

Vanuatu Police Force Strategic Plan Summary – 2016 to 2020



OUR VISION: A modern and professional Police Force united in delivering an effective policing service, in partnership with our communities for a safe and secure Vanuatu.

OUR MISSION: To protect and defend our people, property and borders by the detection and prevention of crime through law enforcement in partnership with our national and international communities. We enable this through strong leadership by developing a disciplined, skilled and capable workforce; using modern equipment, systems and facilities; continuously striving toward best practice in management and policing.

GOVERNANCE

- Goal 1.1:** Transform the systems and practices of HRM to be built on merit-based principles in selection, promotion, access to opportunity and location of work.
- Goal 1.2:** Invest in the workforce to develop the discipline, skills and capacity to meet the demands of day to day policing
- Goal 1.3:** Executive lead so as to ensure best practice in all aspects of modern policing relevant to the context of policing in Vanuatu
- Goal 1.4:** Ensure compliant financial systems and practices, to enable advocacy for needed resources to respond to demands (population growth, tourism etc)
- Goal 1.5:** Enhance the participation of women in VPF

SAFETY & SECURITY

- Goal 2.1:** Reduce crime through proactive policing
- Goal 2.2:** Enhance response to and investigation of offences by strengthening support to the judicial process
- Goal 2.3:** Improve safety for road and water users, and first responders through targeted operations and investigations.
- Goal 2.4:** Develop a coordinated approach between VPF and partner agencies to improve intelligence-led policing to secure national borders.
- Goal 2.5:** Strengthen capability of VPF (Mobile Force, Police and Maritime Wing) to provide first line response to threats to national security and emergencies

PARTNERSHIPS

- Goal 3.1:** Improve and expand VPF’s approach to community policing and community partnerships
- Goal 3.2:** Support Government foreign policy by committing to peace keeping operations and resourcing foreign initiatives
- Goal 3.3:** Enhance engagement with partners to promote information and resource sharing in support of VPF and Government of Vanuatu Sustainable Development Plan

Outcomes that we will monitor to evaluate our efforts

- 1.1 Improvement in human resource management in VPF*
- 1.2 Improvement in financial management practices in the VPF*
- 1.3 Improvement in resource management practice in VPF*
- 1.4 Increased professional participation of women in VPF*
- 1.5 Increase in the number of women in leadership roles in the VPF, including in the executive*
- 1.6 Increasing effectiveness of investigations of Police misconduct*

- 2.1 Reduction in rates of crime*
- 2.2 Improvement in the quality of VPF responses and investigations*
- 2.3 Improvement in community engagement by the VPF*
- 2.4 More effective responses to domestic violence offences*
- 2.5 Promotion of Police transport safety standards*
- 2.6 Enhanced capability to respond to future threats*

- 3.1 Increased community trust and confidence in VPF*
- 3.2 VPF are increasingly capable of meeting international policing obligations*
- 3.3 Enhanced VPF participation in domestic, regional and international partnerships*

OUR VALUES: Accountability ~~~ Integrity ~~~ Teamwork ~~~ Trust ~~~ Equality ~~~ Discipline ~~~ Excellence