

**CONFERENCE STATEMENT**  
**ANNUAL OFFICERS' CONFERENCE – 11–13 FEBRUARY 2026**  
**Submitted by Clifton Hicken**  
**Commissioner of Police.**

**Theme “Modern Policing for a Modern Nation: Integrating Technology, Innovation, and Leadership to Strengthen Public Safety and Trust.”**

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The Annual Officers’ Conference, held from the 11<sup>th</sup> to the 13<sup>th</sup> of February 2026 under the theme “Modern Policing for a Modern Nation: Integrating Technology, Innovation, and Leadership to Strengthen Public Safety and Trust,” marked a decisive moment in the continued transformation of the Guyana Police Force. Over two full days of presentations and strategic discussions, operational performance, administrative systems, infrastructure development, crime trends, welfare services, and the Force’s reform agenda were rigorously examined. The Conference concluded on the third day with the Annual Mess Dinner, providing an opportunity for newly appointed officers to formally dine and mark their entry into commissioned service as Junior Officers.

The President of the Cooperative Republic of Guyana, Dr. Mohamed Irfaan Ali, charged the Guyana Police Force to accelerate modernisation and deepen public trust through decisive leadership, technology, and community partnership. The President outlined the following expectations:

**1. Embrace Technology and Digital Transformation**

- Fully integrate e-ticketing with legislative support, including a point-based demerit system.
- Implement electronic case management, e-filing, and digitised police records.
- Expand digital crime-reporting platforms and performance tracking.
- Deploy predictive policing supported by data analytics and artificial intelligence.
- Strengthen border security through biometric systems and electronic immigration services.

**2. Drive Structural Reform Within the Force**

- Use technology to reshape roles, responsibilities, and workflows.
- Reskill officers and realign organisational structures to meet modern security demands.
- Ensure qualifications and specialised training are matched to operational assignments.
- Ensure women are represented in senior positions, and eliminate the use of “woman” before ranks—regardless of gender, officers should be referred to by rank only (e.g., Superintendent), consistent with their male counterparts.

**3. Raise Professional Standards Through Education**

- Migrate police examinations and promotion assessments to digital platforms.
- Apply AI-supported testing to improve objectivity and efficiency.
- Optimise the use of legal, forensic, and specialist skills across the organisation.

#### **4. Intensify Action on Domestic and School-Based Violence**

- Support national public education on domestic violence and sexual offences.
- Implement early intervention programmes in schools.
- Deploy technological tools to assist at-risk women and vulnerable groups.
- Strengthen collaboration with educators, faith-based organisations, parents, and community leaders.

#### **5. Strengthen Community Policing and Youth Engagement**

- Integrate community policing with education, sports, and local leadership initiatives.
- Mobilise youth as agents of positive change to prevent future security risks.

#### **6. Confront Narcotics, Firearms, and Cybercrime**

- Disrupt evolving drug trafficking networks and prevent youth normalisation of marijuana use.
- Address cyberbullying, online fraud, Ponzi schemes, money laundering, and complex financial crimes.
- Strengthen legislative frameworks and international cooperation to counter cyber threats.

#### **7. Improve Urban Order and Public Infrastructure Management**

- Support legislative amendments to address derelict vehicles, roadside hazards, and public obstructions.
- Align policing with modern urban management practices.

#### **8. Modernise Firearm Licensing and Forensic Capacity**

- Streamline firearm licensing through legislative reform, including provisions for non-lethal weapons.
- Establish internationally recognised forensic capabilities to strengthen evidence-based investigations.

#### **9. Sustain Crime Reduction Through Investment and Accountability**

- Maintain momentum in reducing serious crime, robberies, and break-and-enter offences.
- Translate sustained national investment into measurable public safety outcomes through strategic planning and technology integration.

## 10. Uphold Public Safety as a Shared National Responsibility

- Deepen partnerships with citizens, businesses, and civil society.
- Focus not only on reducing crime, but on building peace of mind, institutional trust, and confidence in the rule of law.

Ms. Oneidge Walrond, Minister of Home Affairs, stated that the Government expects the Guyana Police Force to align policing with Guyana's rapid national transformation and deliver measurable security outcomes, emphasising that development without security creates vulnerability. The Minister outlined the following expectations to improve **initiative-taking policing**, anticipate threats, prevent crime through intelligence and presence, deter criminal activity through certainty of enforcement, and protect citizens and national development.

- **Treat policing as a core enabler of national development**, safeguarding industrial zones, farms and transport routes, tourism corridors, energy assets, and digital platforms from organised crime, smuggling, cyber threats, and sabotage.
- **Deliver results from Budget 2026 investments**, including the Safe Country Programme, Safe Road Intelligent System, transport expansion, and community policing, with clear accountability for public safety outcomes.
- **Fully operationalise technology-enabled policing**, ensuring real-time situational awareness, stronger investigations, coordinated command centres, lawful oversight, data integrity, and disciplined operational use of digital systems.
- **End weak road enforcement** through automated detection, e-ticketing, and consistent action to reduce speeding, reckless driving, and fatalities.
- **Uphold professionalism as a national security imperative**, with zero tolerance for corruption, misconduct, abuse of power, or discriminatory treatment, and strict adherence to discipline, integrity, and investigative competence.
- **Prioritise training and leadership development in 2026**, including recruit discipline, detective skills, forensic capacity, intelligence-led policing, cybercrime response, victim-centred approaches, and continuous institutional improvement.

**Through the lens of a Swot Analysis, the Commissioner of Police, Mr Clifton Hicken, highlighted the following strengths, weaknesses, opportunities, and threats shaping the direction of the Guyana Police Force:**

### Strengths

- Integrated reform delivery combining people, technology, infrastructure, and accountability.
- 75% implementation of the 2022–2026 Strategic Plan.

- Expanded digital policing (Command Centres, CCTV, body-worn cameras, ZARA Centres, 911 upgrades).
- Significant crime reduction ( $\approx 25\%$ ), improving clear-up rates, and technology-driven road safety gains.
- Nationwide infrastructure upgrades, decentralised services, and strengthened performance monitoring systems.

## Weaknesses

- Infrastructure pressure in hinterland and riverine areas.
- Ongoing need for training and change management to support digitisation.
- Retention challenges due to competition from the oil and gas sector.
- Delays in some investigations are affecting case progression and public confidence.

## Opportunities

- GY\$36.2B 2026 allocation enabling institutional transformation.
- Introduction of a new strategic pillar: *Technology, Innovation & Adaptability*.
- Expansion of Safe Country, AI-enabled policing, digitised citizen reporting, automated fleet management, integrated digital case management, decentralised welfare services, and strengthened community policing.

## Threats

- Transnational and cyber-enabled crime, financial offences, domestic violence, road safety risks, and digital misinformation.
- Increased migration pressures create identity, integration, and exploitation risks.
- The most critical threat: erosion of public trust—requiring continuous ethical conduct, transparency, accountability, and community engagement.

Day One sessions focused on internal operational performance, administrative systems, divisional realities, and implementation readiness, providing a practical assessment of how national policy directives translate into frontline delivery. Presentations covered community relations execution, crime analysis and deployment methodologies, operational coordination, institutional governance, and professional oversight.

## Key outcomes included:

- Technical review of crime patterns and deployment effectiveness, highlighting improved detection and targeted operational responses.

- Operational assessments of infrastructure, fleet management, command centre functionality, and decentralised service delivery, identifying priority gaps for regional implementation.
- Candid appraisal of divisional conditions—terrain, access, staffing pressures, equipment shortages, and uneven intelligence capacity—reinforcing the need for differentiated regional approaches.
- Progress updates on digital workflows and internal systems integration to strengthen operational connectivity and coordination.
- Institutional reviews of Strategic Plan implementation and governance arrangements, focusing on execution readiness for the next planning cycle.
- Professional oversight updates on complaint trends and investigative processes, reinforcing internal accountability and continuous improvement.

#### **Day One Decisions (Immediate Operational Directives):**

- Strengthened case-file accountability, including mandatory digitisation and defined submission pathways to Law Enforcement leadership and prosecution.
- Standardised recruit and driver training, including a structured one-week practical learner examination process with independent oversight.
- Mandatory use of body-worn cameras during operations and enhanced visibility measures during patrols to improve public engagement.
- Monthly and quarterly drills institutionalised to reinforce discipline and operational readiness.
- Expanded station-level service standards, including ICT equipment at all outposts and public display areas for community relations and crime/traffic statistics.
- Clear media engagement protocols, limiting public communication to authorised officers.
- Immediate logistics and welfare actions, including development of a comprehensive junior-ranks welfare package and safety gear for operational units.
- Regional enforcement measures covering sentry duty at stations, targeted presence near vulnerable business locations, improved witness management, migrant monitoring, and regular reporting on intelligence and community metrics.
- Governance actions to strengthen training delivery, prosecutor consultation protocols, maintenance units in every region, and structured coordination between Operations, Administration, Community Relations, and Professional Responsibility.

Collectively, Day One established a practical operational baseline and issued clear directives to tighten supervision, standardise training, accelerate digitisation, strengthen regional

accountability, and improve service consistency across all divisions—directly informing leadership priorities for implementation in the months ahead.

Day Two sessions shifted toward strengthening institutional capability, leadership resilience, case management quality, traffic enforcement, professional standards, and partnerships supporting operational sustainability. Presentations addressed public service digital transformation, government efficiency and implementation, strategic security readiness, investigative and prosecutorial coordination, conflict management, traffic safety, workforce development, and welfare systems.

Key thematic areas included:

- Public service digital transformation and implementation efficiency, emphasising whole-of-government alignment, e-services, and results-based delivery.
- Strategic security and human resilience, highlighting emerging risks linked to oil and gas development, migration pressures, cyber threats, and critical infrastructure protection, alongside the need for officer wellness, mental resilience, and continuous professional development.
- Case preparation and management reforms, reinforcing constitutional compliance, international policing standards, structured file supervision, mandatory possession of files by prosecutors, improved witness management, and readiness for front-loaded criminal procedure rules.
- Legal governance and prosecutorial support, outlining the expanding role of the Police Legal Advisor in investigations, prosecutions, disciplinary matters, legal research, and continuous training to strengthen evidence-based policing.
- Conflict management and resolution, underscoring de-escalation, structured mediation, and scenario-based policing to improve officer safety, community trust, and long-term stability.
- Traffic management and road safety, reviewing enforcement challenges, data trends, SRIS implementation, and partnerships aimed at reducing fatalities and improving driver compliance.
- Workforce development and gender equity, including calls for professional title usage irrespective of gender, leadership advancement for female officers, and ensuring junior ranks meet qualification standards.
- Private sector engagement and national security dialogue, recognising the Guyana Police Force's progress and reaffirming the importance of public-private collaboration in safeguarding economic activity.
- Welfare and financial resilience, with the Police Credit Union reporting record growth in loans, membership, dividends, and expanded member services supporting officer wellbeing.

- Staff advocacy and morale, with the Association of Police Officers and Guyana Association of Women Police outlining welfare outreach, financial assistance, and future initiatives to strengthen member support.
- Operational readiness and infrastructure delivery, including updates on stations, command centres, fleet management, marine capability, training outputs, and regional security coordination.

#### **Day Two Decisions (Implementation Directives):**

- Mandatory timely submission of all committal files to Law Enforcement leadership.
- Legislative review of Breathalyser refusal provisions and associated penalties.
- Immediate training of Certifying Officers and Traffic ranks in extraction and authentication of digital evidence.
- Monthly e-Ticketing performance reporting to strategic planning leadership and the Commissioner.
- Duty Officers to be appointed from the rank of Inspector and above.
- Multi-agency engagement with Traffic, Courts, and DPP to resolve enforcement bottlenecks.
- Region-wide Road Safety Council training.
- Development of an integrated traffic functions framework addressing public health impacts.
- Formal correspondence to the Ministry of Public Works on road infrastructure deficiencies.
- Regional inspections of Force vehicles using standardised fleet management tools.

Collectively, Day Two reinforced the operational foundations of modern policing—legal readiness, human resilience, professional conduct, traffic enforcement, welfare systems, and inter-agency coordination while issuing clear directives to improve case quality, officer capability, digital evidence handling, and service consistency across all divisions.

In closing, the Annual Officers' Conference set a clear course for the Guyana Police Force's next phase of transformation, translating national leadership directives into actionable priorities, strengthening operational discipline, and reinforcing accountability at every level. Through candid assessment, strategic alignment, and decisive implementation measures, the Force reaffirmed its commitment to intelligence-led, technology-enabled, and community-centred policing. Guided by professionalism, resilience, and service to country, the outcomes of this Conference will drive improved performance, deeper public trust, and sustained public safety as the Guyana Police Force advances toward a smarter, more capable, and future-ready institution.

