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**Office of the Commissioner of Police
Police Headquarters
Line Barracks
Port Louis - Mauritius**

Message from the Commissioner of Police

Dear officers,

As you are aware, I assumed command of the Mauritius Police Force on the 3rd of August 2021.

I fully gauge the wide extent of responsibility bestowed on the Commissioner of Police as well as the legitimate expectations of Mauritian population for a professional and service oriented Police organisation. I am also conscious that the effective running of the Mauritius Police Force is not a unilateral top- down effort. It is a multidimensional enterprise, where each component actively plays its role in line with the organisational vision, and under strong leadership.

I recognise the tremendous amount of good work performed by our dedicated officers. My message, as the new Commissioner of Police, is meant to spur the whole Force into even more collaborative actions so that together, as true patriots, we effectively meet the challenges inherent in this dynamic and technology driven era, where public demands for accountability are soaring.

Policing is becoming increasingly complex. The interplay among the challenges of a borderless world, the impacts of continuously evolving technology and socio-economic factors are posing policing dilemma. Whereas in the past the police could deal relatively straightforwardly with bringing offenders to justice, today, we are confronted with a variety of problems. Technology is bringing new forms of criminality, criminals are becoming more sophisticated in the way they plan and execute cross border crimes, while some behaviours, such as juvenile delinquency, are requiring social rather than a criminal justice solution. These changes in the policing landscape are warranting innovative approaches and extensive multiagency collaborations.

An effective response to this situation would ultimately necessitate shifts in paradigms at both strategic and operational levels. From an organisational perspective, appropriate strategies will be developed on the basis of threats identified island-wide. Accordingly, new structures will be put in place and technological solutions will be resorted to where necessary. Likewise, officers at tactical and operational levels (Station Managers and above) will be expected to design and implement targeted response plans to address local crime-dynamics.

In both instances multi-agency approaches, including community consultations, will be fully explored and implemented. I would expect all commanders to exercise visionary leadership so as to effectively address criminality and enhance community safety in their respective areas of responsibility.

The level of public trust and confidence is an important indicator of our effectiveness. Initiatives aimed at winning public trust and confidence will be high on our agenda. This includes a flawless service-delivery at points of contact, prompt and effective response to public requests for assistance, and police – community partnership. In this respect, further emphasis will be laid on customer service, through training and support from experts in this field. Moreover, community policing concepts such as neighbourhood watch schemes, contact/ visibility policing, and community consultation initiatives, will be revamped to meet the organisational needs and legitimate public expectations.

On this score I would like to remind our officers that while it is true that we should crack down on criminals and their activities, we are also duty-bound to assist, help, protect and reassure the community we police. I would, therefore, urge you to maintain a good relationship with the people in your respective area of operation, through respectful, humane, and empathetic interactions.

The Mauritius Police Force is unique because of the array of tasks it performs. This ranges from internal and maritime security, disaster management, search and rescue missions, and raids aimed at disrupting drug trafficking and other criminal activities. It is therefore essential that we maintain the highest level of operational preparedness and effectiveness, while also reducing the level of casualty within our ranks to the minimum.

At this juncture I would like to commend all operational agencies for the dedication and professionalism displayed in the course of the different operations. However, since the societal dynamics are increasing at a frantic pace, I would urge commanders to continuously explore new avenues for enhancing the level of preparedness of their respective units / branches. In this endeavour, the safety of their staff should not be overlooked.

Conversely, Divisional commanders should develop the required operational capacity in order to handle local operational issues. To that end they should make sure that operation-oriented trainings, such as riot drills, firing and self-defence, feature on their training calendar.

The adequacy of our human resources capabilities is critical for the efficiency and effectiveness of our organisation. This implies the availability of the right staffs, with the right attitudes and competencies. I am fully alive to the existing shortage of human resources in the MPF, the need for expertise in specific investigative fields, and the necessity for the continuous upskilling of our personnel to face emerging challenges. We intend to review our human resources strategy to ensure that the relevant expertise is acquired, and training is ongoing. Additionally, we will review the promotion process and redesign career paths so that the most suitable candidates- with the required competencies-are placed at the right position.

Since its inception, our organisation has thrived because of its rigorous adherence to values such as integrity, discipline and selfless dedication to duty. The commitment of our officers has allowed us to weather various situations- including public order issues, disaster management, the COVID- 19 - without any glitch.

DISCIPLINE and INTEGRITY constitute the backbone of our organisation. Since time immemorial, principles such as Punctuality, respect for seniors, compliance with orders, and honesty has been part of our DNA. These core values should never be compromised because they are critical for our legitimacy in the public eye.

Unfortunately, we have had in our midst a few deviant officers who consciously succumb to forms of temptations, cross the line and engage in discreditable and reprehensible behaviour/conducts. Others have become recurrent defaulters who unscrupulously breach our code of discipline. These officers not only soil the police image but also sap the motivation and hard work produced by their colleagues.

As commissioner of Police I will ensure that the legitimacy of our organisation remains unscathed. The unwarranted acts and behaviour of defaulters will not be condoned and will be severely dealt with. Therefore, I would expect Divisional/ Branch/ Unit Commanders to adopt a zero tolerance approach to breaches of discipline and ensure that sanctions for disciplinary breaches are dissuasive enough.

At this juncture I would urge all officers to be mindful of the fact that our actions are always under scrutiny. Therefore, as individual officers we all have the responsibility to display exemplary conduct wherever we are and become role models in both the organisation and the community. You can rest assured that I will stand by your side as long as you stay on the righteous path.

Dear officers,

Policing is stressful and time consuming. It impinges on our personal and family time, and impact on our health. Hence, devoting some time to our physical and mental fitness is necessary for work –life balance. As an organisation we should be robust enough to face dire situations. To that end, I would recommend each police officer to engage in some form of physical activity to maintain an adequate level of physical fitness. Additionally, I would encourage commanders to reinvigorate their personnel through the inclusion of activities such as drill, physical training and outdoor activities in their training programme. These initiatives contribute in improving officers' smartness and fitness and create an "esprit-de-corps" in the organisation; a social bonding which helps in building sound workplace, where mutual understanding, support and collaboration among personnel are enhanced.

Last but not least, as your new commissioner of Police, I wish to reiterate my trust in all of you. Police work is a team work. As the saying goes:

“If you want to go fast, go alone. If you want to go far, go together”.

Therefore, let's all look in the same direction and put our best foot forward, as a single body, for the safety and security of our country and well-being of our fellow citizens without fear or favour, affection or ill-will.

Long Live the Mauritius Police Force.



**A.K Dip, PMSM,
Ag. Commissioner of Police**