



Guyana Police Force Strategic Implementation Plan 2022-2026

VERSION 1
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1. ABBREVIATION

1.1. 2I/C ‘Admin’: Second in Command Administration	1.17. CRO: Community Relations Officers
1.2. ACCP: Association of Caribbean Commissioners of Police	1.18. DC ‘Admin’: Deputy Commissioner of Administrations
1.3. ATV: All-terrain Vehicle	1.19. DCIO: Deputy Chief Immigration Officer
1.4. CARICOM: Caribbean Community	1.20. DC ‘Ops’: Deputy Commissioner of Operations
1.5. CARICOM IMPACS: Caribbean Community Implementation Agency for Crime and Security	1.21. DCLE: Deputy Commissioner Law Enforcement
1.6. CANU: Custom Anti-narcotics Unit	1.22. DEA: Drug Enforcement Administration
1.7. CBSI: Caribbean Basin Security Initiative	1.23. DEP.COMMRS: Deputy Commanders.
1.8. CCTV: Closed Circuit Television	1.24. DIV COMMRS: Divisional Commanders
1.9. CRO: Criminal Records Office	1.25. DPP: Director of Public Prosecution
1.10. CRUs: Community Relations Units	1.26. DDOs: Divisional Detective Officers
1.11. CID: Criminal Investigation Department	1.27. DBMIU: Divisional-based Management Information Unit
1.12. CID HQ: Criminal Investigation Department Headquarters	1.28. DNA: Deoxyribonucleic acid
1.13. COP: Commissioner of Police	1.29. DTO: Divisional Traffic Officers
1.14. CIA: Central Intelligence Agency	1.30. EDMS: Electronic Database Management System
1.15. COVID-19: Coronavirus Disease of 2019/Communicable Diseases	1.31. ELT: Executive Leadership Team
1.16. CPG: Community Policing Groups	1.32. EPA: Environmental Protection Agency
	1.33. FBI: Federal Bureau of Investigation

1.34. FTO: Force Training Officer

1.35. FO: Finance Officer

1.36. FIU: Financial Intelligence Unit

1.37. GDF: Guyana Defense Force

1.38. GEO: Geographic

1.39. GIS: Geographic Information System

1.40. GFS: Guyana Fire Service

1.41. GPF: Guyana Police Force

1.42. GPS: Global Positioning System

1.43. GRA: Guyana Revenue Authority

1.44. GTM: Guyana Trinidad Mutual Fire and Life Insurance Companies

1.45. HGPFCC: Head Guyana Police Force Command Centre

1.46. HODs: Head of Departments

1.47. HOHSD: Head of Occupational Health and Safety Department

1.48. HF: High Frequency

1.49. HR: Human Resource

1.50. HRD: Human Resource Department

1.51. HSB: Head Special Branch

1.52. HSPU: Head Strategic Planning Unit

1.53. HSOCU: Head Special Organized Crime Unit

1.54. HQ: Police Headquarter

1.55. ICT: Information and Communication Technology

1.56. IQ: Intelligence Quotient

1.57. IFMIS: Integrated Financial Information Management System.

1.58. IMPACS: Implementation Agency for Crime and Security.

1.59. KISSI: Killed and Seriously Injured

1.60. GPFCC: Guyana Police Force Command Centre

1.61. REG.COMMRS: Regional Commanders

1.62. RDIMU: Regional Databased Information Management Unit

1.63. LCD: Liquid Crystal Display

1.64. MIS: Management Information System

1.65. MOU: Memorandum of Understanding

1.66. MOA: Memorandum of Agreement

1.67. MOH: Ministry of Health

1.68. MOF: Ministry of Finance

1.69.	MOPW: Ministry of Public Works	1.87.	POFM: Police Officers Mess Committee
1.70.	MOHW: Ministry of Housing and Water	1.88.	Pol. Assoc.: Police Association
1.71.	MOHA: Ministry of Home Affairs	1.89.	QMS: Quartermaster Store
1.72.	MOSP: Ministry of Social Protection	1.90.	Rep: Representative
1.73.	NP: Neighbourhood Police	1.91.	RC: Rural Constables
1.74.	OHSD: Occupational Health and Safety Department	1.92.	ROPM: Results Oriented Planning Model
1.75.	OHSRs: Occupational Health and Safety Rpresentatives	1.93.	RCMP: Royal Canadian Mounted Police
1.76.	OTC: Officer Training Centre	1.94.	SB: Special Branch
1.77.	OC: Officer-in-charge	1.95.	SWAT Unit: Special Weapon and Tactics Unit
1.78.	OC IT/COMM: Officer in charge of Information Technology and Communications	1.96.	Stn.Sgts: Station Sergeants
1.79.	OHS: Occupational Health and Safety	1.97.	SMART: Self-Monitoring, Analysis and Reporting Technology
1.80.	OHSD: Occupational Health and Safety Department	1.98.	SMD: Strategic Management Department
1.81.	OHSR: Occupational Health and Safety Representative	1.99.	SOCU: Special Organised Crime Unit
1.82.	OPR: Office of Professional Responsibility	1.100.	SOPs: Standard Operating Procedures
1.83.	PRMIS: Police Record Management Information System	1.101.	SPU: Strategic Planning Unit
1.84.	PPE: Personal Protective Equipment	1.102.	SPSS: Statistical Package for Social Science
1.85.	PEEL: Police effectiveness, efficiency, legitimacy	1.103.	Sub.Div.Offs.: Sub-divisional Officers
1.86.	PGM: Performance Group Meetings	1.104.	SWOT: Strength, Weaknesses, Opportunities and Threats

- 1.105. T.O. Traffic Officer
- 1.106. TSU: Tactical Service Unit
- 1.107. UOG: University of Guyana
- 1.108. VHS: Video Home System
- 1.109. VHF: Vey High Frequency
- 1.110. VOIP: Voice Over Internet Protocol
- 1.111. WO: Welfare Officer

2. INTRODUCTION

2.1. The implementation plan outlines comprehensively how the Guyana Police Force intends to implement its strategic objectives over a five (5) years period commencing from 2022.

3. GUYANA POLICE FORCE NATIONAL OBJECTIVES

3.1. The Guyana Police Force has seven (7) National Objectives which are matters of most importance. The National Objectives will be reviewed on an annual basis based on information outlined in the Guyana Police Force monitoring and evaluation reports; and strategic assessments.

The following National Objectives include:

- 3.1.1. **Crime:** To focus on those crimes that cause the greatest harm and to implement policing strategies and operations to protect and provide citizen safety and security.
- 3.1.2. **Traffic:** To target incidences that threatens the life of our people on the roadways and to significantly improve traffic systems and operations.
- 3.1.3. **Partnerships and Engagements:** To increase citizen trust and confidence in the Guyana Police Force through inclusiveness and meaningful engagements.
- 3.1.4. **Integrity, Professionalism and Accountability:** To produce a disciplined and accountable Police Force through a hierarchical rank structure that demonstrates high level of respect for human rights through a democratic policing model.
- 3.1.5. **Performance:** To implement a robust check and balance system through monitoring and evaluation, audit and inspections; and strategic assessments.
- 3.1.6. **Capacity Building:** To retain a highly motivated workforce through inclusiveness, democratic work practices, diversity and; training and development.

3.1.7. Infrastructural Development: To implement the building replacement and improvement plans; and to address issues of working conditions and occupation health and safety.

4. TARGETS AND KEY PERFORMANCE INDICATORS

4.1. The targets and key performance indicators as shown below addresses each of the National Objectives as shown above. This encompasses the monitoring and evaluation methods used to determine the progress of the implementation of the Strategic Plan 2022-2026 on a monthly, quarterly and annually basis.

4.1.1. Developing Our People

STRATEGIC PILLAR: DEVELOPING OUR PEOPLE

This pillar will focus on having an inclusive, engaged and progressive workforce that represents our communities through professionalism and proficiency.

STRATEGIC OBJECTIVES	STRATEGIC ACTIVITIES/TARGETS	KEY PERFORMANCE INDICATORS
To continuously attract, recruit, and retain a diverse, high-potential and motivated workforce.	Increase of female intake 1,750 at the recruitment level from varying ethnic backgrounds by 2026.	Number of female intake at the recruitment level from varying ethnic backgrounds.
	Increase male intake by 1,750 at the recruitment level from varying ethnic backgrounds by 2026.	Number male intake at the recruitment level from varying ethnic backgrounds.
	Ensure female ranks occupy supervisory and high command positions by 1,010 by 2026.	Number of female ranks who occupy supervisory and high command positions.
	Conduct Recruitment and Selection Board Statutory Meetings monthly on an annual basis by 2026.	Number of Recruitment and Selection Board Statutory Meetings annually.
	Conduct Targeted Recruitment in all Regions of Guyana quarterly every year by 2026	Number of targeted recruitment conducted annually within the Ten Administrative Regions.
	Conduct Apprenticeship Programs with Force Applicants 16-18 years who completed Secondary Schools from every Region and ethnic background quarterly every year by 2026.	Number of Apprenticeship Programs held annually.
	Recruit 500 high-potential civilians' personnel for specialised and technical areas by 2026.	Number of high-potential civilian personnel recruited for specialized and technical areas annually.
	Recruit 200 Force Applicants as Neighbourhood Police by 2026.	Number of Force Applicants recruited as Neighbourhood Police annually.

	Recruit 344 Force Applicants as Rural Constables by 2026.	Number of Force Applicants recruited as Rural Constables annually.
	Establish a Recruitment and Selection board with diverse representation.	Existence of a Recruitment and Selection Board annually.
	Revised Recruitment Policy and formulate Recruitment Plan.	Existence of a robust Recruitment Policy and Plan annually.
	Establish an Attraction Policy.	Existence of an Attraction Policy annually.
	Revised Incentive Scheme and Pay Structure.	% Increase of incentives and remuneration annually.
	Implement and enforce a Recruit for Purpose Plan	Existence of a Recruit for Purpose Plan annually.
	Recruit Psychotherapists for each Regional Division.	Number of Psychotherapists recruited for Regional Divisions annually.
	Recruit Coxswain and Seamen for the Marine Units.	Number of Coxswain and Seamen recruited for the Regional Marine Units annually.
	Recruit Civil Engineers and Foremen for the Construction Section.	Number of Civil Engineers and Foremen recruited for the Construction Section annually.
	Recruit Mechanical Engineers for the Transport Workshop.	Number of Mechanical Engineers recruited for the Transport Workshop annually.
	Recruit an Occupational Health and Safety Specialist.	Existence of an Occupational health and Safety Specialist annually.
	Recruit Quality Assurance Specialists.	Number of Quality Assurance Specialists recruited annually.
	Recruit a Performance Manager.	Existence of a Performance Manager annually.
	Recruit highly skilled personnel to fulfil the mandate of the new structure of SPU.	Number of highly skilled personnel recruited for the SPU annually.
	Recruit Academic Administrative Specialists for the Training Colleges.	Number of Academic Administrative Specialists recruited for the Training Colleges annually.
	Recruit skilled personnel for the following new Units: <ul style="list-style-type: none"> • Inspectorate • Behavioural • Diversity • Aviation • Oil and Gas Units 	Number of skilled personnel recruited for the Inspectorate, Behavioural, Diversity, Aviation, and Oil and Gas Units annually.

Increase the use of Job Satisfaction and Welfare Surveys by 100% (12,513) by 2026.	% of Job Satisfaction and Welfare Surveys conducted with the rank and file annually.	
Increase use of Exit Surveys by 100% (1,250) by 2026.	% of Exit Surveys conducted with personnel who retire, withdraw, dismissed, etc. annually.	
Increase use of Exit Interviews by 100% (1,250) by 2026.	% of Exit Interviews conducted with personnel who retire, withdraw, dismissed, etc. annually.	
Increase reward and incentives granted to ranks and staff twice yearly on an annual basis by 2026.	% increase of reward and incentives granted to the rank and file annually.	
Increase Bursary Awards granted to ranks children once yearly by 2026.	% increase of Bursary Awards granted to the rank and file children annually.	
Increase welfare loans granted to ranks on a monthly basis annually by 2026.	% increase of welfare loans granted to the rank and file annually.	
Increase benevolent benefits granted to ranks on a monthly basis annually by 2026.	% increase of Benevolent Benefits granted to the rank and file annually.	
Re-introduce the increment system to award ranks with outstanding performance yearly by 2026.	Existence of an Increment System through Cabinet Approval annually.	
Distribute Food Hampers yearly to the relatives of deceased ranks, and hospitalized and shut-ins ranks by 2026.	Number of Food Hampers distributed to relatives of deceased ranks, hospitalized and shut-in ranks annually.	
Review and improve Occupational Health & Safety Standards	<ul style="list-style-type: none"> • Existence of an Occupational Health and Safety Policy • Number of building repairs, maintenance and replacement conducted annually. 	
Implement a comprehensive Reward and Good Work System.	Existence of a comprehensive Reward and Good Work System annually.	
Hold men and women forum retirement workshop.	Number of men and women forum retirement workshop.	

To continuously build capacity and capabilities through training and development.	Expand welfare visits to hinterland locations.	Number of welfare visits to interior locations.
	Establish mental health groups in all Police Regional Divisions.	Number of mental health groups in all Police Regional Divisions.
	Implement and enforce a robust succession plan that targets leadership development, objective selection of personnel for vacant leadership positions and clear career-path.	Existence of succession plan that aims to develop leaders, select personnel for supervisory and high command position objectively and outlines a clear career-path annually.
	Review and improve Staff Representation.	Number of Staff Representations annually.
	Resuscitate the functioning of the Guyana Association of Women Police.	Existence of an active Guyana Association of Women Police annually.
	Review Terms and Conditions of Work.	Number of Police Stations and Branches rehabilitated with good condition of work.
	Improve Job posting.	<ul style="list-style-type: none"> • Number of Job Task Completed annually. • Number of Job Descriptions Completed annually. • Number of Job Specification Completed annually.
To continuously build capacity and capabilities through training and development.	Facilitate scholarships to 2500 staff by 2026.	Number of scholarships opportunities offered to rank and file annually.
	Facilitate in-service professional development training to 2500 staff by 2026.	Number of in-service professional development training conducted annually.
	Train 1,094 Force Applicants on a yearly basis.	Number of Force Applicants trained as recruits annually.
	Train 5,000 staff for technical areas by 2026.	Number of personnel trained in technical areas annually.
	Conduct Interviews with Force Applicants quarterly every year by an Interview Board by 2026.	Number of interviews with Force Applicants conducted annually by an existing Interview Board.
	Re-establish a Training Board to develop and review training and development programs quarterly every year by 2026.	Existence of a Training Board annually.

	Establish MOAs/MOU with Local, Regional and International Learning Institutions.	Numbers of MOAs/MOU established with local institutions annually.
	Establish an objective selection process for scholarship programs	Criteria used to select the rank and file for scholarship programs.
	Conduct Training Needs Analysis	Number of Training Needs Analysis.
	Review and update Training and Education Policies	Existence of Training and Education Policies annually.
	Review recruit training curriculum & framework	Existence of a comprehensive and accredited training curriculum and framework annually.
	Obtain accreditation for training programmes and instructors.	Existence of accreditation status for training programs and instructors.

4.1.2.Infrastructure

STRATEGIC PILLAR: INFRASTRUCTURE

This pillar will focus on acquisition and usage of fit-for-purpose equipment, technology and support services to sufficiently address the security needs of the country.

STRATEGIC OBJECTIVES	STRATEGIC ACTIVITIES/TARGETS	KEY PERFORMANCE INDICATORS
To continuously adopt a modern, smart, technological, and data-driven approaches to contemporary policing in Guyana.	Increase the use of Automated Fingerprint Information System by 15 by 2026.	Number of AFIS acquired and utilized annually.
	Increase the use of Complete Computers Systems, Printers, Laptops and Scanners by 1,000 by 2026.	Number of Complete Computer Systems, Printers, Laptops and Scanners acquired and utilized annually.
	Increase the use of Satellite Phones by 300 by 2026.	Number of Satellite Phones acquired and utilized annually.
	Increase the use of Database Servers by 30 by 2026.	Number of Database Servers acquired and utilized annually.
	Increase the use of Drones by 20 by 2026.	Number of Drones acquired and utilized annually.
	Increase the use of HF and VHF Radios in the Interior Locations by 300 by 2026.	Number of HF and VHF Radios acquired and utilized annually.
	Increase the use of Complete CCTVs System with Cameras within Police Regional Divisions by 50 by 2026.	Number of Complete CCTVs System with Cameras acquired and utilized annually.
	Increase the use of Body Cameras by 500 by 2026.	Number of Body Cameras acquired and utilized annually.
	Increase the use of Ballistics Kits by 100 by 2026.	Number of Ballistics Kits acquired and utilized annually.
	Increase the use of DNA Biological Evidence Collection Kits by 100 by 2026.	Number of DNA Biological Evidence Collection Kits acquired and utilized annually.

	Implement an Electronic Data Management System to replace the paper-based system of the Force by 2026.	Existence of an Electronic Data Management System annually.
	Increase the use of LCD Projectors for training and meetings by 100 by 2026.	Number of LCD Projectors acquired and utilized annually.
	Increase the use of Hard Drive Cloning System 14 by 2026.	Number of Complete CCTVs System with Cameras acquired and utilized annually.
	Increase the use of Evidence Vacuum Sweeper Kits by 100 by 2026.	Number of Evidence Vacuum Sweeper Kits with Cameras acquired and utilized annually.
	Increase the use of GPS Units and Geo Location Platform by 15 by 2026.	Number of GPS Units and Geo Location Platform acquired and utilized annually.
	Increase installation of Solar Systems by 50 by 2026.	Number of Solar Systems acquired and installed annually.
	Increase installation of Generators by 20 by 2026.	Number of Generators acquired and installed annually.
	Increase the use of the GIS Software by 20 by 2026.	Number of GIS Software acquired and utilized annually.
	Increase the use of Narcotics Analysis Reagent Kits by 100 by 2026.	Number of Narcotics Analysis Reagent Kits acquired and utilized annually.
	Increase the use of Integrated Service Routers by 25 by 2026.	Number of Integrated Service Routers acquired and utilized annually.
	Increase the use of QNAP Cloud Storage with Hard Drive 5 by 2026.	Number of Integrated Service Routers acquired and utilized annually.
	Increase the use of HD IP Phone VOIP and Device by 50 by 2026.	Number of HD IP Phone VOIP and Device acquired and utilized annually.
	Increase the use of Rack Automatic Transfer Switches by 20 by 2026.	Number of Automatic Transfer Switches acquired and utilized annually.
	Increase the use of Flex Cables by 1,000 by 2026.	Number of Flex Cables acquired and utilized annually.
	Increase the use of Core Wires by 375 by 2026.	Number of Core Wires acquired and utilized annually.
	Increase the use of Metal Pipes by 750 by 2026.	Number of Metal Pipes acquired and utilized annually.
	Increase the use of Still Cameras by 100 by 2026.	Number of Still Cameras acquired and utilized annually.
	Increase the use of Digital Binoculars by 50 by 2026.	Number of Digital Binoculars acquired and utilized annually.

	Establish an Electronic Traffic Management System by 2026.	Existence of an Electronic Traffic Management System annually.
	Equip 132 Police Stations, SOCU, CID HQ and OPR with Video Conferencing Rooms by 2026.	Number of Police Locations equipped with Video Conferencing Rooms annually.
	Use Cisco Webex Platform as a medium for meetings and an approach to record meeting proceedings.	Existence of Cisco Webex Platform as a medium for meetings and record of meetings proceedings annually.
	Acquire SPSS, Grammarly and NVivo software annually for SPU, Traffic Headquarters and CID HQ by 2026.	Existence of SPSS, Grammarly and NVivo Software for use at SPU, Traffic HQ and CID HQ annually.
	Re-establish and upgrade the Police Website by 2026.	<ul style="list-style-type: none"> Existence of a Police Website annually. Number of Crime and Traffic Data and Success Stories uploaded on the Police Website monthly.
	Formulate and enforce Standard Operating Procedures to guide the use of new and existing electronic systems (Hardware and Software).	Existence of SOPs to guide Electronic Systems annually.
	Execute a robust ICT Implementation Plan.	<ul style="list-style-type: none"> Existence of an ICT Plan annually. Number of activities/targets implemented monthly, quarterly and annually to meet objectives.
	Utilize the Police Records Management System.	Existence and use of the Police Records Management System within Regional Divisions annually.
	Create and update regularly databases of all police buildings, vehicles, equipment, furnishings, training, human resources and financial, traffic and criminal records.	<ul style="list-style-type: none"> Number of existing databases annually. Number of updates of all databases monthly.
	<p>Conduct monthly inspections of all Police Buildings yearly by 2026.</p> <p>Increase repairs and maintenance to police buildings to meet international and occupational health and safety standards by 394 by 2026.</p>	<ul style="list-style-type: none"> Number of inspections conducted on Police Buildings annually. Number of Police Buildings in receipt of repairs and maintenance annually.
	Formulate SOP to determine the frequency of building inspections.	Existence of an SOP to guide frequency of building inspections annually.
To continuously adopt a resource-effective	Conduct monthly inspections of all Police Vehicles, Vessels and Aircrafts yearly by 2026.	Number of inspections conducted on police vehicles, vessels and aircrafts annually.

organizational culture through employment of progressive physical and human resource management.	<p>Repairs and Service 2,000 Police Vehicles, Vessels and Aircrafts by 2026.</p> <p>Acquire 1,500 fit-for-purpose Vehicles, Vessels and Aircrafts by 2026.</p> <p>Formulate a Standard Operating Procedure to determine the frequency of Vehicles, Vessels and Aircrafts inspections.</p> <p>Conduct workshops and seminars to develop Vehicles, Vessels and Aircraft Acquisition and Deployment Strategy annually by 2026.</p> <p>Conduct workshops and seminars to develop Resource Allocation Plan annually by 2026.</p> <p>Conduct workshops and seminars to develop Fleet Management strategy annually by 2026.</p> <p>Conduct monthly inspections of all Police Equipment and Furnishings annually by 2026.</p> <p>Replace and Service 3,000 police Equipment and Furnishings by 2026.</p> <p>Acquire 12,500 fit-for-purpose equipment by 2026.</p> <p>Formulate SOP to guide the frequency of equipment and furnishing inspections.</p> <p>Acquire 10,000 different types of stationery by 2026.</p> <p>Revise SOP to guide procurement processes by 2026.</p>	<p>Number of police vehicles, vessels and aircrafts annually.</p> <p>Number of fit-for-purpose vehicles, vessels and aircrafts acquired and issued for use at various police locations annually.</p> <p>Existence of an SOP to guide the frequency of vehicles, vessels and aircrafts inspections annually.</p> <p>Number of workshops and seminars held annually to develop an Acquisition and Deployment Strategy for vehicles, vessels and aircraft.</p> <p>Number of workshops and seminars to develop a Resource Allocation Plan annually.</p> <p>Number of workshops and seminars held annually to develop a Fleet Management Strategy.</p> <p>Number of Inspections conducted of all police equipment and furnishings annually.</p> <p>Number of police equipment and furnishings replaced and serviced annually.</p> <p>Number of fit-for-purpose equipment acquired and issued for use to Police Locations annually.</p> <p>Existence of an SOP to guide frequency of equipment and furnishing inspections annually.</p> <p>Number of different types of stationery acquired and issued to Police Locations annually.</p> <p>Existence of an SOP to guide the procurement processes annually.</p>
To continuously adopt, expand and decentralize policing services throughout Guyana.	<p>Construct 11 new Kennels within Regional Divisions by 2026.</p> <p>Construct 14 new Boat Houses within Regional Divisions by 2026.</p>	<p>Number of new kennels established within Regional Divisions annually.</p> <p>Number of new boat houses established within Regional Divisions annually.</p>

	Construct 10 new Stables within Regional Divisions by 2026.	Number of new stables established within Regional Divisions annually.
	Construct a modern accredited Police Academy by 2026.	Existence of a modern accredited Police Academy based on recommendations from the GPF strategic plan 2011- 2015, Page 28, Disciplined Forces Commission report 2014, Recommendation 37, page 14.
	Construct 24 new Police Stations by 2026.	Number of new Police Stations established within Regional Divisions annually.
	Construct a modern Medical Centre with specialist facilities by 2026.	Existence of a modern Medical Centre annually.
	Construct a modern Criminal Investigations Department Headquarters with specialist facilities by 2026.	Existence of a modern Criminal Investigations Department annually.
	Construct a modern ICT Building with specialist facilities by 2026.	Existence of a modern ICT Building annually.
	Extend the SOCU Building with specialist facilities by 2026.	Existence of an extended SOCU Building annually.
	Establish an Aviation Unit with specialist facilities by 2026.	Existence of an Aviation Unit annually.
	Construct an Agricultural Unit with specialist facilities by 2026.	Existence of an Agricultural Unit annually.
	Establish a Diversity/Recruitment Units with specialist facilities by 2026.	Number of Diversity/Recruitment Units established annually.
	Establish a Human Resource Department with specialist facilities by 2026.	Existence of a Human Resource Department annually.
	Establish a Legal Department by 2026.	Existence of a Legal Department.
	Establish a Behavioural Unit with specialist facilities by 2026.	Existence of a Behavioral Unit annually.
	Establish a Community Relations Department by 2026.	Existence of a Community Relations Department and Foundation.
	Expand the Welfare Office with specialist facilities by 2026.	Existence of an expanded Welfare Office annually.

<p>Establish an Occupational Health and Safety Department and Regional Units with specialist facilities by 2026.</p>	<ul style="list-style-type: none"> • Existence of an Occupational Health and Safety Department annually. • Number of Regional OHS Units established within Regional Divisions annually.
<p>Rename and restructure the Audit and Inspection Unit to the Inspectorate Unit with specialist facilities by 2026.</p>	<p>Existence of a renamed and restructured Audit and Inspection Unit to an Inspectorate Unit annually.</p>
<p>Rename and restructure the SPU to SMD with specialist facilities by 2026.</p>	<p>Existence of a renamed and restructured SPU to SMD annually.</p>
<p>Reconstruct Transport Workshop with specialist facilities by 2026.</p>	<p>Existence of a reconstructed Transport Workshop annually.</p>
<p>Rehabilitate Living Quarters within Regional Divisions and at Headquarters by 2026.</p>	<p>Number of Living Quarters rehabilitated within Regional Divisions and at Headquarters annually.</p>
<p>Rebuild Regional Division 4A Headquarters with specialist facilities by 2026.</p>	<p>Existence of a new 4A Regional Divisional Headquarters annually.</p>
<p>Rehabilitate Tactical Services Unit with specialist facilities by 2026.</p>	<p>Existence of a rehabilitated TSU annually.</p>
<p>Rehabilitate Special Constabulary Headquarters with specialist facilities by 2026.</p>	<p>Existence of a rehabilitated Special Constabulary Headquarters annually.</p>
<p>Establish Criminal Records Offices in each Regional Division with specialist facilities by 2026.</p>	<p>Number of Regional Criminal Records Offices established annually.</p>
<p>Rehabilitate and reconstruct 104 Police Stations and Outposts with specialist facilities by 2026.</p>	<p>Number of Police Stations and Outposts reconstructed and rehabilitated annually.</p>
<p>Redesign and restructure the Regional Operations Rooms and Force Control to Real-Time Crime Centres equipped with SMART Technology and specialist facilities by 2026.</p>	<ul style="list-style-type: none"> • Number of Regional Operations Rooms redesigned and restructured to Real-Time Crime Centres annually. • Existence of Force Control as a Real-Time Crime Centre annually.
<p>Establish new Immigration Offices in Regions 1, 2, 3, 5, 7, 8 & 9 with specialist facilities.</p>	<p>Number of Immigration Offices established in the Administrative Regions annually.</p>
<p>Establish Oil and Gas Security Unit with specialist facilities by 2026.</p>	<p>Existence of an Oil and Gas Security Unit annually.</p>
<p>Redesign and restructure the Quartermaster Stores Warehouse and Storage Facilities by 2026.</p>	<p>Existence of a redesigned and restructured Quartermaster Stores Warehouse and Storage Facilities annually.</p>

	<p>Re-establish and upgrade the Police Website by 2026.</p>	<p>Existence of a Police Website annually. Number of Crime, Traffic Data and success stories uploaded on the Police Website monthly.</p>
	<p>Establish 25 new Police Day Care Centres in each Regional Division by 2026.</p>	<p>Number of Police Day Care Centres established within Regional Divisions annually.</p>
	<p>Redesign and restructure the OPR to Internal Affairs with specialist facilities by 2026.</p>	<p>Existence of a redesigned and restructured OPR to Internal Affairs annually.</p>
	<p>Establish Monitoring and Evaluation Units at each Police Regional Headquarters by 2026.</p>	<p>Number of Monitoring and Evaluation Units established annually.</p>
	<p>Improve efficiency and extend the 911 System by 2026.</p>	<ul style="list-style-type: none"> • Number of 911 Systems upgraded annually. • Number of 911 Systems installed within Regional Divisions.
	<p>Establish Media Relations Units at each Divisional Headquarters with specialist facilities by 2026.</p>	<p>Number of Media Relations Units established annually.</p>

4.1.3. Performance

STRATEGIC PILLAR: PERFORMANCE

This pillar will focus on measuring performance, inspecting activities, evaluating outcomes and undertaking monitoring at intervals.

STRATEGIC OBJECTIVES	STRATEGIC ACTIVITIES/TARGETS	KEY PERFORMANCE INDICATORS
To implement a robust review and assessment system and continuously adopt monitoring and evaluation approaches to realize efficiency and effectiveness.	Intensify Monitoring and Evaluation and submit reports monthly by 2026.	<ul style="list-style-type: none"> Number of Monitoring and Evaluation conducted monthly. Number of Monitoring and Evaluation Reports submitted monthly.
	Prepare and publish Annual Reports yearly by 2026.	Annual Reports prepared and published annually.
	Establish Annual Regional Division and Branches Workplans.	Number of Regional and Branch Workplans Template circulated annually.
	Conduct Half Yearly Performance Appraisals for the rank and file by 2026.	Number of Performance Appraisals conducted with the rank and file annually.
	Create and circulate a Monthly Reporting Tool to Regional Divisions and Branches by 2026.	Number of Reporting Tools circulated to Regional Divisions and Branches monthly.
	Increase the use of Divisional and Branch Workplans by 2026.	Number of Regional and Branch Workplans completed, submitted and implemented annually.
	Increase the use of risk assessment and project monitoring monthly by 2026.	Number of risk assessments and project monitoring conducted monthly.
	Establish a Risk Assessment and Project Monitoring Committee to meet monthly to review reports and create action plans by 2026.	Number of Risk Assessment and Project Monitoring Meetings held annually.
	Formulate an Issue Management Committee to meet monthly to review reports and create action plans by 2026.	Number of Issue Management Meetings held annually.
	Establish a pre-determined criterion to evaluate the effectiveness of issue management.	Existence of a pre-determined criterion to evaluate effectiveness of issue management annually.

	Establish a Police Reform Board to meet monthly by 2026.	Number of Police Reform Board Meetings held annually.
	Create a monthly Standard Change Management Reporting Tool and distribute templates to 47 police locations by 2026.	<ul style="list-style-type: none"> Number of Standard Change Management Reporting Tool Templates circulated to Regional Divisions and Branches monthly. Number of Standard Change Management Reporting Tools completed and submitted.
	Formulate and implement strategies for effecting change, controlling change and creating an environment for change.	Number of strategies implemented for effecting change, controlling change and creating an environment for change.
	Create a robust action plan to manage change.	Existence of an action plan to manage change annually.
	Circulate a standard monthly reporting template annually for distribution to determine Response Rate and Service Standards within the Force by 2026.	<ul style="list-style-type: none"> Number of standard reporting template circulated to Regional Divisions and Branches to determine response Rate and Service Level Standards monthly. Number of standard reporting template circulated to Regional Divisions and Branches to determine response Rate and Service Level Standards monthly.
	Formulate and implement a robust Resource Allocation Strategy.	Existence of a Resource Allocation Strategy annually.
	Develop SOP for the management and control of incidents through resource deployment.	Existence of an SOP for to manage and control incidents via resource deployment annually.
	Utilize an Asset Management Strategy to coordinate activities and realize efficiency.	Existence of an Asset Management Strategy to coordinate activities and promote efficiency annually.
	Conduct tasking and coordination to drive intelligence-led policing.	Number of tasking and coordination activities aimed at intelligence-led policing monthly.
	Commence data exchange between Regional Divisions and Branches to obtain reliable statistics.	Number of data exchanges between Regional Divisions and Branches via emails and document submissions monthly for reliable statistics.

	Establish a structured approach to recording decisions and recommendations using appropriate technology.	Existence of a Cisco Webex Platform to record decisions and recommendations monthly.
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4.1.4. Partnership

STRATEGIC PILLAR: PARTNERSHIP

This pillar will focus on promoting and supporting meaningful engagement with external stakeholders.

STRATEGIC OBJECTIVES	STRATEGIC ACTIVITIES/TARGETS	KEY PERFORMANCE INDICATORS
To continuously promote and maintain positive police/public relations through multi-stakeholder-oriented and reciprocal respectability approaches.	Hold Monthly Statutory Forums with CPG Representatives from each Regional Division.	Number of Statutory Forums held monthly with CPG Representatives from each Regional Division.
	Formulate SOP to guide the functions of the police and Community Policing Groups interaction and joint operations.	Existence of an SOP to guide CPG and Police engagements and joint operations monthly.
	Establish MOUs/MOAs and Operational Protocols with Private Security Agencies, GRA, MOH, DPP, CANU, MOE, MOF, GDF, GPS, GFS, MOSP, MOA, MOPW, MOHW, DPI, NGOs, MOAF, FBOs, Office of the President, Office the Prime Minister, Parliamentary Affairs and Governance, Public Affairs, MOCYS, MOFA, MOTIC, MOL, MOLA, Local Government and Regional Development, MONR and Ministry of Public Service by 2026.	Number of MOAs/MOUs established with local organisations and institutions annually.
	Conduct annual workshops with local agencies to formulate National Policing Security Plan by 2026.	Number of workshops conducted with local agencies to develop National Policing Security Plan annually.
	Establish an integrated Information Sharing Arrangement with State Agencies and NGOs.	Number of established information sharing platforms with State Agencies, etc. annually.
	Conduct half yearly meetings with stakeholders in each Regional Division to support 'Victims of Crime' by 2026.	Number of meetings held with stakeholders in each Regional Division to support 'Victims of Crime' annually.
	Establish systematic cooperation with CARICOM, CBSI, IMPACS and ACCP through MOUs, Conventions and Operational Protocols by 2026.	Number of systematic cooperation established with Regional Organisations annually.
	Participate in Law Enforcement Exchange Programs available Regionally.	<ul style="list-style-type: none"> Number of Regional Exchange Programs conducted annually. Number of GPF participants who attended Regional Exchange Programs

		annually.
	Create knowledge sharing platforms and networks with Regional Organizations.	Number of established information sharing platforms with Regional Agencies annually.
	Establish systematic cooperation with INTERPOL, DEA, FBI and RCMP through MOUs, Conventions and Operational Protocols by 2026.	Number of systematic cooperation established with International Organisations annually.
	Participate in Law Enforcement Exchange Programs available internationally.	<ul style="list-style-type: none"> Number of International Exchange Programs conducted annually. Number of GPF participants who attended International Exchange Programs annually.
	Create knowledge sharing platforms and networks with International Organizations.	Number of established information sharing platforms with International Agencies annually.
	Deploy 40 Media Relations Officers and 40 Translation Specialists to the Regional Divisions by 2026.	<ul style="list-style-type: none"> Number of Media Relations Officers deployed to Regional Divisions annually. Number of Translation Specialists deployed to Regional Divisions annually.
	Formulate, circulate and enforce 47 Public Engagement Standard Operating Procedures to the Divisions and Branches by 2026.	Number of Public Engagement SOPs circulated via emails and document submissions to Regional Divisions and Branches annually.
	Conduct quarterly Face-the-Community Programs and Town Hall Meetings within each Regional Division with Community Members by 2026.	Number of Face-the- Community Programs and Town Hall Meetings held with Community Members quarterly.
	Conduct 5,000 Public Perception Surveys by 2026.	<ul style="list-style-type: none"> Number of Public Perception Surveys distributed to Citizens in each Regional Division annually. Number of Public Perception Surveys circulated via social media annually. Number of responses received from the Public Perception Surveys distributed in each Regional Division and circulated on social media annually.
	Conduct yearly workshops with Media Operatives for the	Numbers of workshops held with Media

development of the National Policing Security Plan by 2026.	Operatives to develop National Policing Security Plan annually.
Revise the Communication Strategy.	Existence of a robust Communication Strategy annually.
Establish Public/Station Days involving Corporate Communication Unit.	Number of Public/Station Days conducted monthly.
Increase publications of success stories and dissemination of crime and traffic data to the general public	Number of success stories and crime and traffic data published monthly.
Create communication marketing campaigns and programs surrounding police/public programs and events by 2026.	Number of communication marketing campaigns and programs conducted annually.
Conduct Youth Camps in each Region yearly by 2026.	Number of Youth Camps conducted in each Region annually.
Facilitate Technical and Vocational Training with 250 at-risk youths drawn from each Region annually by 2026.	Number of Technical and Vocational Training facilitated by GPF for at-risk youths from each Region annually.
Conduct sensitization sessions with 500 at-risk youths drawn from each Region annually by 2026.	Number of sensitization sessions conducted with at-risk youth from each Region annually.
Facilitate literacy programs with 250 at-risk youths drawn from each Region annually by 2026.	Number of Literacy Programs facilitated by GPF with at-risk youths from each Region annually.
Increase the number of Youth and Scout Groups yearly in each Regional Division by 2026.	Number of Youths and Scout Groups formed in each Regional Division annually.
Establish Youth Advisory Boards in each Regional Division comprising Youth Leaders to plan and advise on youth empowerment and development activities once quarterly by 2026.	<ul style="list-style-type: none"> Number of Youth Advisory Boards meetings held quarterly in each Regional Division. Number of active Youth Advisory Boards annually.
Establish MOUs/MOAs with Ministry of Youth, Sport and Culture and other stakeholders to provide Youth Development and Internship opportunities.	Number of MOUs/MOAs established with Ministry of Ministry of Youth, Sport and Culture and other stakeholders annually.
Execute a Youth Engagement Strategy	Existence of a Youth Engagement Strategy annually.
Formulate a Youth Empowerment Plan.	Existence of a Youth Empowerment Plan

		annually.
	Develop and execute a Resilient Award Scheme for Witnesses/Victims of Crime twice yearly by 2026.	Existence of a Resilient Award Scheme twice yearly for Witnesses/Victims of Crime.
	Host sensitization sessions with Victims/Witnesses of Hate Crimes quarterly at each Station or Outpost by 2026.	Number of sensitization sessions with Victims/Witnesses of Hate Crimes quarterly.
	Implement a “Track my Case” System at all Police Stations allowing Victims of Crime to be updated on the progress of their case.	Existence of a ‘Track my Case’ System at all Police Stations daily.
	Host Victim/Witness Station Day monthly.	Number of monthly Victim/Witness Station Days.
	Establish Advisory Committees in each Regional Division comprising Community Members to plan and advise on Community Policing quarterly by 2026.	<ul style="list-style-type: none"> Number of active Advisory Committees in each Regional Division annually. Number of Advisory Committee Meeting held quarterly.
	Conduct workshops quarterly in each Regional Division targeting 50 repeat offenders, 50 victims of crime and 50 vulnerable groups by 2026.	Number of workshops held with repeat offenders, victims of crime and vulnerable groups quarterly in each Regional Division.
	Conduct and implement Restorative Justice Programs with stakeholders.	<ul style="list-style-type: none"> Number of Restorative Justice Programs conducted annually. Number of Restorative Justice Programs recommendations implemented annually.

4.1.5. Professionalism and Accountability

STRATEGIC PILLAR: PROFESSIONALISM AND ACCOUNTABILITY

This pillar will focus on police integrity, reducing police corruption and misconduct and promoting professionalism and accountability in the Guyana Police Force.

STRATEGIC OBJECTIVES	STRATEGIC ACTIVITIES/TARGETS	KEY PERFORMANCE INDICATORS
To continuously promote and maintain police integrity, professionalism and accountability	Resuscitate the Executive Leadership Team to oversee, review and approve policies and standard operating procedures on policing systems, police accountability, integrity, professionalism and procedures quarterly by 2026.	Number of ELT Meetings held annually.
	Conduct Integrity Testing with ranks at all levels annually by 2026.	Number of Integrity Testing conducted with the rank and file annually.
	Conduct Performance Management Group Meetings monthly to review performance reports and advise on remedial measures promote efficiency and effectiveness by 2026.	Number of PMG Meetings held annually.
	Revise and circulate an Ethical Policy to 12,513 ranks and staff by 2026.	Number of Ethical Policies circulated via emails to the rank and file annually.
	Formulate and circulate 1,500 Inquiring Officers' Manuals and 1,500 Presenting Officers' Manuals by 2026.	Number of Inquiring Officers' Manuals and Presenting Officers' Manuals issued to ranks on the Disciplinary Procedure Course annually.
	Revise and circulate the Disciplinary Procedures Toolkit for distribution to 140 police locations by 2026.	Number of Disciplinary Procedure Toolkits issued via emails to Regional Divisions and Branches annually.
	Revise and circulate 140 copies of approved versions of terms of references, standard operating procedures and policies by 2026.	Number of approved version of TORs, SOPs and Policies issued via emails to Regional Divisions and Branches annually.
	Conduct succession planning workshops and seminars with 300 Senior and 300 Junior Management Personnel annually by 2026.	Number of succession planning workshops and seminars held with senior and junior management personnel annually.
	Prepare and submit Half-Yearly Progress and Projection Reports by 2026.	Number of Financial Progress and Projection Reports submitted annually.
	Prepare and submit Quarterly Financial Forecasting Reports by	Number of Quarterly Financial Forecasting

2026.	Prepare and submit Budget Speech with Long-Term Financial Estimates (Current and Capital) yearly by 2026.	reports submitted. Submission of Budget Speech and Financial Estimates annually.
	Internal Affairs to review and investigate matters of Police Misconduct, Corruption, Policing Procedures relating traffic and crime Management.	<ul style="list-style-type: none"> Number of complaints received by Internal Affairs monthly. Number of complaints addressed (prosecutions) by Internal Affairs monthly.
	Implement a Peer Control Reporting System to handle ethical dilemmas.	<ul style="list-style-type: none"> Existence of a Peer Reporting System annually. Number of reports received via Peer Reporting System annually. Number of reports addressed annually.
	Utilize the IFMIS to process payments.	Monthly use of IFMIS to process payments
	Utilize the Ministry of Finance Payroll System to process salaries and emolument payments.	Monthly use of Finance Payroll System to process salaries and emolument payments.
	Conduct monthly audits and inspections to determine legitimacy and effectiveness of procedures in financial and administrative practices by 2026.	Number of audits and inspections conducted annually.
	Review and circulate to 12 Regional Divisions and 35 Branches standard operating procedure for procurement of assets by 2026.	Number of SOPs for procurement of assets circulate to Regional Divisions and Branches annually.
	Conduct yearly inventory audits of all assets in the Force by 2026.	Number of inventory audits of all assets annually.
	Publicize crime and traffic statistics on social media platforms and the Police Website.	Number of published crime and traffic statistics on social media platforms and the Police Website monthly.
	Review and implement a standardized asset procurement process.	Number of asset procurement processes utilized and implemented by Regional Divisions and Branches annually.
	Contract a Legal Drafter from the University of Guyana to assist with revision of Police Standing Orders by 2026.	Number of contracted Legal Assistance received to revise Police Standing Orders annually.
	Update, publish and circulate 140 copies of the approved version of revised Police Standing Orders by 2026.	Number of revised and approved version of Police Standing Orders circulated to the Regional Divisions and Branches annually.

<p>Review and update all Standing Orders to include Branches, Regional Divisions and Operations Term of References, Standard Operational Procedures and Policies.</p>	<p>Number of TORs, SOPs and Policy Documents reviewed and updated annually.</p>
<p>Conduct monthly workshops with personnel from the 12 Regional Divisions and 35 Branches to obtain relevant information to revise Police Standing Orders.</p>	<p>Number of monthly workshops with personnel from the Regional Divisions and Branches to obtain relevant information to revise Police Standing Orders.</p>
<p>Conduct the Emotional Behavioural IQ Tests with 50 Senior Management, 200 Middle Management and 300 Subordinate Officers once yearly by the Behavioural Unit by 2026.</p>	<p>Number of Emotional Behavioural IQ Tests conducted with Senior Management, Middle Management and Subordinate Officers annually.</p>
<p>Host Senior Management Leadership Retreats for 500 ranks in leadership yearly by 2026.</p>	<p>Number Senior Management Leadership Retreats for ranks in leadership annually.</p>
<p>Host Senior Management Leadership Seminars and Workshops for 500 ranks in leadership yearly by 2026.</p>	<p>Number Senior Management Leadership seminar and workshops for ranks in leadership annually.</p>
<p>Establish a Mentorship and Coaching Committee that would meet quarterly to develop and implement plan of actions for mentors/coaches and mentees by 2026.</p>	<ul style="list-style-type: none"> • Existence of an active Mentorship and Coaching Committee annually. • Number of Mentorship and Coaching Committee Meetings held quarterly.
<p>Conduct quarterly Mentorship and Coaching Programs to equip leaders at all levels to meet future challenges by 2026.</p>	<p>Number of Mentorship and Coaching Committee quarterly.</p>
<p>Host leisure and recreational activities for the rank and file and their Families every month annually by 2026.</p>	<p>Number of leisure and recreational activities hosted monthly for the rank and file and their Families.</p>
<p>Promote effective internal communication by publishing and circulation management decisions and policies.</p>	<p>Number of management decisions and policies circulated to the rank and file monthly.</p>
<p>Provide an effective feedback mechanism.</p>	<p>Number of feedback mechanisms available to the rank and file monthly.</p>
<p>Host team building activities</p>	<p>Number of team building activities conducted.</p>

4.1.6.Operations

STRATEGIC PILLAR: OPERATIONS

This pillar will focus on the implementation of operations to mitigate crime, violence and provide citizen safety and security.

STRATEGIC OBJECTIVES	STRATEGIC ACTIVITIES/TARGETS	KEY PERFORMANCE INDICATORS
To develop and implement a robust and Traffic Management system by the end of 2026.	Conduct seminars with road users and drivers quarterly to promote road safety on an annual basis by 2026.	Number of seminars conducted with road users and drivers quarterly.
	Conduct Traffic Safety Campaigns and Education Programs in Regional Divisions monthly by 2026.	Number of Traffic Safety Campaigns and Education Programs conducted in Regional Divisions monthly.
	Conduct Learner Drivers' Sessions monthly within Regional Divisions by 2026.	Number of Learner Drivers' Sessions conducted within Regional Divisions monthly.
	Implement a robust traffic management system in collaboration with agencies and government departments.	Number of traffic management targeted activities conducted in collaboration with agencies and government departments annually.
	Develop and implement a Traffic Management Plan.	Number of action plans implemented from the Traffic Management Plan annually.
To implement and continuously review and adopt the safety and security driven policing plan.	Establish an Informant Fund with \$25,000,000 annually to boost intelligence gathering within Regional Divisions by 2026.	Amount of funding received and expended annually for the Informant Scheme.
	Conduct Drug Eradication Exercises quarterly by 2026.	Number of Drug Eradication Exercises conducted quarterly.
	Conduct social crime prevention programs within vulnerable communities quarterly in Regional Divisions by 2026.	Number of social crime prevention programs conducted within Regional Divisions quarterly.
	Conduct forensic analysis on a monthly to solve crimes by 2026.	Number of forensic analyses conducted monthly to solve crimes.
	Conduct Sting Operations monthly within Regional Divisions to track and apprehend criminal elements by 2026.	Number of Sting Operations conducted monthly within Regional Divisions to track and apprehend criminal elements.
	Establish monthly Fixed-Point and Confidence Patrols and Road	Number of monthly Fixed-Point and

<p>Blocks to detect and deter criminal activities in each Regional Division.</p>	<p>Confidence Patrols and Road Blocks conducted to detect and deter criminal activities in each Regional Division.</p>
<p>Implement digital investigative mechanism and crime analysis system to improve the understanding of criminality by 2026.</p>	<p>Number of Digital Investigative and Crime Analysis Methods and Techniques implemented to understand criminality annually.</p>
<p>Procure 1,000 handheld metal detectors to profile persons departing and arriving into Guyana by 2026.</p>	<p>Number of Handheld Metal Detectors acquired and issued Immigration Ranks at Ports of Entry to profile persons departing and arriving into Guyana annually.</p>
<p>Coordinate and Partner with the Guyana Defense Force</p>	<p>Number of engagements and joint operations with GDF annually.</p>
<p>Conduct Border Searches</p>	<p>Number of Border Searches conducted in Regions 1, 2, 3, 6, 7, 8 and 9 monthly.</p>
<ul style="list-style-type: none"> • Conduct Intelligence-led Policing • Network and collaborate with Local communities, Community Development Officers, Toshao's and Business Owners to deter and prevent criminality. 	<ul style="list-style-type: none"> • Number of Intelligence-led Policing Operations conducted monthly. • Number of engagements and collaborations with Local communities, Community Development Officers, Toshao's and Business Owners to deter and prevent criminality annually.
<p>Conduct sting operations on a monthly to detect and prevent criminal networks by 2026.</p>	<p>Number of sting operations conducted monthly to detect and prevent criminal networks</p>
<p>Equip SOCU with crime detection equipment by 2026.</p>	<p>Number of equipment acquired annually for SOCU to detect criminal activities.</p>
<p>Execute a robust Counter Terrorism and Money Laundering Strategy.</p>	<ul style="list-style-type: none"> • Existence of a Counter Terrorism and Money Laundering Strategy annually. • Number of action plans implemented to counter terrorism and money laundering annually.
<p>Work in collaboration with the FIU to improve detection of financial fraud and money laundering acts.</p>	<p>Number of collaborations with FIU and SOCU to improve detection of financial fraud and money laundering acts annually.</p>

<p>To continuously develop, implement and enforce the protocols of safety and security that govern the operations of the extractive mineral sector in Guyana.</p>	Procure 3,000 PPE items for ranks and staff by 2026.	Number of PPEs acquired and issued to the rank and file annually.
	Conduct awareness sessions monthly with members of the public and ranks to prevent COVID-19 Transmission within Regional Divisions by 2026.	Number of awareness sessions conducted monthly with members of the public and ranks to prevent COVID-19 Transmission within Regional Divisions.
	Distribute 3,000 face masks within each Regional Division to members of the public by 2026.	Number of face masks distributed to members of the public within each Regional Division.
	Facilitate Vaccination Drives with each Regional Divisions monthly by 2026.	Number of Vaccination Drives conducted monthly within each Regional Division.
	<p>Partner and collaborate with the National and Regional Taskforce Bodies to conduct:</p> <p>Engagement: Approach and interview the public who are in breach of the COVID-19 measures.</p> <p>Encouragement: Urge the general public to comply with the COVID-19 Guidelines and emergency orders.</p> <p>Explanation: Conduct sensitization sessions.</p> <p>Enforcement: Institute charges and arrests against the members of the public who are in breach of the COVID-19 Measures.</p>	<ul style="list-style-type: none"> Number of collaborations with the National Taskforce annually. Number of collaborations with the Regional Taskforce annually.
	Conduct inspections and surveillance operations on Oil Platforms by the Oil and Gas Security Unit monthly by 2026.	Number of Inspections conducted on Oil Platforms by the Oil and Gas Security Unit monthly.
	Collaborate with EPA to prevent and detect oil spills and other environmental hazards.	Number of collaborations with EPA to prevent and detect oil spills and other environmental hazards monthly.
	Increase police visibility in mining locations by 2026 to deter and prevent criminality by 2026.	Number of patrols and searches conducted in mining locations to deter and prevent criminality monthly.

Developing Our People

This pillar will focus on having an inclusive, engaged and progressive workforce that represents our communities through professionalism and proficiency.

The Total Cost for Developing our People

\$ 658,361,074,500 GYD

\$ 2,992,550,339 USD

Strategic Pillar: DEVELOPING OUR PEOPLE

No.	Strategic Objectives	Strategic Activities	Projected Units					Total No. of Units	Unit Costs	Total Cost	Lead	Implementers
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5					
1	To continuously attract, recruit, and retain a diverse, high-potential and motivated workforce.	Increase of female intake by 1,750 at the recruitment level from varying ethnic backgrounds by 2026.	350	350	350	350	350	1,750	\$ 12,796,447	\$ 22,393,782,250	DC 'Admin'	FTO, FO & Diversity/Recruitment Unit
		Increase male intake by 1,750 at the recruitment level from varying ethnic backgrounds by 2026	350	350	350	350	350	1750	\$ 12,796,447	\$ 22,393,782,250	DC 'Admin'	FTO, FO & Diversity/Recruitment Unit
		Ensure female ranks occupy supervisory and	202	202	202	202	202	1,010	\$ 7,000,000	\$ 7,070,000,000	DC 'Admin'	FTO, FO & Diversity/Recruitment Unit

		high command positions by 1,010 by 2026.									
	Conduct Recruitment and Selection Board Statutory Meetings monthly on an annual basis by 2026.	12	12	12	12	12	60	\$ 50,000	\$ 3,000,000	DC 'Admin'	DC Admin, DC OPS, DCLE, HSB, HSOCU, FTO, Head Behavioural Unit, Head Diversity/Recruitment Unit, Head Special Constabulary, DCIO, Learning Institutions Rep. & Reverend
	Conduct Targeted Recruitment in all Regions of Guyana quarterly every year by 2026.	48	48	48	48	48	240	\$ 300,000	\$ 72,000,000	DC 'Admin'	FTO, FO & Diversity/Recruitment Unit
	Conduct Apprenticeship Programs with Force Applicants 16-18 years who completed Secondary Schools from every Region and ethnic background quarterly every year by 2026	48	48	48	48	48	240	\$ 500,000	\$ 120,000,000	DC 'Admin'	FTO, FO & Diversity/Recruitment Unit
	Recruit 500 high-potential civilian personnel for specialised and technical areas within the Force	100	100	100	100	100	500	\$ 400,000	\$ 200,000,000	DC 'Admin'	FTO, FO & Diversity/Recruitment Unit

		by 2026.									
	Recruit 360 Force Applicants as Neighbourhood Police by 2026.	72	72	72	72	72	360	\$ 200,000	\$ 72,000,000	DC 'Admin'	FTO, FO & Diversity/Recruitment Unit
	Recruit 560 Force Applicants as Rural Constables by 2026.	112	112	112	112	112	560	\$ 200,000	\$ 112,000,000	DC 'Admin'	FTO, FO & Diversity/Recruitment Unit
	Increase the use of Job Satisfaction and Welfare Surveys by 100% (12,469) by 2026.	2,494	2,494	2,494	2,494	2,493	12,469	\$ 20,000	\$ 249,260,000	DC 'Admin'	2 IC Admin, WO, FO & Head Behavioural Unit
	Increase use of Exit Surveys by 100% (1,250) by 2026.	250	250	250	250	250	1,250	\$ 10,000	\$ 12,500,000	DC 'Admin'	2 IC Admin, WO, FO & Head Behavioural Unit
	Increase use of Exit Interviews by 100% (1,250) by 2026.	250	250	250	250	250	1,250	\$ 5,000	\$ 6,250,000	DC 'Admin'	2 IC Admin, WO, FO & Head Behavioural Unit
	Increase reward and incentives granted to ranks and staff twice yearly on an annual basis by 2026.	2	2	2	2	2	10	\$ 15,000,000	\$ 150,000,000	DC 'Admin'	2 IC Admin, WO, FO & Head Behavioural Unit
	Increase Bursary Awards granted to ranks children once yearly by	200	200	200	200	200	1,000	\$ 30,000	\$ 30,000,000	DC 'Admin'	2 IC Admin, WO, FO & Head Behavioural Unit

		2026.										
		Increase welfare loans granted to ranks on a monthly basis annually by 2026.	1,200	1,200	1,200	1,200	1,200	6,000	\$ 35,000	\$ 210,000,000	DC 'Admin'	2 IC Admin, WO, FO & Head Behavioural Unit
		Increase benevolent benefits granted to ranks on annually by 2026.	20	20	20	20	20	100	\$ 400,000	\$ 40,000,000	DC 'Admin'	2 IC Admin, WO, FO & Head Behavioural Unit
		Re-introduce the increment system to award ranks with outstanding performance yearly by 2026.	2,000	2,000	2,000	3,000	3,000	12,000	\$ 50,000,000	\$600,000,000,000	DC 'Admin'	2 IC Admin, WO, FO & Head Behavioural Unit
		Distribute Food Hampers once yearly to the relatives of deceased ranks, hospitalized and shut-ins ranks by 2026.	100	100	100	100	100	500	\$ 50,000	\$ 25,000,000	DC 'Admin'	2 IC Admin, WO, FO & Head Behavioural Unit
2	To continuously build capacity and capabilities through training and development.	Facilitate scholarships to 2,500 staff by 2026.	500	500	500	500	500	2,500	\$ 20,000	\$ 50,000,000	DC 'Admin'	FTO & FO
		Facilitate in-service professional development training to 2,500 rank and file by 2026.	500	500	500	500	500	2,500	\$ 500,000	\$ 1,250,000,000	DC 'Admin'	FTO & FO

	Recruit and train 1,094 Force Applicants on a yearly basis by 2026.	1,094	1,094	1,094	1,094	1,095	5,471	\$ 500,000	\$ 2,735,500,000	DC 'Admin'	FTO & FO
	Train 5,000 rank and file for technical areas by 2026.	1,000	1,000	1,000	1,000	1,000	5,000	\$ 200,000	\$ 1,000,000,000	DC 'Admin'	FTO & FO
	Conduct Internal Cadetship Training with a batch of 25 approved candidates every two years by 2026.	25	-	25	-	25	75	\$ 2,000,000	\$ 150,000,000	DC 'Admin'	FTO & FO
	Conduct Interviews with Force Applicants quarterly every year by 2026.	4	4	4	4	4	20	\$ 300,000	\$ 6,000,000	DC 'Admin'	DC Admin, DC OPS, DCLE, HSB, HSOCU, Head Behavioural Unit, Head Diversity/Recruitment Unit, Head Special Constabulary, DCIO, Learning Institutions Rep. & Reverend
	Re-establish a Training Board to develop and review training and development programs quarterly every year by 2026.	4	4	4	4	4	20	\$ 500,000	\$ 10,000,000	DC 'Admin'	COP, DC Admin, DC OPS, DCLE, HSB, HSOCU, OC TSU, DCIO, Head Special Constabulary, FTO, Learning Institutions Reps., HSPU & Reg. Commrs.

Infrastructure

This pillar will focus on acquisition and usage of fit-for-purpose equipment, technology and support services to sufficiently address the security needs of the country.

The Total Cost for Infrastructure:

**\$
2,970,364,700,000 GYD**

**\$
13,501,657,727 USD**

Strategic Pillar: INFRASTRUCTURE

No.	Strategic Objectives	Strategic Activities	Projected Units					Total No. of Units	Unit Cost	Total Cost	Lead	Implementers
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5					
1	To continuously adopt a modern, smart, technological, and data-driven approaches to contemporary policing in Guyana.	Increase the use of Automated Fingerprint Information System by 27 by 2026.	5	5	5	6	6	27	\$ 7,000,000	\$ 189,000,000	DC 'OPS'	OC IT/Comm & DDOs
		Increase the use of Complete Computers Systems, Printers, Laptops and Scanners by 2,500 by 2026.	500	500	500	500	500	2,500	\$ 650,000	\$ 1,625,000,000	DC 'OPS'	Reg. Commrs. & HODs
		Increase the use of Satellite Phones by 300 by 2026	30	50	60	70	90	300	\$ 160,000	\$ 48,000,000	DC 'OPS'	Reg. Commrs, Dep. Commrs & Sub. Div. Offs.
		Increase the use of Database Servers by 50 by 2026.	10	10	10	10	10	50	\$ 2,200,000	\$ 110,000,000	DC 'OPS'	ICT Specialists

Category	Sub-Category	Performance Indicators					Budget	Funding	Responsible Officer	Affected Units	
		Target	Actual	Var.	Target	Actual					
Technology & Equipment	Increase the use of Drones by 50 by 2026.	10	10	10	10	10	50	\$ 780,000	\$ 39,000,000	DC 'OPS'	HSB, HSOCU, Crime Chief & Reg. Commrs.
	Increase the use of HF and VHF Radios in the Interior Locations by 500 by 2026.	100	100	100	100	100	500	\$ 200,000	\$ 100,000,000	DC 'OPS'	Reg. Commrs, Dep. Commrs. & Sub. Div. Offs.
	Increase the use of Complete CCTVs System with Cameras within Police Regional Divisions by 500 by 2026.	100	100	100	100	100	500	\$ 2,800,000	\$ 1,400,000,000	DC 'OPS'	HGPFCC, DCLE, HSB & HSOCU
	Increase the use of Body Cameras by 500 by 2026	100	100	100	100	100	500	\$ 200,000	\$ 100,000,000	DC 'OPS'	HGPFCC, DCLE, HSB & HSOCU
	Increase the use of Ballistics Kits by 100 by 2026.	10	15	20	25	30	100	\$ 200,000	\$ 20,000,000	DC 'OPS'	Firearms Investigations Unit
	Increase the use of DNA Biological Evidence Collection Kits by 100 by 2026.	10	15	20	25	30	100	\$ 110,000	\$ 11,000,000	DC 'OPS'	Crime Lab
	Increase the use of Video Recorders by 140 by 2026.	28	28	28	28	28	140	\$ 100,000	\$ 14,000,000	DC 'OPS'	SOCU & Forensic Video Analysis Unit
	Increase the use of Digital Cameras by 100 by 2026.	10	15	20	25	30	100	\$ 350,000	\$ 35,000,000	DC 'OPS'	SOCU, Photographic Investigations Unit, SB & Forensic Video Analysis Unit

	Implement an Electronic Data Management System by 2026 in 5 phases.	1	1	1	1	1	5	\$ 2,000,000	\$ 10,000,000	DC 'OPS'	HRD, FTO, QMS & FO
	Increase the use of LCD Projectors for training and meetings by 100 by 2026.	10	15	20	25	30	100	\$ 300,000	\$ 30,000,000	DC 'OPS'	OC IT/Comm & FTO
	Increase the use of Hard Drive Cloning System 14 by 2026.	1	2	3	4	4	14	\$ 25,000	\$ 350,000	DC 'OPS'	HSOCU, Crime Chief & Reg. Comms
	Increase the use of Evidence Vacuum Sweeper Kits by 100 by 2026.	10	15	20	25	30	100	\$ 150,000	\$ 15,000,000	DC 'OPS'	DCLE, SB & HSOCU
	Increase the use of GPS Equipment by 15 by 2026.	1	2	3	4	5	15	\$ 400,000	\$ 6,000,000	DC 'OPS'	HSOCU, DCLE, HSB & Reg. Comms.
	Increase installation of Solar Systems by 200 by 2026.	40	40	40	40	40	200	\$ 6,600,000	\$ 1,320,000,000	DC 'OPS'	Reg. Comms. & HODs
	Increase installation of Generators by 20 by 2026	2	3	4	5	6	20	\$ 15,500,000	\$ 310,000,000	DC 'OPS'	Reg. Comms. & HODs
	Increase the use of the GIS Software by 20 by 2026.	2	3	4	5	6	20	\$ 330,000	\$ 6,600,000	DC 'OPS'	Reg. Comms. & HODs
	Increase the use of Narcotics Analysis Reagent Kits by 100 by 2026.	10	15	20	25	30	100	\$ 60,000	\$ 6,000,000	DC 'OPS'	Reg. Comms., DDOs & Narcotics Branch

Category	Project	Performance Metrics						Financial & Resource Allocation			Implementation & Stakeholders	
		Count	Value	Count	Value	Count	Value	Cost (\$)	Revenue (\$)	Timeline	Lead	Team
Infrastructure & Equipment	Increase the use of Integrated Service Routers by 25 by 2026.	2	4	5	6	8	25	\$ 300,000	\$ 7,500,000	DC 'OPS'	ICT Specialists	
	Increase the use of QNAP Cloud Storage with Hard Drive by 5 by 2026.	1	1	1	1	1	5	\$ 4,000,000	\$ 20,000,000	DC 'OPS'	ICT Specialists	
	Increase the use of HD IP Phone VOIP and Device by 50 by 2026.	4	8	10	12	16	50	\$ 28,000	\$ 1,400,000	DC 'OPS'	Reg. Comms.	
	Increase the use of Rack Automatic Transfer Switches by 20 by 2026.	2	3	4	5	6	20	\$ 350,000	\$ 7,000,000	DC 'OPS'	ICT Specialists	
	Increase the use of Flex Cables by 1,000 by 2026	100	150	200	250	300	1,000	\$ 7,000	\$ 7,000,000	DC 'OPS'	ICT Specialists	
	Increase the use of Core Wires by 375 by 2026.	30	50	70	90	135	375	\$ 30,000	\$ 11,250,000	DC 'OPS'	ICT Specialists	
	Increase the use of Metal Pipes by 750 by 2026.	50	100	150	200	250	750	\$ 150,000	\$ 112,500,000	DC 'OPS'	ICT Specialists	
	Increase the use of Still Cameras by 100 by 2026	10	15	20	25	30	100	\$ 400,000	\$ 40,000,000	DC 'OPS'	ICT Specialists & Reg. Comms.	
	Increase the use of Digital Binoculars by 50 by 2026	4	8	10	12	16	50	\$ 40,000	\$ 2,000,000	DC 'OPS'	DC OPS, HSB, HSOCU & DCLE	
	Establish a Electronic Traffic Management system by 2026 in 5 phases.	1	1	1	1	1	5	\$ 5,000,000	\$ 25,000,000	DC 'OPS'	QMS, FO & TO	

		Equip 132 Police Stations, SOCU, CID and OPR with Video Conferencing rooms in 5 phases.	27	27	27	27	27	135	\$ 2,000,000	\$ 270,000,00	DC 'OPS'	OC Construction, QMS & FO
		Use Cisco Webex Platform as a medium for meetings and an approach to record meeting proceedings.	1	1	1	1	1	5	\$ 3,000,000	\$ 15,000,000	DC 'OPS'	OC IT/Comm
		Acquire SPSS, Grammarly and NVivo software annually for SPU, Traffic Headquarters and CID HQ by 2026.	3	3	3	3	3	15	\$ 300,000	\$ 4,500,000	DC 'OPS'	OC IT/Comm
		Restablish and upgrade the Police Website by 2026 in 5 phases.	1	1	1	1	1	5	\$ 500,000	\$ 2,500,000	DC 'OPS'	Web Developers & CCU
2	To continuously adopt a resource-effective organizational culture through employment of progressive physical and human resource management.	Conduct monthly inspections and inventory of all Police Buildings by 2026.	12	12	12	12	12	60	\$ 100,000	\$ 6,000,000	DC 'OPS'	Civil Engineers, Logistics Officers, HOHSD & Inspectorate Unit
		Increase repairs and maintenance to police buildings by 394 by 2026.	79	79	79	79	78	394	\$ 500,000	\$ 197,000,000	DC 'OPS'	Civil Engineers & Contractors
		Conduct monthly inspections and inventory of all Police Vehicles, Vessels and	12	12	12	12	12	60	\$ 100,000	\$ 6,000,000	DC 'OPS'	Inspectorate Unit & Logistics Officers

		police Equipment and Furnishings by 2026.									
		Acquire 12,500 fit-for-purpose Equipment and Furnishings by 2026.	2,500	2,500	2,500	2,500	2,500	12,500	\$ 200,000,000	\$ 2,500,000,000	DC 'OPS'
		Acquire 10,000 different types of stationery by 2026.	2,000	2,000	2,000	2,000	2,000	10,000	\$ 300,000	\$ 3,000,000,000	DC 'OPS'
To continuously adopt, expand and decentralize policing services throughout Guyana.		Construct 11 new Kennels within Regional Divisions by 2026 in 5 phases.	1	2	3	3	2	11	\$ 35,000,000	\$ 385,000,000	Civil Engineers & Contractors
		Construct 14 new Boat Houses within Regional Divisions by 2026 in 5 phases.	1	2	3	4	4	14	\$ 10,000,000	\$ 140,000,000	Civil Engineers & Contractors
		Establish 12 new SWAT Units in each Regional Division with specialist facilities by 2026 in 5 phases.	2	2	2	4	2	12	\$ 500,000	\$ 6,000,000	Civil Engineers & Contractors
		Construct 10 new Stables within Regional Divisions by 2026 in 5 phases.	1	2	3	2	2	10	\$ 12,000,000	\$ 120,000,000	Civil Engineers & Contractors
		Construct a modern accredited Police Academy by 2026 in 5 phases.	1	1	1	1	1	5	\$ 20,000,000	\$ 100,000,000	DC 'OPS'
		Construct 24 new Police Stations by 2026 in 5 phases.	2	3	5	6	8	24	\$ 50,000,000	\$ 1,200,000,000	DC 'OPS'

	Construct a modern Medical Centre with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 16,000,000	\$ 80,000,000	DC 'OPS'	Civil Engineers & Contractors
	Construct a modern Criminal Investigations Department Headquarters with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 60,000,000	\$ 300,000,000	DC 'OPS'	Civil Engineers & Contractors
	Construct a modern ICT Building with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 40,000,000	\$ 200,000,000	DC 'OPS'	
	Extend the SOCU Building with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 6,000,000	\$ 30,000,000	DC 'OPS'	Civil Engineers & Contractors
	Establish an Aviation Unit with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 40,000,000	\$ 200,000,000	DC 'OPS'	Civil Engineers & Contractors
	Construct an Agricultural Unit with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 180,000,000	\$ 900,000,000	DC 'OPS'	Civil Engineers & Contractors
	Establish Diversity/Recruitment Units with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 400,000	\$ 2,000,000	DC 'OPS'	Civil Engineers & Contractors

	Establish a Human Resource Department with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 12,000,000	\$ 60,000,000	DC 'OPS'	Civil Engineers & Contractors
	Establish a Legal Department by 2026 in 5 Phases.	1	1	1	1	1	5	\$ 1,000,000	\$ 5,000,000	DC 'OPS'	FO/QMS
	Establish a Community Relations Department by 2026 in 5 phases.	1	1	1	1	1	5	400,000	2,000,000	DC 'OPS'	QMS, OC Construction & Head CRD
	Establish a Behavioural Unit with specialist facilities by 2026 in 5 Phases.	1	1	1	1	1	5	\$ 400,000	\$ 2,000,000	DC 'OPS'	Civil Engineers & Contractors
	Extend the Welfare Office with specialist facilities by 2026 in 5 Phases.	1	1	1	1	1	5	\$ 4,000,000	\$ 20,000,000	DC 'OPS'	Civil Engineers & Contractors
	Establish an Occupational Health and Safety Department and Regional Divisional Units with specialist facilities by 2026 in 5 phases.	2	2	2	3	3	12	\$ 800,000	\$ 9,600,000	DC 'OPS'	Civil Engineers & Contractors
	Rename and restructure the Audit and Inspection Unit to an Inspectorate Unit with specialist facilities by 2026 in	1	1	1	1	1	5	\$ 400,000	\$ 2,000,000	DC 'OPS'	Civil Engineers & Contractors

	5 phases.										
	Rename and restructure the SPU to SMD with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 6,000,000	\$ 30,000,000	DC 'OPS'	Civil Engineers & Contractors
	Reconstruct Transport Workshop with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 12,000,000	\$ 60,000,000	DC 'OPS'	Civil Engineers & Contractors
	Rehabilitate Living Quarters within Regional Division and Headquarters by 2026 in 5 phases.	1	1	1	1	1	5	\$ 40,000,000	\$ 200,000,000	DC 'OPS'	Civil Engineers & Contractors
	Rebuild Regional Division 4A Headquarters with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 80,000,000	\$ 400,000,000	DC 'OPS'	Civil Engineers & Contractors
	Rehabilitate TSU with specialist Facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 4,000,000	\$ 20,000,000	DC 'OPS'	Civil Engineers & Contractors
	Rehabilitate Special Constabulary Headquarters with specialist facilities by 2026 in 5 phases.	1	1	1	1	1	5	\$ 16,000,000	\$ 80,000,000	DC 'OPS'	Civil Engineers & Contractors

	Establish Criminal Records Offices in each Regional Division by 2026 in 5 phases.	1	1	1	1	1	5	\$ 10,000,000	\$ 50,000,000	DC 'OPS'	Civil Engineers & Contractors
	Rehabilitate and Reconstruct 104 Police Stations and Outpost with specialist facilities by 2026.	16	18	20	22	28	104	\$ 50,000,000	\$ 5,200,000,000	DC 'OPS'	Civil Engineers & Contractors
	Redesign and restructure the Regional Operational Rooms and Force Control to Real-Time Crime Centers equipped with SMART Technology and specialist facilities by 2026 in 5 phases.	3	3	3	3	3	15	\$ 60,000,000	\$ 900,000,000	DC 'OPS'	OC IT/Comm, QMS, OC Construction & FO
	Establish new Immigration Offices in Regions 1, 2, 3, 5, 7, 8 & 9 with specialist facilities by 2026 in 5 phases.	3	1	1	1	1	7	\$ 10,000,000	\$ 70,000,000	DC 'OPS'	OC Construction
	Establish Oil and Gas Security Unit with specialist facilitates by 2026 in 5 phases.	1	1	1	1	1	5	\$ 1,000,000	\$ 5,000,000	DC 'OPS'	OC Construction
	Redesign and restructure the QMS Warehouses and Storage	1	1	1	1	1	5	\$ 3,000,000	\$ 15,000,000	DC 'OPS'	OC Construction & QMS

Performance

This pillar will focus on measuring performance, inspecting activities, evaluating outcomes and undertaking monitoring at intervals.

The Total Cost for Performance:

\$ 12,470,000 GYD

\$ 56,682 USD

Strategic Pillar: PERFORMANCE												
No.	Strategic Objectives	Strategic Activities	Projected Units					Total No. of Units	Unit Cost	Total Cost	Lead	Implementers
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5					
1	To implement a robust review and assessment system and continuously adopt monitoring and evaluation approaches to realize efficiency and effectiveness.	Intensify Monitoring and Evaluation and submit reports monthly by 2026.	12	12	12	12	12	60	\$ 10,000	\$ 600,000	DC 'Admin'	HSPU
		Prepare and Publish Annual Reports yearly by 2026.	1	1	1	1	1	5	\$ 10,000	\$ 50,000	DC 'Admin'	HSPU
		Conduct Half Yearly Performance Appraisals for the rank and file by 2026.	2	2	2	2	2	10	\$ 50,000	\$ 500,000	DC 'Admin'	2IC Admin, Reg. Commrs. & HODs
		Create and circulate a Monthly Reporting Tool to Regional Divisions and Branches by 2026.	564	564	564	564	564	2,820	\$ 1,000	\$ 2,820,000	DC 'Admin'	Head Inspectorate Unit

		Increase the use of Divisional and Branch Workplans monthly by 2026.	564	564	564	564	564	2,820	\$ 1,000	\$ 2,820,000	DC 'Admin'	Reg. Commrs. & HODs
		Increase the use of Risk Assessment and Project Monitoring monthly by 2026.	12	12	12	12	12	60	\$ 5,000	\$ 300,000	DC 'Admin'	HSPU & HOHSD
		Formulate a Risk Assessment and Project Monitoring Committee to meet monthly to review reports and create action plans by 2026.	12	12	12	12	12	60	\$ 10,000	\$ 600,000	DC 'Admin'	HSPU, HOHSD & Reg Div & Branches OHSR
		Formulate an Issue Management Committee to meet monthly to review reports and create action plans by 2026.	12	12	12	12	12	60	\$ 1,000	\$ 60,000	DC 'Admin'	2IC Admin & Reg. Div. & Branch Reps.
		Establish a Police Reform Board to meet monthly by 2026.	12	12	12	12	12	60	\$ 20,000	\$ 1,200,000	DC 'Admin'	Police Senior Management, HSPU & OC IT/Comm
		Create a standard Change Management Reporting Tool and distribute templates to 47 police locations by 2026 for report preparation and submission once monthly by 2026.	564	564	564	564	564	2,820	\$ 1,000	\$ 2,820,000	DC 'Admin'	HSPU, Reg. Commrs. & HODs

		Circulate a standard monthly reporting template annually for distribution to all Police locations to determine Response Rate and Service Standards within the Force by 2026.	140	140	140	140	140	700	\$ 1,000	\$ 700,000	DC 'Admin'	HSPU, Reg. Commrs. & HODs
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Partnerships

This pillar will focus on promoting and supporting meaningful engagement with external stakeholders.

The Total Cost for Partnerships:

\$ 1,397,985,000 GYD

\$ 6,354,477 USD

Strategic Pillar: PARTNERSHIP												
No .	Strategic Objectives	Strategic Activities	Projected Units					Total No. of Units	Unit Cost	Total Cost	Lead	Implementers
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5					
To continuously promote and maintain positive police/public relations through multi-stakeholder-oriented and reciprocal respectability approaches.	Hold Monthly Statutory Forums with CPG Representatives from each Regional Division by 2026.	144	144	144	144	144	720	\$ 5,000	\$ 3,600,000	DC 'Admin'	Reg. Commrs., CCU & CPG	
	Establish MOUs/MOAs and Operational Protocols with Private Security Agencies, GRA, MOH, DPP, CANU, MOE, MOF, GDF, GPS, GFS, MOSP, MOA, MOPW, MOHW, DPI, NGOs, MOAF, Office of the President, Office the Prime Minister, Parliamentary Affairs and Governance,	6	6	6	6	6	30	\$ 5,000	\$ 150,000	DC 'Admin'	CCU & HSPU	

		Deploy 40 Media Relations Officers and 40 Translation Specialists to the Regional Divisions by 2026.	16	16	16	16	16	80	\$ 20,000	\$ 1,600,000	DC 'Admin'	2IC Admin & CCU
		Formulate, circulate and enforce 47 Public Engagement Standard Operating Procedures to the Divisions and Branches by 2026.	7	10	10	10	10	47	\$ 5,000	\$ 235,000	DC 'Admin'	CCU, HSPU, Reg. Div. Commrs & HODs
		Conduct quarterly Face-the-Community Programs and Town Hall Meetings within each Regional Division with Community Members by 2026.	432	432	432	432	432	2,160	\$ 20,000	\$ 43,200,000	DC 'Admin'	CCU, Reg. Commrs., Sub. Div. Offs. & Stn.Sgts.
		Conduct 5,000 Public Perception Surveys by 2026.	1,000	1,000	1,000	1,000	1,000	5,000	\$ 40,000	\$ 200,000,000	DC 'Admin'	HSPU, CCU & Reg. Commrs.
		Conduct yearly workshops with Media Operatives for the development of the National Policing Security Plan by 2026.	1	1	1	1	1	5	\$ 500,000	\$ 2,500,000	DC 'Admin'	CCU, FTO & HSPU
		Create communication marketing campaigns and programs surrounding police/public programs and events annually by 2026.	1	1	1	1	1	5	\$ 4,000,000	\$ 20,000,000	DC 'Admin'	CCU & Reg. Commrs.
		Conduct Youth Camps in each Region yearly by 2026.	12	12	12	12	12	60	\$ 500,000	\$ 30,000,000	DC 'Admin'	CCU, Reg. Commr., Sub. Div. Offs. & Stn. Sgts.

	Facilitate Technical and Vocational Training with 250 at-risk youths drawn from each Region once annually by 2026.	50	50	50	50	50	250	\$ 500,000	\$ 125,000,000	DC 'Admin'	CCU, Reg. Commr., Sub. Div. Offs. & Stn. Sgts.
	Conduct Sensitization Sessions with 500 at-risk youths drawn from each Region annually by 2026.	100	100	100	100	100	500	\$ 150,000	\$ 75,000,000	DC 'Admin'	CCU, Reg. Commr., Sub. Div. Offs. & Stn. Sgts.
	Facilitate Literacy Programs with 250 at-risk youths drawn from each Region annually by 2026.	50	50	50	50	50	250	\$ 30,000	\$ 7,500,000	DC 'Admin'	CCU, Reg. Commr., Sub. Div. Offs. & Stn. Sgts.
	Increase the number of active Youth and Scout Groups once annually in each Regional Division by 2026.	12	12	12	12	12	60	\$ 100,000	\$ 6,000,000	DC 'Admin'	CCU, Reg. Commr., Sub. Div. Offs. & Stn. Sgts.
	Establish Youth Advisory Boards in each Regional Division comprising Youth Leaders to plan and advise on youth empowerment and development activities quarterly by 2026.	48	48	48	48	48	240	\$ 20,000	\$ 4,800,000	DC 'Admin'	CCU, Reg. Commr., Sub. Div. Offs. & Stn. Sgts.
	Develop and execute a Resilient Award Scheme for Witnesses/Victims of Crime twice yearly by 2026.	2	2	2	2	2	10	\$ 500,000	\$ 5,000,000	DC 'Admin'	2IC Admin, Reg. Commrs., Sub. Div. Offs., Stn. Sgts. & DDOs

		Host Safety Talks Sessions with Victims/Witnesses of Hate Crimes quarterly at each Station or Outpost by 2026.	48	48	48	48	48	240	\$ 40,000	\$ 9,600,000	DC 'Admin'	2IC Admin, Reg. Commrs., Sub. Div. Offs., Stn. Sgts., FTO & DDOs
		Establish Advisory Committees in each Regional Division comprising Community Leaders to plan and advise on Community Policing Activities quarterly by 2026.	48	48	48	48	48	240	\$ 20,000	\$ 4,800,000	DC 'Admin'	CCU, Reg. Commrs., Sub. Div. Offs. & Stn. Sgts.
		Conduct workshops quarterly in each Regional Division targeting 50 Repeat Offenders, 50 Victims of Crime and 50 Vulnerable Groups by 2026.	1,440	1,440	1,440	1,440	1,440	7,200	\$ 100,000	\$ 720,000,000	DC 'Admin'	FTO, CCU, Reg. Commrs., Sub. Div. Offs. & Stn. Sgts.

Professionalism and Accountability

This pillar will focus on police integrity, reducing police corruption and misconduct and promoting professionalism and accountability in the Guyana Police Force.

The Total Cost for Professionalism and Accountability:

\$ 2,724,000,000 GYD

\$ 12,381,818 USD

Strategic Pillar: PROFESSIONALISM AND ACCOUNTABILITY												
No.	Strategic Objectives	Strategic Activities	Projected Units					Total No. of Units	Unit Cost	Total Cost	Lead	Implementers
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5					
1	To continuously promote and maintain police integrity, professionalism and accountability.	Resuscitate the Executive Leadership Team to oversee, review and approve policies and standard operating procedures on policing systems, police accountability, integrity, professionalism and procedures on a quarterly by 2026.	4	4	4	4	4	20	\$ 200,000	\$ 4,000,000	Head SB	DC Admin, DC OPS, DCLE, DCIO, HSB, FTO, Head IT/Comm, HSOCU, FO & HSPU
		Conduct Integrity Testing with ranks at all levels annually by the Behavioural Unit by 2026.	7042	7042	7042	7042	7042	35210	\$ 20,000	\$ 704,200,000	Head SB	Behavioural Unit

	Conduct Performance Management Group Meetings monthly to review performance reports and advise on plan of actions for efficiency and effectiveness by 2026.	12	12	12	12	12	60	\$ 100,000	\$ 6,000,000	Head SB	ELT, Reg. Commrs. & HODs
	Revise and circulate an Ethical Policy to 12,513 ranks and staff by 2026.	2503	2503	2503	2503	2503	12515	\$ 10,000	\$ 125,150,000	Head SB	HSPU
	Formulate and circulate 1,500 Inquiring Officers' Training Manuals and 1,500 Presenting Officers' Training Manuals by 2026.	600	600	600	600	600	3000	\$ 100,000	\$ 300,000,000	Head SB	FTO
	Revise and circulate the Disciplinary Procedures Toolkit for distribution to 140 Police Locations by 2026	28	28	28	28	28	140	\$ 200,000	\$ 28,000,000	Head SB	HSPU
	Internal Affairs to review and investigate matters of Police Misconduct, Corruption, Policing Procedures relating traffic and crime Management monthly by 2026.	25	25	25	25	25	125	\$ 100,000	\$ 12,500,000	Head SB	OPR (Internal Affairs)
	Revise and circulate 140 copies of approved versions of Terms of References, Standard Operating	28	28	28	28	28	140	\$ 40,000	\$ 5,600,000	Head SB	HSPU

		Procedures and Policies by 2026.									
	Conduct succession planning workshops and seminars with 300 Senior and 300 Junior Management Personnel on an annual basis by 2026.	120	120	120	120	120	600	\$ 50,000	\$ 30,000,000	Head SB	2IC Admin, HSPU, FTO & FO
	Prepare and submit Half-Yearly Progress and Projection Reports annually that comprise Financial Plans by 2026.	2	2	2	2	2	10	\$ 5,000	\$ 50,000	Head SB	FO & HSPU
	Prepare and submit Quarterly Financial Forecasting Reports by 2026.	4	4	4	4	4	20	\$ 10,000	\$ 200,000	Head SB	FO & HSPU
	Prepare and submit Budget Speech with Long-Term Financial Estimates (Current and Capital) annually by 2026.	1	1	1	1	1	5	\$ 40,000	\$ 200,000	Head SB	FO & HSPU
	Conduct monthly audits and inspections to determine legitimacy and effectiveness of procedures in financial and administrative practices by 2026.	12	12	12	12	12	60	\$ 50,000	\$ 3,000,000	Head SB	Inspectorate Unit
	Conduct yearly inventory audits of all police assets by 2026.	1	1	1	1	1	5	\$ 300,000	\$ 1,500,000	Head SB	QMS & Inspectorate Unit

		Contract a legal drafter from UOG to assist with revision of Police Standing Orders by 2026.	1	-	-	-	-	1	\$ 300,000	\$ 300,000	Head SB	HSPU & UOG
		Conduct monthly workshops with personnel from the 12 Regional Divisions and 35 Branches to obtain relevant information to revise Police Standing Orders.	47	47	47	47	47	235	\$ 40,000	\$ 9,400,000	Head SB	HSPU
		Update and circulate 100 copies of the approved version of revised Police Standing Orders by 2026.	28	28	28	28	28	140	\$ 10,000	\$ 1,400,000	Head SB	HSPU
2	To continuously foster a policing culture driven by the highest level of administrative leadership and cohesion.	Conduct the Emotional Behavioural IQ Tests with 50 Senior Management, 200 Middle Management, 500 Subordinate Officers yearly by 2026.	750	750	750	750	750	3750	\$ 50,000	\$ 187,500,000	Head SB	Behavioural Unit
		Host Senior Management Leadership Retreats for 2,500 ranks in leadership yearly by 2026.	500	500	500	500	500	2500	\$ 500,000	\$ 1,250,000,000	Head SB	HSPU, FTO & FO
		Establish a Mentorship and Coaching Committee to meet quarterly every year to develop	4	4	4	4	4	20	\$ 50,000	\$ 1,000,000	Head SB	FTO, FO, Reg. Commrs., Sub. Div. Offs. & HSPU

		and implement plan of actions for mentors/coaches and mentees by 2026.								
		Conduct quarterly Mentorship and Coaching Programs to equip leaders at all levels to meet future challenges by 2026.	4	4	4	4	4	20	\$ 200,000	\$ 4,000,000
		Host leisure and recreational activities for the rank and file and their Families quarterly by 2026.	4	4	4	4	4	20	\$ 2,000,000	\$ 40,000,000
		Host Team Building Activities quarterly with the rank and file by 2026.	4	4	4	4	4	20	\$ 500,000	\$ 10,000,000

Operations

This pillar will focus on the implementation of operations to mitigate crime, violence and provide citizen safety and security.

The Total Cost for Operations:

\$ 3,451,800,000 GYD

\$ 15,690,000 USD

Strategic Pillar: OPERATIONS												
No.	Strategic Objectives	Strategic Activities	Projected Units					Total No. of Units	Unit Cost	Total Cost	Lead	Implementers
			Yr 1	Yr 2	Yr 3	Yr 4	Yr 5					
1	To develop and implement a robust Traffic Management system by the end of 2026	Conduct seminars with Road Users and Drivers quarterly to promote road safety on an annual basis by 2026.	48	48	48	48	48	240	\$ 30,000	\$ 7,200,000	Crime Chief	FTO, Traffic Chief & DTOs
		Conduct Traffic Safety Campaigns and Education Programs in Regional Divisions monthly by 2026.	144	144	144	144	144	720	\$ 20,000	\$ 14,400,000	Crime Chief	FTO, Traffic Chief & DTOs
		Conduct Learner Drivers' Programs monthly by 2026.	24	24	24	24	24	120	\$ 100,000	\$ 12,000,000	Crime Chief	FTO, Traffic Chief & DTOs
2	To implement and continuously review and adopt the safety and security driven	Establish an Informant Fund with \$5,000,000 annually to boost intelligence gathering within Regional Divisions by 2026.	1	1	1	1	1	5	\$ 25,000,000	\$ 125,000,000	Crime Chief	SB, CID & SOCU

policing plan.	Conduct Drug Eradication Exercises quarterly by 2026.	48	48	48	48	48	240	\$ 400,000	\$ 96,000,000	Crime Chief	CID & DDOs
	Conduct Social Crime Prevention Programs within vulnerable communities quarterly by 2026.	48	48	48	48	48	240	\$ 200,000	\$ 48,000,000	Crime Chief	CROs, Reg. Commrs. Sub. Div. Offs., Stn. Sgts., NHPs. & CPGs.
	Conduct Forensic Analysis monthly to solve crime by 2026.	12	12	12	12	12	60	\$ 1,000,000	\$ 60,000,000	Crime Chief	CID HQ Crime Lab
	Conduct sting operations monthly within Regional Division to track and apprehend criminal elements by 2026.	24	24	24	24	24	120	\$ 50,000	\$ 6,000,000	Crime Chief	Reg. Commrs., Sub. Div. Offs., DDOs & Stn. Sgts.
	Procure 1,000 handheld metal detectors to profile persons departing and arriving into Guyana by 2026.	200	200	200	200	200	1,000	\$ 11,000	\$ 11,000,000	Crime Chief	DCIO, QMS & FO
	Conduct sting operations monthly to detect and prevent criminal networks by 2026.	12	12	12	12	12	12	\$ 100,000	\$ 1,200,000	Crime Chief	SOCU
	Equip SOCU with crime detection equipment by 2026.	10	10	10	10	10	10	\$ 5,000,000	\$ 50,000,000	Crime Chief	QMS & FO
	Procure 3,000 PPE items for ranks and staff by 2026.	600	600	600	600	600	3,000	\$ 1,000,000	\$ 3,000,000,000	Crime Chief	QMS & FO
	Conduct awareness sessions monthly with members of the public and ranks to prevent COVID-19 transmission yearly	24	24	24	24	24	120	\$ 50,000	\$ 6,000,000	Crime Chief	Reg. Commrs., Sub. Div. Offs., DDOs & Stn. Sgts.

		within Regional Divisions by 2026.								
		Distribute 3,000 face masks within each Regional Division to members of the public by 2026	600	600	600	600	600	3,000	\$ 1,000	\$ 3,000,000
		Facilitate Vaccination Drives with each Regional Divisions monthly by 2026.	24	24	24	24	24	120	\$ 50,000	\$ 6,000,000
3	To continuously develop, implement and enforce the protocols of safety and security that govern the operations of the extractive mineral sector in Guyana.	Conduct inspections and surveillance operations on Oil Platforms monthly by 2026.	12	12	12	12	12	60	\$ 100,000	\$ 6,000,000