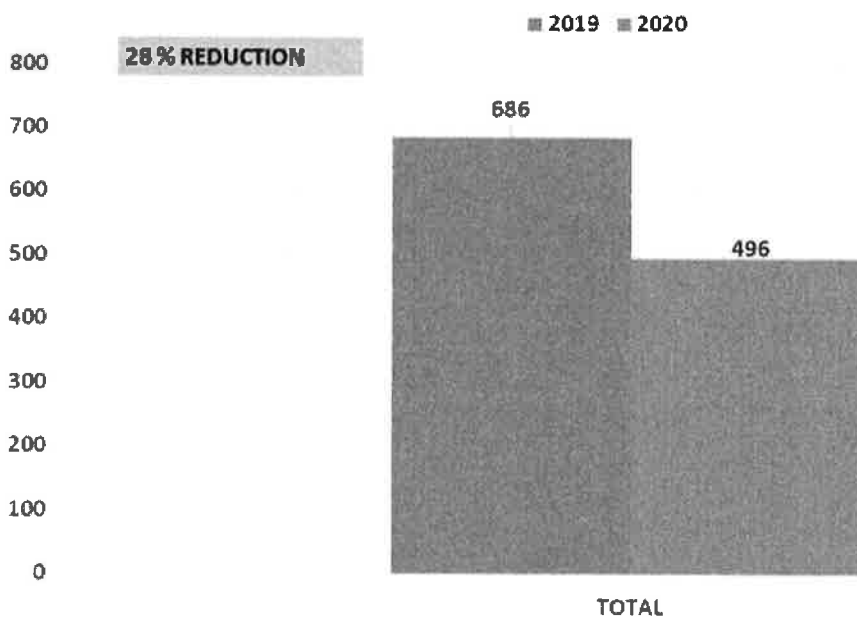
TOTAL VIOLENT CRIMES 2019 VS 2020



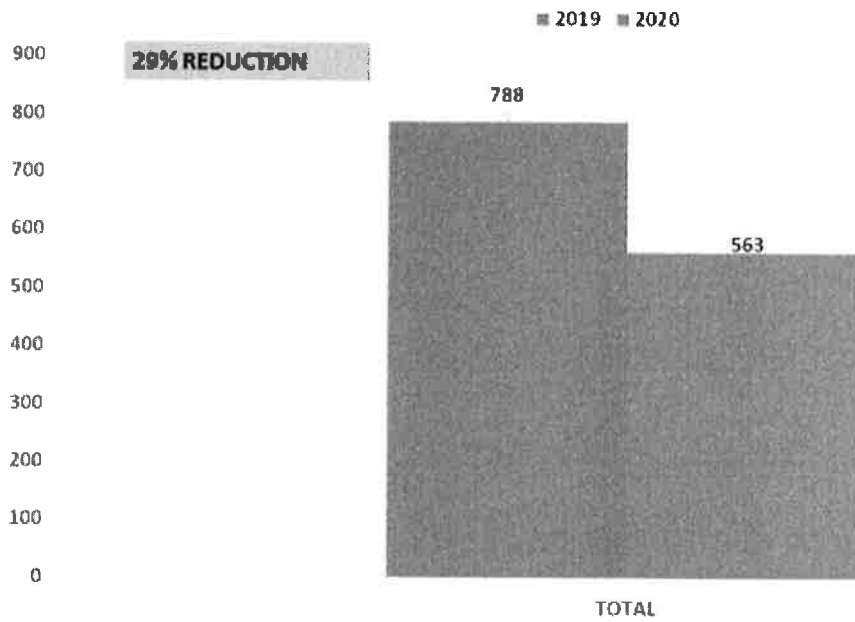
TOTAL MURDERS 2019 VS 2020



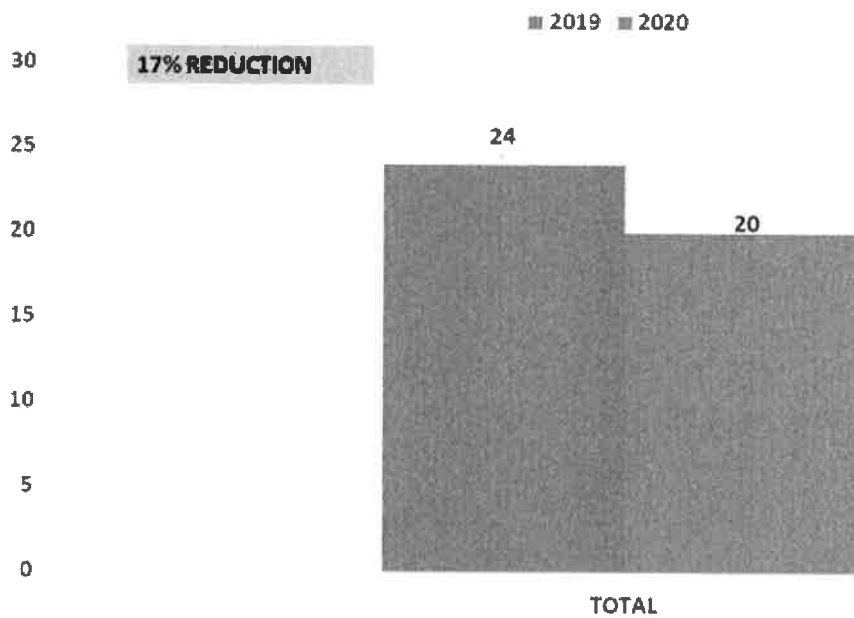
TOTAL SHOOTING/WOUNDING 2019 VS 2020



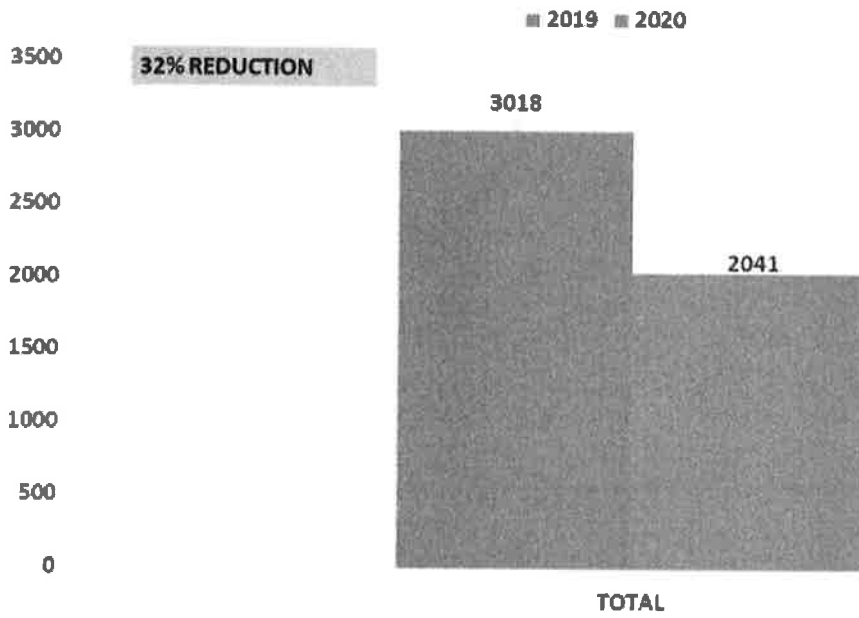
TOTAL RAPES, INCEST & OTHER SEXUAL OFFENCES 2019 VS 2020



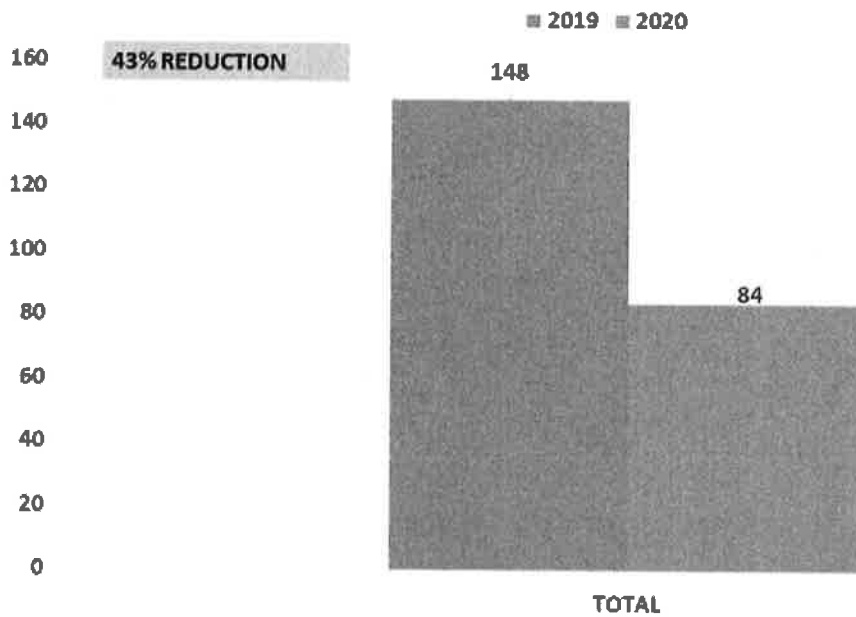
TOTAL SERIOUS INDECENCY 2019 VS 2020



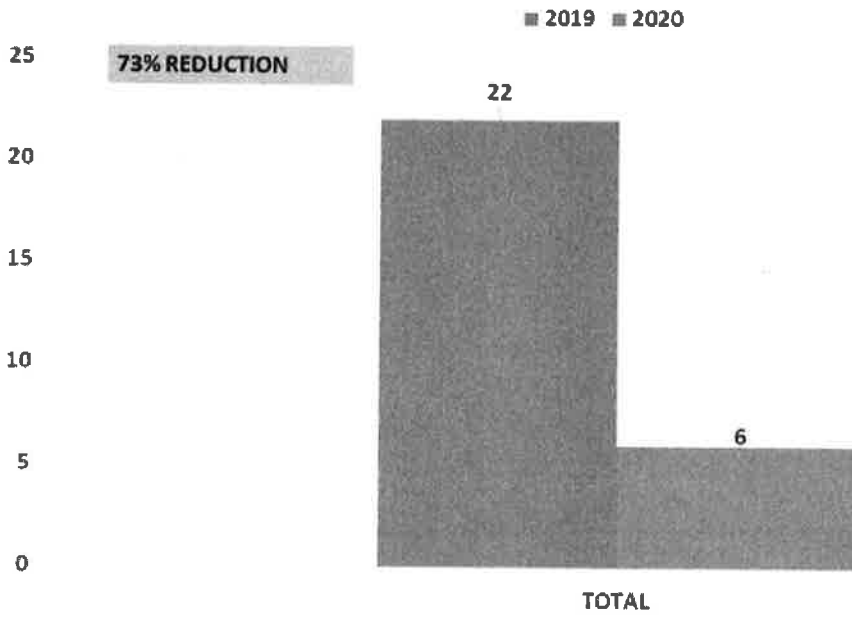
TOTAL ROBBERIES 2019 VS 2020



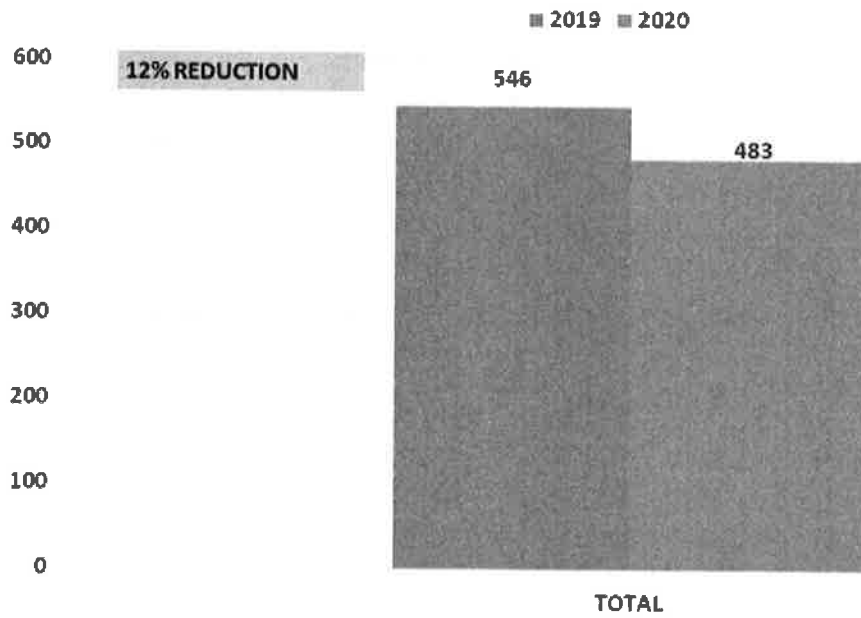
TOTAL KIDNAPPING 2019 VS 2020



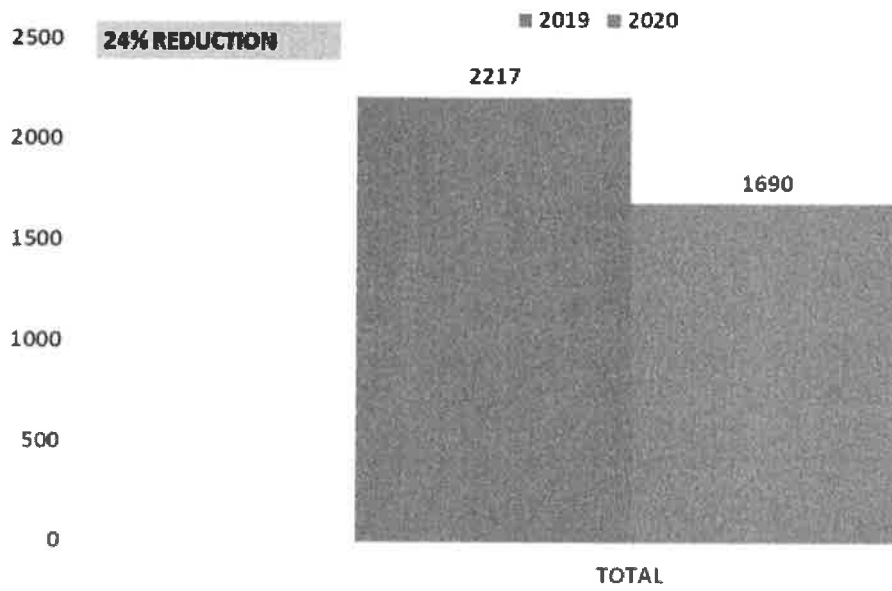
TOTAL KIDNAPPING FOR RANSOM 2019 VS 2020



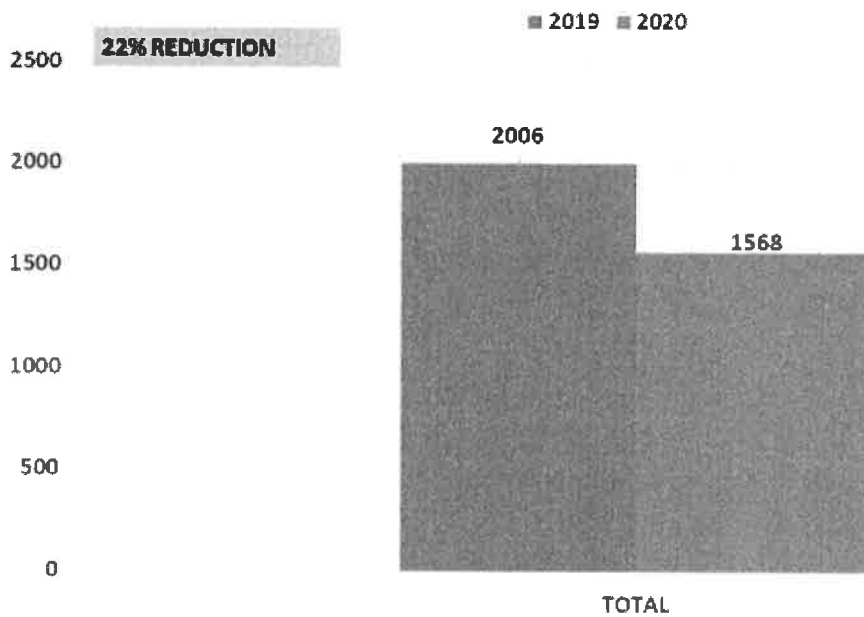
TOTAL WHITE COLLAR CRIME 2019 VS 2020



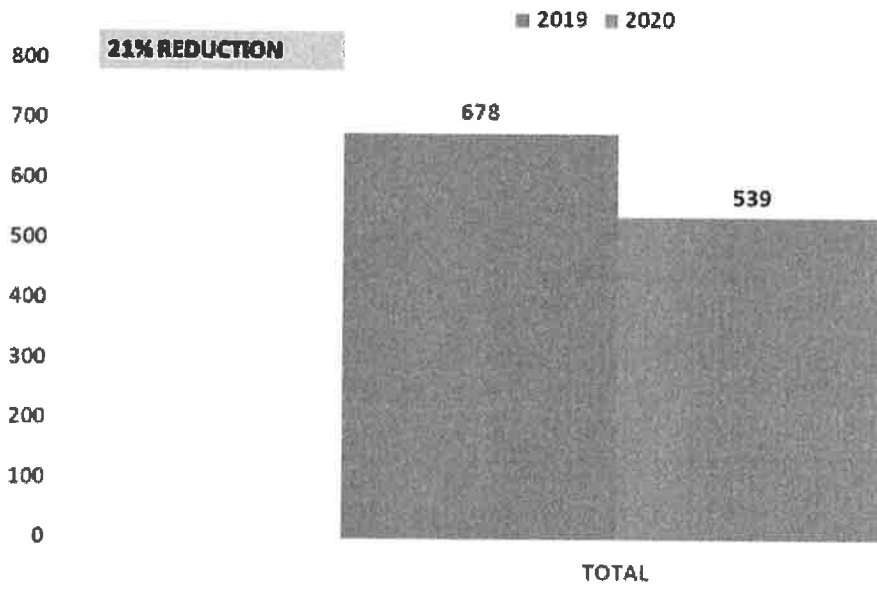
TOTAL BURGLARIES & BREAK-INS 2019 VS 2020



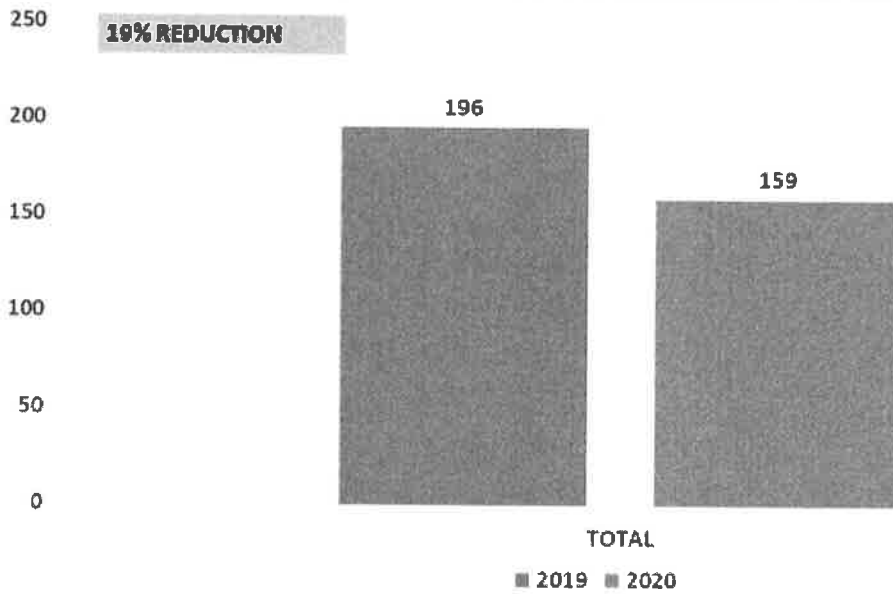
TOTAL GENERAL LARCENY 2019 VS 2020



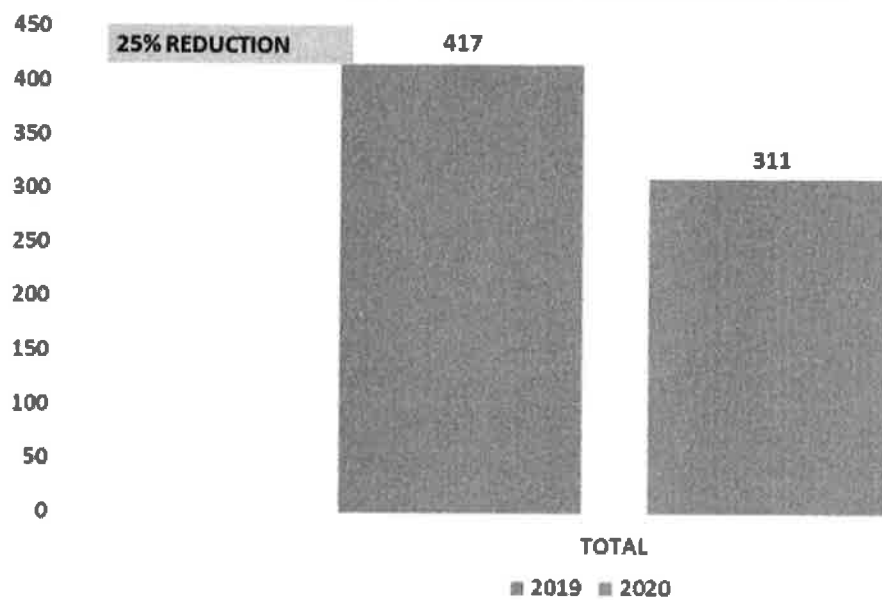
TOTAL LARCENY MOTOR VEHICLES 2019 VS 2020



TOTAL LARCENY DWELLING HOUSE 2019 VS 2020



TOTAL NARCOTIC OFFENCES 2019 VS 2020



Comparative National SRCs by Offence

(For the period January 1st – June 30th, 2020 vs. 2021)

OFFENCES	2020	2021	Diff. (21-20)	% Change
* Murders	232	178	-54	-23%
Wounding & Shootings	296	297	1	0%
Rapes, Incest & Other Sexual Off.	446	297	-149	-33%
Serious Indecency	11	7	-4	-36%
Kidnapping	58	40	-18	-31%
Kidnapping for Ransom	4	1	-3	-75%
Burglaries & Breakings	875	817	-58	-7%
Robberies	1066	916	-150	-14%
Fraud Offences	240	291	51	+21%
General Larceny	766	911	145	+19%
Larceny Motor Vehicles	241	205	-36	-15%
Larceny Dwelling House	77	86	9	+12%
Narcotic Offences	171	159	-12	-7%
Possession of Firearm & Ammo	615	433	-182	-30%
Other Serious Crimes	492	428	-64	-13%
TOTAL SERIOUS CRIMES	5590	5066	-524	-9%