



GUYANA POLICE FORCE ACADEMY PROCEDURES FOR IDENTIFYING AND ADDRESSING PAST AND POTENTIAL PROBLEMS POLICY

BACKGROUND

Enhancing both its operations and reputation, the Guyana Police Force Academy (GPFA) can achieve this by instituting efficient procedures to identify and rectify past and potential issues. This proactive approach cultivates a culture of continuous improvement, accountability, and transparency, ultimately resulting in elevated training quality and better-prepared police officers. To ensure the successful implementation of such measures, involving all pertinent stakeholders is paramount. By incorporating the provisions outlined in the Police Act Chapter 16:01 and Police (Discipline) Act 17:01, the Academy reinforces its commitment to fostering a robust and responsive training environment that aligns with both local and international standards for law enforcement officers.

Implementing this policy will improve training quality, enhance efficiency, strengthen the Guyana Police Force Academy's public image, and ensure continuous improvement. It will enhance the Academy's efficiency, lead to cost savings, and optimize resource allocation. A structured approach, including regular review and training, will ensure the policy's effectiveness. Regular communication with stakeholders will keep stakeholders informed about the policy's progress. This approach will position the Academy as a leader in police training, producing high-quality graduates, and fostering public trust.

OBJECTIVES

To establish procedures and guidelines for the Guyana Police Force Academy to regularly review past issues and complaints, assess current practices, and identify potential problems or areas for improvement to take proactive steps to strengthen academy operations and training programs.

- To establish regular review of past complaints, disciplinary issues, training evaluations, and exit interviews to identify recurring problems or concerns.
- To stay up-to-date on best practices in police training and look for ways to improve the academy's curriculum, instruction, facilities, and culture.
- To annually survey recruits and staff to assess attitudes, morale, areas of concern, and suggestions for improvement.
- To periodically engage recruits and staff directly through informal interviews and listening sessions to gain insights into current issues and experiences at the academy.
- To annually review and update academy policies and procedures to address identified deficiencies or needs.
- To prepare an annual report that summarizes issues recommends changes, and outlines plans to strengthen the academy and training programs.
- To provide this annual assessment report to the Commissioner of Police for review and direction on priority actions in response to findings.
- To implement changes at the academy to resolve past problems, prevent the recurrence of issues, and promote continuous improvement.

POLICY STATEMENT

The Guyana Police Force Academy is committed to regularly reviewing past issues, identifying potential problems, and implementing changes to strengthen training programs. This policy includes reviewing complaints, disciplinary records, training evaluations, exit interviews, staying current on best practices, surveying recruits and staff, updating policies, preparing an annual

assessment report, and implementing priority changes. This approach aims to resolve past issues and enhance academy programs, culture, and outcomes.

SCOPE

- This policy applies to all staff, instructors, recruits, and operations at the Guyana Police Force Academy.
- The procedures focus on the assessment of past complaints, disciplinary issues, training evaluations, inspections, exit interviews, and other records relating to academy operations, training programs, and personnel over the past 5 years.
- The policy requires staying current on police training best practices by researching standards, guidelines, and emerging practices in other police academies regionally and globally.
- Annual surveys of recruits and staff will assess overall attitudes, morale, concerns, and suggestions for improvement at the academy.
- Informal interviews and listening sessions will engage both recruits and staff to gain insights into current issues and experiences at the academy.
- Policy and procedure review will encompass all academy guidelines regarding conduct, training programs, and operations. Recommended changes will be made to reflect current needs and address identified issues.
- The annual assessment report will provide a comprehensive overview of findings, recommended policy/program changes, and plans for improving the academy.
- Priority actions will be identified by the Police Commissioner based on the assessment report findings and recommendations.

The scope focuses on regular review of past issues, gathering input on current problems, updating policies, and outlining improvements to resolve issues and continuously strengthen Guyana Police Force Academy training and operations.

COMPLIANCE AND ENFORCEMENT

The Force Training Officer is responsible for establishing an oversight committee to review and update academy policies. The committee includes representatives from training, recruitment, standards, and legal. Staff must cooperate with policy updates and report progress to the Police Commissioner semi-annually. The Police Commissioner has final authority on priorities and disciplinary measures. The procedures are incorporated into standard operating policies and new staff receive training during onboarding.

REPORTING AND COMMUNICATION

The Force Training Officer will create an annual assessment report detailing past issues, current concerns, policy updates, and improvement plans. The report must be submitted to the Police Commissioner by December 1st. The Academy Commandant will communicate findings, improvement plans, and implementation status to staff and instructors. Policy changes will be promptly communicated, and recruits will be informed.

EFFECTIVE DATE

This policy came into effect on September 27, 2023.

REVIEW PERIOD

A review of this policy will be conducted annually. The review will be conducted by the Training Board. The results of the review will be shared with the relevant stakeholders and necessary changes to the policy will be implemented based on the review.

REVISION DATE

Revised in January 2024.

APPROVAL OF POLICY

This Policy was approved by the Guyana Police Force Executive Leadership Team and the Guyana Police Force Academy Training Board.