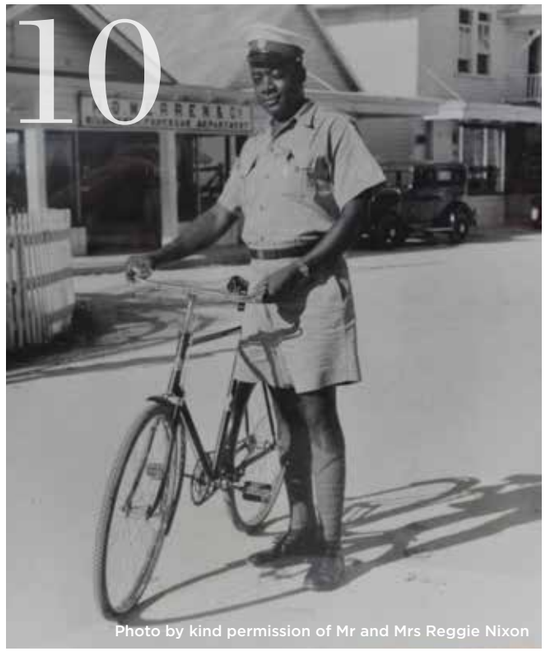


THE ROYAL CAYMAN ISLANDS POLICE SERVICE:

PAST, PRESENT AND FUTURE













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Cover: Photographer Julie Corsetti, Deepblueimages.com

Contributors

Many RCIPS officers, both past and present, took the time to contribute to the compilation of this magazine, for which the editor would like to express her sincere gratitude. Special thanks go to the contributions by family members of RCIPS officers who have passed away.

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FOREWORD



FOREWORD BY HE HELEN KILPATRICK, GOVERNOR OF THE CAYMAN ISLANDS

The Royal Cayman Islands Police Service has a long and proud history. Today it is a modern, diverse and effective service that all people who live in the Cayman Islands should be proud of. My staff and I have worked closely with the RCIPS team since I arrived here in 2013. We have faced many challenges with the complex and difficult business of policing. That the Cayman Islands remains one of the safest and most prosperous places in the Caribbean is a credit to the officers of the RCIPS, past and present. The service has evolved in to what I believe is the most effective police service in the Overseas Territories. The professionalism displayed by the officers deployed overseas last year following Hurricanes Irma and Maria is testament to their dedication and compassion.

I hope that the young people of these islands will find this publication both informative and inspiring and we will see many more of them join the ranks of the RCIPS and embark on a fascinating and rewarding career.

My thanks go to Commissioner Derek Byrne and the men and women of the RCIPS for sharing this fascinating insight into their work and history.

Helen Kilpatrick

HE Helen Kilpatrick,
Governor of the Cayman Islands

THE ROYAL CAYMAN ISLANDS POLICE SERVICE



FOREWORD BY DEREK BYRNE, COMMISSIONER OF POLICE

Established in 1907 the Royal Cayman Islands Police Service has a wonderful, rich history that should not be lost to future generations of Caymanian communities. Policing was a noble profession in 1907, as it is today.

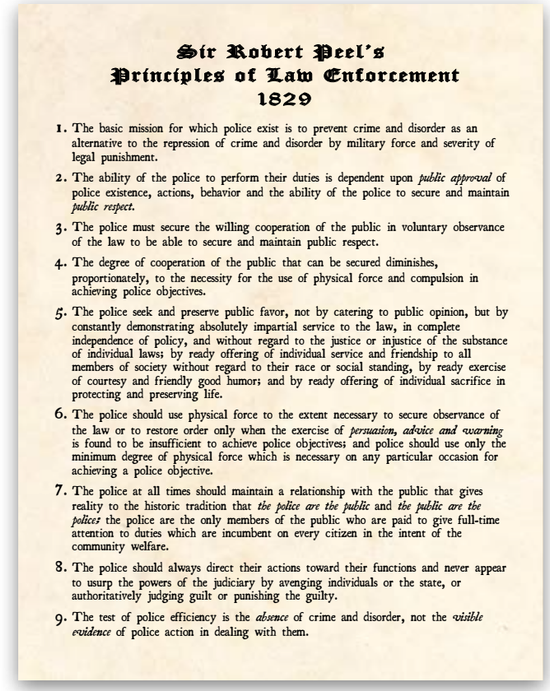
Today, as we move forward with our plans to modernise the policing service for the Cayman Islands, it is timely to take a short pause to reflect on the history of the RCIPS over the past 111 years. The many contributors to this magazine have provided a very succinct, but informative insight into the evolution of the RCIPS since its establishment. As we pause to reflect on the past, I, as Commissioner of Police for the RCIPS, wish to acknowledge the many significant and important contributions made by the men and women of the service since its establishment in 1907.

This brief history of the RCIPS is dedicated to the men and women of the service, past and present. Photographs reproduced in this magazine provide a wonderful snapshot of times gone by and capture the essence of Cayman and of the police officers entrusted to police the islands.

This magazine also reflects the fact that the RCIPS is a diverse and progressive police service which I hope will be attractive to young Caymanians searching for a fulfilling and worthwhile career.

Derek Byrne

Derek Byrne
Commissioner of Police



Sir Robert Peel's Principles of Law Enforcement 1829

1. The basic mission for which police exist is to prevent crime and disorder as an alternative to the repression of crime and disorder by military force and severity of legal punishment.
2. The ability of the police to perform their duties is dependent upon *public approval* of police existence, actions, behavior and the ability of the police to secure and maintain *public respect.*
3. The police must secure the willing cooperation of the public in voluntary observance of the law to be able to secure and maintain public respect.
4. The degree of cooperation of the public that can be secured diminishes, proportionately, to the necessity for the use of physical force and compulsion in achieving police objectives.
5. The police seek and preserve public favor, not by catering to public opinion, but by constantly demonstrating absolutely impartial service to the law, in complete independence of policy, and without regard to the justice or injustice of the substance of individual laws; by ready offering of individual service and friendship to all members of society without regard to their race or social standing, by ready exercise of courtesy and friendly good humor; and by ready offering of individual sacrifice in protecting and preserving life.
6. The police should use physical force to the extent necessary to secure observance of the law or to restore order only when the exercise of *persuasion, advice and warning* is found to be insufficient to achieve police objectives; and police should use only the minimum degree of physical force which is necessary on any particular occasion for achieving a police objective.
7. The police at all times should maintain a relationship with the public that gives reality to the historic tradition that *the police are the public* and *the public are the police;* the police are the only members of the public who are paid to give full-time attention to duties which are incumbent on every citizen in the interest of the community welfare.
8. The police should always direct their actions toward their functions and never appear to usurp the powers of the judiciary by avenging individuals or the state, or authoritatively judging guilt or punishing the guilty.
9. The test of police efficiency is the *absence* of crime and disorder, not the *visible evidence* of police action in dealing with them.

RCIPS Vision: Making the Cayman Islands safer

A SHORT HISTORY OF THE RCIPS

Ground breaking legislation was passed in 1907 that formally established law enforcement in the Cayman Islands, creating the pathway for today's modern police service.

In 1907 the population of the three Cayman islands totalled around 5,000 and the new police service was commanded by a British inspector and four local constables, whose police duties, in addition to investigating crime and apprehending criminals, included acting as postal and customs officials, guarding short-term prisoners in jail (as there was no prison) and hoisting the Cayman Islands flag over government buildings. Offences which they investigated were generally minor in nature in those early days.

Up until, 1962 the Cayman Islands were governed by the British Crown as a colony of Jamaica. In the 1950s the Jamaican police service had reorganised the Cayman Islands police service and established the role of a local Chief of Police, which was filled by an experienced officer from Jamaica. When Jamaica became independent of the British crown in 1962, the Cayman Islands was governed by the UK directly as an overseas territory and it became common for British officers to fill the role of Chief of Police, later renamed Commissioner of Police.

In 1959 the police service recruited its first two female constables who mainly handled cases involving women and children. In 1970 there were 59 officers and constables earned 60 pounds a year. In 1978 a five day week was adopted.



Governor inspecting new police recruits outside the George Town Police Station. The Commissioner of Police at the time was the late Jim Stowers. Photo circa 1981 courtesy Deputy Commissioner Ennis



Superintendent Adrian Seales, who helped to compile this short history, has served since 25th June 1981

A CHANGING LANDSCAPE

In the 1960s and 70s the basis of Cayman's financial services industry began to form with the passing of key legislation in 1966 and early 1967, including the Banks and Trust Companies Regulations Law, revisions to the Companies Law (first passed in 1960) the Trusts Law and the Exchange Control Regulations Law. Key decisions at government level such as the passing of these laws transformed the Cayman Islands into a global financial hub attracting a thriving financial services sector which helped to position Cayman as one of the largest financial services centres globally in the years that followed. As the Cayman Islands evolved, so too did the local, national and international policing landscape, as globalisation occurred, and the speed of communication and technology increased dramatically.

In 1983 HM Queen Elizabeth visited the Cayman Islands and conferred the prefix 'Royal' to the Cayman Islands Police Force, which was a great honour for officers. Rapid expansion took place in the RCIPS throughout the 1980s and 1990s and by 1990 it employed 221 officers. During the 1990s new units evolved, including the Uniform Support Group, a Community Relations Department, a Traffic Management Unit and other units within the detective branch. In the mid 1990s, the establishment of a civilian-staffed Emergency Communications Centre enabled police operators to be redeployed.

District policing came to the forefront in the 1990s with the opening of police stations in addition to the HQ in George Town, in West Bay, Bodden Town, North Side and East End, as well as on the Sister Islands of Cayman Brac and Little Cayman.

The Code of Conduct and Policing Charter were introduced in 1996 and 1997 respectively and the organisation formally changed from a 'force' to a 'service'.

AN EVER-EVOLVING SERVICE

In the 2000s there was a rapid expansion in the Cayman Islands population with almost 60,000 residents. In September 2004 Hurricane Ivan caused severe damage to Grand Cayman, putting the RCIPS to the test like never before. A collaborative effort by the RCIPS, the government and the community saw Grand Cayman get back on its feet remarkably quickly following this devastating storm. Cayman Brac bore the brunt of Hurricane Paloma in November 2008, again testing the resilience of the Service and the community.

During the 2000s the Service grew to almost 400 officers and 60 support staff. Demands on the Service expanded with an increase in crimes such as burglaries and some gun violence.

Specialist units were created to better protect the Cayman Islands and its borders, including the Air Operations Unit the Joint Marine Unit and the Uniform Support Group.

Police premises became out-dated for their purpose in this time and in 2016 a new Police Custody Detention Centre was opened ending the use of the old cells in the George Town Police Station for detention. In 2017 there was discussion on the purchase of a new building to house a new George Town Police Station.

In November 2016 Derek Byrne took up the position of Commissioner of Police and he leads a senior command team and is supported by two Deputy Commissioners – Anthony Ennis and Kurt Walton - both veterans of the RCIPS.

2018 marks the 111th anniversary of the founding of the RCIPS in the Cayman Islands and, just as in the years gone past, the RCIPS continues to serve, improve and grow with the changing environment in order to provide the very best police service possible for the people of the Cayman Islands.



Deputy Commissioner Kurt Walton, who has served since 29th December 1986

Over the past 31 years of service with the RCIPS, the changes I have seen with regard to the growth and development of the service have been immense. My role is primarily on the operational side, and the focus is about enhancing our operational capabilities and capacity and working in close collaboration with local, regional and international law enforcement partners and other stakeholders to combat new crime trends. When I reflect on 20 + years ago and compare that to the demands over the past ten years those demands have moved increasingly fast. Today we are having to prepare ourselves to combat crimes against children, cybercrime, counter-terrorism, human smuggling and firearms trafficking. Certainly, in my experience I can say unreservedly that over the past 10 years, there is an insatiable appetite within the local criminal element for the need to have firearms. In response, we have had significant recoveries of firearms and arrested and convicted numerous persons and who are serving lengthy prison sentences. Despite all of our efforts this could not be possible without the support of the Cayman community and it all comes back to the same goal; safeguarding our community. As expected of us, we are constantly reviewing our quality of service to ensure that we are providing professional policing services at every level, with the goal being to aspire to deliver 21st century policing.

By Kurt Walton, Deputy Commissioner of Police



Deputy Commissioner Anthony Ennis, who has served since 9th June 1981

In their book titled, Modern Police Administration, Favreau and Gillespie wrote:

"Not many years ago, the majority of police administrators were not concerned with budget preparation, purchasing procedures, employment relations, recruiting and selection of police personnel, police training, management development, sophisticated communications and data systems, and a myriad of administrative responsibilities."

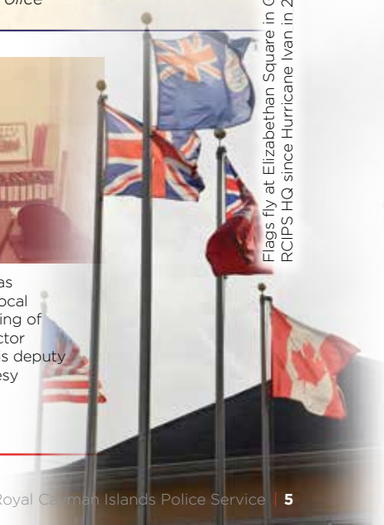
Today, crime has continued to grow in sophistication and complexity to include, among others, cyber and transnational organised crimes, designer or synthetic drugs that often are transacted through non-traditional methods, as well as, sexual exploitation of minors; hence, law enforcement, including the RCIPS, must continually change and adapt to aggressively confront these emerging threats on the continuum of police modernisation and public engagement and collaboration.

My service, as a police officer, spans over three decades and has allowed me to be a witness and an instrument of change from a pre-Colonial Police Force to a progressively modern Police Service, which is integral to ensuring that the Cayman Islands remain a safe place to live, work, conduct business, visit and retire.

By Anthony Ennis, LL.B, MSc, CPM, Deputy Commissioner of Police



Superintendent Williams, who was responsible for establishing the local Police Training Unit and the training of officers locally in Cayman. Inspector Kenroy Lumsden (seated) was his deputy and training officer. Photo courtesy Deputy Commissioner Ennis



Flags fly at Elizabethan Square in George Town, RCIPS HQ since Hurricane Ivan in 2004

THE ROYAL CAYMAN ISLANDS POLICE SERVICE: A HISTORICAL TIMELINE



Police station and jail yard 1925 to 1928.



1907

Law passed authorising the establishment of a police force. Prior to that, district constables who received two shillings a day performed police duties.

An English Inspector initially ran the Service with four local constables who also acted as postal and customs officials. As well as investigating crime, they looked after short-term prisoners in a 'lock-up'. An Officer also had to hoist the flag whilst another blew the reveille on the bugle. the practice of hoisting the Cayman Islands flag on Government buildings has only ceased to be the responsibility of the police in recent years.

The Cayman Islands National Museum, which dates back to the 1800s served as the islands' first jailhouse.

1912 to 1918

Very little crime was committed and offences were often of a trivial nature, in most cases the result of drinking intoxicating liquor.

1928

Two more constables were recruited. Constables were given basic training, including foot drill and they worked seven days a week throughout the year from 6:00am to 10:00pm.

1938

Police marching band welcomes the cruise liner 'Orion'.



1942

Police Inspector Roddy Watler was appointed head of the Home Guard during World War II, a post he held until the end of the war in 1945. A mural at the George Town Fort depicts the sinking of a submarine in Caribbean waters during the second world war.



1957

A contingent from the Jamaican constabulary came to Cayman for a year's duty to restructure the police and create the position of Chief of Police. They were comprised of Inspector C Russell, Corporal J Harrison, WP Corporal Ramadhin and three constables. They came at the request of Jamaica Commissioner of Police, Col. Reginald Michelin.

1958

The Police marching for the Queen's birthday celebrations brought out crowds and was a community highlight.



1959

Two women, Zelda Valerie Anderson and Marjorie McField Webb were recruited, whose main responsibilities were cases involving women and children.



Zelda Valerie Anderson was one of the first female officers. Here with male colleagues. Photo courtesy Theresa Pitcairn.

1970s

A new headquarters and central police station was constructed, VHF radio communication and radar speed guns were introduced.

1978

A five-day working week was adopted.

1980

A local police-training centre was opened.

1981

The Commercial Crime Branch was formed to examine fraud cases and related matters.

HM the Queen and Prince Philip visited in 1983, escorted by police officers



1983

Her Majesty the Queen conferred the prefix 'Royal' to the Cayman Islands Police Force, an honour to each member of the service, following her visit with Prince Philip from 16 to 17 February.

1968

The post of Commissioner was established to replace that of Chief of Police. A constable's salary was now sixty pounds per annum and by 1970, the strength of the force was listed at 59.

1980s

The police force underwent further reorganisations and its establishment continued to grow.

1990

There were 221 officers.

1994

The Armed Response Unit was created.

Mid 1990s

The 911 Emergency Communications were established. Its implementation enabled police personnel previously responsible for emergency communications, to be re-deployed to front-line duties.

1996

A Community Relations Department was launched with 'Beat Officers' responsible for school liaison programmes and working closely with communities.

January 1996

The RCIPS Professional Code of Conduct was written and implemented.

1997

A Policing Charter was introduced, setting out standards and quality of service that the public should expect. The word 'Force' was changed to 'Service' and the organisation was then referred to as the Royal Cayman Islands Police Service.



1990s

Central Police Station was also expanded with a third floor being added to the existing structure and a new cellblock constructed to the rear. A full time post for a constable in Little Cayman was created in the latter part of the 1990s whereas before incidents on the Island were covered by police from Cayman Brac. There was a focus on community policing.

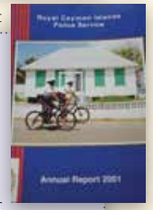
1994

Her Majesty the Queen again visited the Cayman Islands with Prince Philip from 26 to 27 February 1994.

2000

There were 268 officers and 50 support staff. A cycle unit was also established in 2000 with 8 patrol officers in various districts around Grand Cayman. For the first time, shorts were introduced as part of the regular uniform and were worn only by those officers on cycle patrol.

Cover of 2001's annual Police Report



Between 2000 and 2003

Further reorganisation saw the introduction of Joint Intelligence Unit that is staffed by the various Law Enforcement Agencies, including the RCIPS, HM Customs and Immigration.

The Scientific Support Branch has seen the introduction of a new computerised fingerprint and palm identification system, 'CAFIS' which has enabled that Department to increase its efficiency.

2003

The name of the Central Police Station was changed to George Town Police Station to reflect the emphasis now placed on district policing initiatives.



2009

The Joint Marine Unit's fleet was boosted by the arrival of Tornado and Niven D.

2010

RCIPS Air Operations Unit established.



Commissioner Derek Byrne

2016

Commissioner Derek Byrne took up his position as Commissioner of Police.



2017

Various RCIPS units deployed to the British Virgin Islands and Turks and Caicos to help with the aftermath of the devastating hurricane season in the Eastern Caribbean from hurricanes Irma and Maria.



2017

An RCIPS march is still an important component of many ceremonial events in Cayman.

CAYMAN'S FIRST HEAD OF POLICE

Major Rodriguez (Roddy) Watler was the Cayman Islands first Head of Police, serving for 33 years, from 1925 to 1958. Mr Roddy earned a medal for bravery shown in the 1932 hurricane. He was also Captain of the Home Guard during the Second World War.



Joan Wilson as a girl sits on her father, Major Roddy's, shoulders. Photo circa 1930s, courtesy Joan Wilson

Major Joseph Rodriquez Watler (better known as Mr Roddy) was born on 3rd March 1880 in Red Bay, Grand Cayman, and he died aged 75 in April 1965. As well as serving as the first Head of Police, Mr Roddy also served as lighthouse keeper, foreman of public works, boarding officer of vessels, head of immigration and warehouse keeper. He was appointed Officer in Charge of the Cayman Islands Company of the Jamaican Home Guard on 1st October 1942 until 31st March 1945 when the war ended. In the terrible hurricane of 1932, Mr Roddy exhibited much bravery in rescuing 20 people who were marooned in Red Bay. For this service he was awarded The King George V and Queen Mary Silver Medal for bravery. He also received five other medals for his service to the Cayman Islands community.

His daughter, Joan Wilson, age 83, has vivid memories of her time with her father.

"I was the youngest of nine children and my father used to carry me around everywhere on his broad shoulders," she recalls. *"When he became the Head of Police, he would be driven around by one of the island's few taxi drivers, Mr Ira Thompson, and I would be sitting on his lap the whole time while he made his rounds."*

Mrs Wilson says her father was totally dedicated to his job:

"Every day he would go around the island and check on people's welfare," she confirms. *"I remember him seeing to the poor and ensuring they weren't in need. He went round ensuring everyone was in A1 condition. If they needed something, he made sure they got it."*

A generous man, Mr Roddy gave permission for some of George Town's poor residents to build small homes on his land, Watler's Road, in central George Town.

"I remember people coming to the door begging him to let them have a small piece of the land," Mrs Wilson recalls. *"The whole community knew him."*

One of the most famous incidences of his time as Head of Police took place during the Second World War, when Mr Roddy arrested a German spy.



Major Rodriguez (Roddy) Watler extends a hand to the Governor, standing alongside the entire Cayman Islands police service. Photo circa 1930s/1940s, courtesy Joan Wilson

"I remember that my father took a keen interest in watching a neighbour - who was a foreign national who had married a local girl - collect metal drums and then offload them at the dock for transportation to Jamaica," she recalls. *"One day I was sitting up in our plum tree and I saw my father rush over to the neighbour's house along with four other officers and arrest the neighbour, who, it turns out, had been sending the metal home to where he was from - Germany, where they were in much need of metal during the war. Apparently he had also been sending other information with regards to ships back to Germany as well."*

Despite all of Mr Roddy's achievements, service and dedication to his country, there is no mention of him in the Official History of the Cayman Islands. After a protest about this omission from the history book by Mrs Wilson, the Cayman Islands National Museum interviewed her and others in 2009. In a press release, Patricia Ebanks wrote about 'Roddy Watler: Iron Man in Era of Wooden Ships'.

A stage play 'Watler's War' was written by Mrs Wilson's husband, Colin Wilson, featuring Roddy Watler and the events leading up to the death of his son Ladner ('Laddy'), who was serving as an officer in the British Merchant Navy, in December 1942. The play won the Cayman National Cultural Foundation's playwriting competition and was staged at the Prospect Playhouse by the Cayman Drama Society and was published under the title 'Walter's War' by a UK publishing house.

Special thanks to Colin Wilson for his input with this article.



Joan Wilson with her father's ceremonial swords

EARLY OFFICERS REMEMBERED

Some of Cayman's earliest police officers remember their time in the RCIPS. Others, who have passed away, are fondly remembered by their family and colleagues.



The late Carley Alfred Nixon served as a police officer from 1945 after the Second World War

Carley Alfred Nixon, along with many other Caymanians, served in the Home Guard during the Second World War protecting the islands. He went on to serve in the police after the war ended in 1945 and his son, Kirkland Nixon, remembers growing up as the son of a policeman.

"We lived on Elgin Avenue living right opposite the police station. This was the centre of activity in Cayman at that time, because the hospital, a rudimentary dental clinic and government administration were also located there," Mr Nixon remembers. *"The usual misdemeanors included being drunk and disorderly at the weekends, but serious crimes like murders were extremely rare, perhaps just one or two during my entire childhood,"* he states.

Mr Nixon says when his father was a police officer the community had respect for the police, in particular, his father.

"He didn't take any nonsense from anybody!" he says. *"He was also well respected by those who broke the law. I remember every Friday the 'bad boys' would have to go to the courthouse (now the National Museum) in their handcuffs. My father would treat them all with respect, which they appreciated."*

Mr Nixon remembers his front porch would often be the "dispute capital of the world", with many an argument between families and neighbours settled by his father on his own doorstep.

Carley Nixon retired in the 1960s and Mr Nixon went on to become Cayman's Chief Fire Officer, a post he held for 36 years.



The late (Zelda) Valerie Anderson was Cayman's first female police officer, along with her colleague Marjorie Webb (nee McField). Here Ms Valerie sits with fellow officers

The late **(Zelda) Valerie Anderson** was Cayman's first female police officer, along with her colleague **Marjorie Webb** (nee McField). They both joined the police in 1959. The Commissioner of Police was at that time from the UK, a Mr Sherwood, supported by Mr Carly Nixon.

Ms Valerie's daughter, Theresa Pitcairn, spoke with Ms Marjorie to hear her memories of life in the police.

"Both Ms Marjorie and my mom were treated as equals," Mrs Pitcairn says. *"There may have been differences in pay (Ms Marjorie wasn't sure) but in terms of how they were viewed from a gender perspective they were equal. Police also had status in Cayman. They were highly respected. It wasn't uncommon for families to call on the police to discipline their kids. My mom had a "way with criminals" and could always get them to speak the truth."*

Entering the police at the time meant going through rigorous physical training and educational programmes.

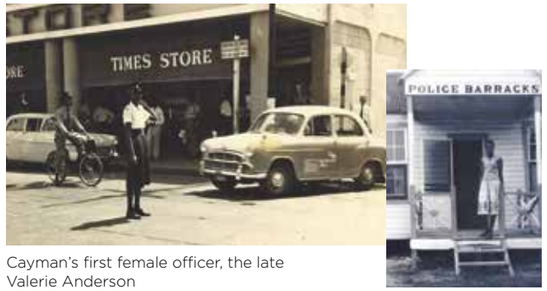
Mrs Pitcairn says Ms Marjorie recalls her mother saying that *"training was rough"*.

"The physical training/mandatory drills could be as much as a few hours each day. (Imagine the heat and mosquitoes!) If they were investigating a crime, and with very few vehicles around at the time, physical fitness was a key qualification," Mrs Pitcairn says. *"My mom was educated in Jamaica and Ms Marjorie successfully completed the Jamaica local exam. The minimum entrance qualification was secondary education."*

"Both Ms Marjorie and my mom worked shifts," Mrs Pitcairn explains. *"Usually from 5:30 am to 4-5:00 pm. Or 5pm-5:30am. There wasn't much crime, maybe petty theft and incidents between families. There were not many jobs and only a few stores."*

Ms Marjorie said that Ms Valerie *"always had a 'special' relationship with the prisoners"*, in that she was always encouraging people to avoid crime, obtain an education and seek opportunities. She said they *"made the prisoners feel human and treated them with respect and that the prisoner gave them plenty of jokes."*

"There was no fear between law enforcement and the prisoners and prisoners respected the boundaries," Ms Marjorie told Mrs Pitcairn.



Cayman's first female officer, the late Valerie Anderson

"When listening to her, I gathered that Cayman was a small insular society; 'everyone knew everyone; families were friends with each other' so the relationship between the police and community was much different from the way it is today," Mrs Pitcairn remembers.

Ms Marjorie told Mrs Pitcairn that Ms Valarie was highly respected and brave. She was a leader. *"She spoke her mind and people listened,"* she said.

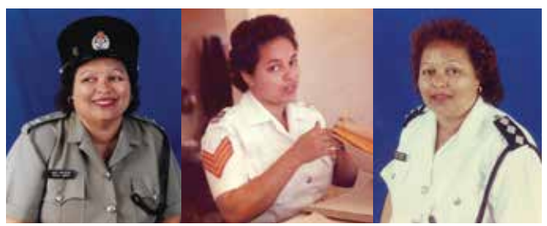
After leaving the police Ms Valerie went to Jamaica and owned a successful driving school there. She returned to Cayman around 1977 and returned to the police.

Collector of Customs, Charles Clifford, served under Ms Valerie during her second term with the police, when she was a detective in the drugs squad.

"She was a no nonsense officer who cared very much for her country and was very concerned about the direction we were heading in with a breakdown in discipline, especially among our boys," he recalls. *"She was a skilled investigator, an intelligent interviewer who could always get the truth out of suspects, was very very protective of her informants and always supportive of all her colleagues. She was my mentor as a young detective at the time and I learned so many invaluable lessons from her."*

Ms Denzie Carter joined the RCIPS on 16th December 1980. Relatives encouraged her to join the police.

"After speaking to a few relatives who were officers in the service and being told of its various departments, I grew excited at the prospect of working with the RCIPS and my curiosity was peaked," she says. *"I felt I could grow professionally and make some positive contributions to the organisation."*



Ms Denzie Carter broke many glass ceilings for female officers, becoming the first female inspector and superintendent and the first female officer in the RCIPS to receive the Colonial Police Metal from the Queen

Ms Denzie joined as a Recruit Constable and was posted to the Traffic Department before moving to recruit training, eventually rising through the ranks to sergeant, inspector (*"I was the first female to be promoted to Inspector and transferred to the Commercial Crime Branch,"* she recalls), chief inspector, all the way through to superintendent, another first for a female officer.

"In 2003 I again broke the glass ceiling when I became the first female officer in the RCIPS to receive the Colonial Police Medal from the Queen for meritorious and outstanding service to the RCIPS," she advises.

Ms Denzie also studied for a law degree and in 2000 graduated with an LLB with Honours from the Cayman Islands Law School.

Among her many professional achievements, Ms Denzie concentrated on developing programmes to get qualified Caymanians to join the Service.

"One such strategy was to highlight the multiple areas within the service that young Caymanians could become exposed to. I subsequently got permission to develop a Summer Work Programme for students over 16 years old and resurrect the Cadet programme, which had fallen by the way side, for interested Caymanian students aged 16 years plus but under 18 years who wished to eventually join the service," she advises.

Ms Denzie was also given the task of creating the RCIPS Family Support Unit, as there was a concern for the apparent increase in gender based violence and the apparent abuse of vulnerable persons particularly children.



"I found this task interesting and challenging as so many factors had to be taken into consideration such as the housing and location of the Unit and any further training the staff would need. It was also critical to have all operational officers trained in areas the unit were to deal with. It was critical that all police officers including senior officers be sensitised on how to deal with such incidents and the resulting victims," she says.

Ms Denzie eventually retired in 2007 on medical grounds as she had suffered a stroke which left residual complications.

She concludes: *"I am very pleased to learn that the community policing strategy has been again recognised as a useful tool in crime fighting and would again be utilised by the RCIPS. This is a strategy numerous other police organisations around the world have found to yield favourable results in the reduction of crimes. This strategy should never be cast aside by the RCIPS. I pray that the unit is given sufficient resources to take root and bear fruit before any decision is taken to disband it."*

DEDICATION TO DUTY

With well over a century and a quarter of policing experience among them, four senior officers in the RCIPS - Deputy Commissioner Anthony Ennis, Deputy Commissioner Kurt Walton, Superintendent Adrian Seales and Chief Inspector Patrick Beersingh - discussed some of the major changes they have seen at the RCIPS during their long tenures as serving officers.

DCOP Ennis: For me, one of the most significant moves in the transition from the colonial era to a post-modern police service was the change of the uniform. The original khaki uniform was handed down to the police in the colonies of the British Empire but it was only worn by senior officers. This changed in 1996 under the Commissioner at the time, Anthony Grey, who implemented the uniform we wear today. He came up against some resistance within the service and also within the community. The governor at the time also used to wear the plumed hat, which they stopped wearing and there was some resistance to that also.

CI Beersingh: The khaki uniform is still being used in some places across the Caribbean although the BoT's have now adopted their own uniform.



The old khaki uniform worn by the RCIPS



CI Beersingh and DCOP Ennis



A.M. Grey, QPM BA
Commissioner of Police

Former Commissioner Anthony Grey, who helped modernise the RCIPS (excerpt taken from 1997 RCIPS annual report)



Former Commissioner Anthony Grey

DCOP Ennis: The point was that by changing the uniform to the one we currently have (white shirt, black pants with a red side stripe), we would be seen as "all one", with junior and senior officers all wearing the same uniform.

In the 1990s there were a great deal of reforms within the RCIPS that took place as we moved to a modern and progressive police service, such as responsibility for vehicle licensing. We decided that police shouldn't be administering this so it moved over to government. We divested ourselves of a lot of jobs that did not require police powers so we could focus more on police work. Those changes started under Commissioner Grey.

Supt Seales: He was very progressive. His aim was to modernise the service. At the time we were religiously raising the flag at a number of government buildings across Grand Cayman every day and Mr Grey stopped that, so now we only raise the flag at the police station.



DCOP Walton and Supt Seales

DCOP Ennis: This was also the time we introduced community policing. There was a need to move from not just reactive policing but to community policing, where you have a closer relationship with people in the community. There was a demand for that. That was a paradigm shift in policing. Today that's pretty much a cornerstone of policing for us.

CI Beersingh: One of the things that reinforced that idea was when we changed from the RCIP Force to the RCIP Service. We were also given the "Royal" name when the Queen visited in 1983.

DCOP Ennis: Interestingly, the name change from Force to Service was only made official in the 2010 changes to the Police Law. Also, prior to the 2010 Law, senior officers were gazetted officers which meant they were subject to different laws and disciplines and even had different retirement packages. The 2010 law changed that to make all officers subject to the same laws and regulations.

CI Beersingh: This has meant a more level playing field for officers. In addition, we did away with referencing women police officers and they were now called police officers. Referencing the gender of female officers was seen as discriminating and so was discontinued.

Another significant event was when police officers received customer service training. The top bank in the island in the 1990s was Bank of Butterfield and Commissioner Grey brought representatives from the bank into the police and taught every single person about customer service. He even attended the first seminar himself.

DCOP Ennis: Another paradigm shift for the RCIPS was how we dealt with domestic violence. We used to say that people who made reports of domestic violence would then withdraw their complaint, but in the early 2000s every officer was required to undergo domestic violence intervention training to ensure that victims of domestic violence and abuse, including children, were properly dealt with.



RCIPS officers in the British Virgin Islands joined BVI officers, to assist with the aftermath of hurricane season 2017. They endured another hurricane while there and were integral in recapturing several dangerous prisoners who escaped from prison, as well as returning control of the prison to the local authorities. RCIPS officers also worked alongside the British Royal Marines.

The 1999 riots in the prison created significant strain for us and was a significant marker for us as a police service as well. One of the main impacts was that it shifted a lot of resources to the prison which we had to learn how to manage. Another huge impact was that it was a lesson in leadership for me. It was a testament to his leadership that the then Commissioner David Thursfield took command of dealing with the issue because he felt he should take overall responsibility if the situation should get out of hand to avoid any adverse impacts on the careers of those that had their future ahead of them. This was a lesson that I learnt from a true mentor.

DCOP Ennis: Another significant event that had a huge impact on the police service and the country as a whole was Hurricane Ivan, the Category 4/5 hurricane that hit Grand Cayman in September 2004. It's even still impacting us today as the building we are in in Elizabethan Square is today being treated for mould. It was a monumental event because although we had heard of the 1932 storm none of us had ever lived through a real hurricane and I think there was some complacency in everyone because we had dodged a bullet so many times.

DCOP Walton: I don't think anything could have really prepared us for Ivan, but one of the biggest lessons we learned was about deploying personnel effectively. We also learned the importance of a proper hurricane contingency plan that is continually updated and revised. We are also looking at lessons learned from recent hurricanes in BVI, Turk & Caicos and Anguilla. We have also now built alternative locations in other police stations to ensure a continuous service after a hurricane.

DCOP Ennis: As a police service, we never stop learning and growing to meet the needs of our community.



Garnett McLaughlin

Ms Garnett McLaughlin trained as a constable when she first joined the RCIPS on 15th January 1981, a position which she held for the following eight years. Ms Garnett then transferred to the Commercial Crime Unit (later called the Financial Crime Unit) and worked there as a secretary until her retirement on 27th December 2017. Although retired, Ms Garnett is still working for the RCIPS under contract. It's a job that she has always loved.



Former Deputy Commissioner Rudi Evans

Former Deputy Police Commissioner Rudi Evans joined the police in 1963, having initially trained in Jamaica. He then trained at the prestigious Bramshill police training school in Reading, England and for two years he worked in the UK serving on three police forces throughout the country. Mr Evans was a pioneer police officer in the Cayman Islands and was Deputy Police Commissioner from 1995 to 1998.

DI Gerald Joseph

Detective Inspector Gerald Joseph is one of the longest serving officers at the RCIPS, having joined as a beat officer on 1st June 1981. From then on he became a Scene of Crime officer, moving up through the ranks from officer to supervisor to manager within the Scientific Support Unit.

"I was the photographer for crime scenes for thirty years and I count myself as fortunate because I was able to do a job that I was passionate about for so long," DI Joseph says.

While acknowledging that at times his job was difficult, he says he enjoyed what he did and confirms he was able to develop the Unit into one of the best Scientific Support Units in the region.

"We had the support from the Police and from the Government and so we were able to progress and develop the unit that it is today. When all is said and done, I can say I am happy to have been able to contribute to the growth of the RCIPS and the Cayman islands as a whole," DI Joseph confirms.

DI Joseph is now the manager in charge of the Criminal Records Office, which covers criminal records in the main, as well as security and firearms licensing. He says there is never a dull day where he works now and although he is looking forward to retirement and "getting up a little later in the morning" it is not in his immediate plans.



DI Gerald Joseph



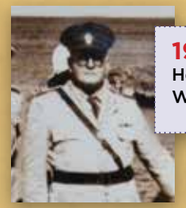
Sergeant Derrick Elliott

Long service staff

Full Name	Latest Hire Date
Elliott, Derrick George	19-Sep-74
Lumsden, Clesford	9-Jan-81
McLaughlin, Garnet Gaylia	15-Jan-81
Joseph, Gerald Martin	1-Jun-81
Ennis, Clifton Anthony	9-Jun-81
Seales, Adrian	25-Jun-81
Smith, Clive	1-Sep-81
Christian, Raymond Stevenson	20-Mar-82
Conolly, Marina Janice	1-Apr-82
Franklin, Leslie John	25-May-82
Garcia, Clifford Rufus	12-Jul-82
Miller, Mark	1-Aug-82
Powery, Harlan Garfield	16-Sep-82
Reece, Mary Lee Amelia	21-Feb-83
Campbell, Howard Davis	19-Sep-83
Beersingh, Patrick Coxswain	9-Apr-84
Bush, Hugh Charles	9-Apr-84
Ebanks, Dewey Martin	9-Apr-84
Parchment, Wendy Orsina	6-Aug-84
Montaque, Michael Anthony	10-Sep-84
Pryce, Colin George	10-Sep-84
Banks, Gregory Floyd	11-Aug-86
Terry, Ian Donovan	11-Nov-86
Ebanks, Clell Bradlee	29-Dec-86
Walton, Kurt Griffin	29-Dec-86
Hutchinson-Myles, Jerrian Betty Jean	19-Jan-87

Our condolences go to the families of all deceased officers.

TIMELINE OF RCIPS COMMISSIONERS



1925
Head of Police Rodriguez "Roddy" Watler Cayman's first Head of Police

1964 – 1966
GHS Ellis, Chief of Police

July 1966 - 1968
RS Le Mesurier Beesant, Chief of Police

1958
The new post of Chief of Police was created was filled by an officer of wide police experience who arrived on island on 1st October 1958.

4th July 1968 to 22 October 1968
Carley Nixon, acting Chief of Police

1959 and 1960
The Chief of Police was a retired Colonial Police Officer re-employed on contract

1961 - 1964
Captain DW Beeden, Chief of Police

1968 to 1973
Police Commissioner Ron Pocock

1973 – 1980
Police Commissioner Andrew "Andy" Grieff

Mr Grieff, who passed away at the age of 90, was awarded both the Colonial Police medal and the Queen's police medal for his service with various British Territories throughout his 43-year career



Former Commissioner Grieff in an excerpt from the Northwester magazine, standing centre

1980 – 1985
Police Commissioner E. J. E. Stowers

Former Police Commissioner Jim Stowers died at the age of 90 in 2014. Mr Stowers, who also served as head of the Criminal Investigation Department, was Commissioner during the royal visit in 1983. He was awarded the Queen's Police Medal for "distinguished service in the British and colonial police"



Former Commissioner Stowers greets HM the Queen during her visit in 1983

1985 – 1989
Police Commissioner Michael Rowling

While Mr Rowling was Commissioner, major organisational changes took place, such as dividing the Police into four distinct branches: Uniform, CID, Training and Admin.
The Police also moved into the Tower Building, a far more spacious accommodation for Police HQ, the Training Branch and Commercial Crime Branch of the Police. This allowed for a much-needed reallocation at the Central Police Station in George Town.



Farewell party for Michael Rowling and his wife

1989 – 1995
Police Commissioner Alan Ratcliffe

Under Mr Ratcliffe's tenure as Commissioner, a uniformed Special Task Force was developed, effecting a large number of arrests in various districts. Funding was also made available for a new 48 foot patrol craft, used jointly by Police and Customs to stem the import of drugs.



Alan Ratcliffe



HM the Queen presents Police medal during her visit in 1994 while Alan Ratcliffe was Commissioner



Anthony Grey



1995 – 1997
Police Commissioner Anthony Grey

Mr Grey was credited with bringing the Police into the modern era. Under his leadership the RCIP moved from a 'Force' to a 'Service'. He introduced the RCIPS Code of Conduct and Objective. Under his tenure, the Community Relations Department was established.

1997 – 2003
Police Commissioner David Thursfield

Former Commissioner Thursfield followed an aggressive campaign to try and recruit more Caymanians into the RCIPS. In the 1999 Annual Report, Thursfield stated "The year under review was probably the most testing year ever for this Police Service" following riots and subsequent fire at Northward Prison.



David Thursfield



Buel Braggs

2003 - 2005
Police Commissioner Buel Braggs

Mr Braggs broke new ground as he was the first Caymanian Commissioner of Police in the modern era. Motivated by wanting a home of his own at a young age, Mr Braggs went to work running a car workshop after leaving school, before being headhunted by several senior police officers to come and work for the service. Following the recession in 1976, Mr Braggs decided to join the service, attracted by the prospect of a steady wage and career progression. He was welcomed with open arms by the police, who had him on traffic duty before he had even had time to train. Having already served a year on the service he went to train in Barbados, eventually rising to the most senior post in 2003. Mr Braggs has been awarded the Royal Victorian Medal, the Long Service Medal and the Colonial Police Medal.



Former Commissioner Buel Braggs drove HM the Queen during her 1983 visit



Former Commissioner Buel Braggs receiving the CPM



Former Commissioner Buel Braggs with his medals



Stuart Kernohan

2006 – 2008
Police Commissioner Stuart Kernohan

While focusing on seven main issues of the day (crackdown on crime; neighbourhood policing; calls and response; border security; service modernisation; leadership and performance management), Mr Kernohan put a priority on service modernisation to ensure that the RCIPS was as up-to-date as it could be, infrastructure and procedure-wise

2009-2016
– Police Commissioner David Baines

During Mr Baines' tenure as Police Commissioner he led the service during a time of change brought about by an unprecedented rise in serious crime, in particular gun crime.



David Baines

2016
– present Police Commissioner Derek Byrne



Police Commissioner Derek Byrne

WOMEN IN THE SERVICE

In 1959 two female police officers were first assigned to the RCIPS, to mainly work on cases involving women and children. In the late 1990s the 'Woman' prefix was dropped from the police rank, to ensure that all officers were treated fairly and equally. Today, while still outnumbered by their male colleagues, female police officers stand shoulder to shoulder with their male counterparts, serving the Cayman Islands community.

Police Sergeant Keren Watson has responsibilities within the Process Department, which deals with the management and execution of warrants, the service of police summons and the management of case files for front line officers. She has been an RCIPS officer for a little more than five years.

PS Watson says one of the highlights of her career at the RCIPS has been her promotion:

"I was a supervisor for over ten years in another jurisdiction, so my promotion was an opportunity for me to impart my skills and experience in a management/supervisory role within the RCIPS," she advises. "*Since then, I have been given the opportunity to act as an Area Commander for Cayman Brac and Little Cayman."*

An important priority for PS Watson has been spearheading the modernisation of the Process Department, to improve efficiencies.

"This included redefining the roles and functions of civilian and police staff and creating networking opportunities with external agencies, such as: the Office of the DPP," she says.

EXCELLENT CAREER FOR WOMEN

While acknowledging the job can be a challenging one, PS Watson says her career is one that she would definitely recommend to young women thinking about joining the RCIPS.

"It is an excellent opportunity for young women to serve the community and represent their country, it offers the opportunity for independence and job security and you can expect training, networking and advancement through various professional courses and programmes," she states. *"This career offers young women the opportunity to advance themselves not only locally but globally, through the various training and learning opportunities available. The gender equity that exists within the organisation is another means by which female officers can be empowered."*



Police Sergeant Keren Watson

> THIS CAREER OFFERS YOUNG WOMEN THE OPPORTUNITY TO ADVANCE THEMSELVES NOT ONLY LOCALLY BUT GLOBALLY
>
> **– Police Sergeant Keren Watson**

Karen Newbould (nee Mills) worked on relief in George Town, West Bay and as the Community Beat Officer for South Sound for the RCIPS from January 2001 to September 2004. Ms Newbould now works for the UK's Metropolitan Police and she is currently working in the Counter Terrorism Command.

Some of the highlights of her time in the RCIPS included organising a torch relay to raise money for the Special Olympics. She also ran the first Cayman Islands Marathon to raise money for Lupus (sharing the proceeds between the charity in Cayman and the UK) and represented the RCIPS in golf at the World Police and Fire Games in Indianapolis and also played squash for them at the South Sound Squash Club.

Ms Newbould set up neighbourhood watch schemes in her community, in South Sound and Melody Lane, and initiated a safer cycling campaign as well.


Six beat officers added

Excerpt from the Caymanian Compass newspaper introducing Karen Mills as a new RCIPS police officer

> I GOT JOB SATISFACTION FROM MY POSITIVE INTERACTIONS WITH THE PUBLIC
>
> **– Karen Newbould (nee Mills, former RCIPS officer)**

Inspector Wendy Parchment has 32 years of experience in operational policing. Inspector Parchment has worked at all of the district police stations on Grand Cayman. She is the second woman in 17 years to hold the position of Area Commander of the Sister Islands, and is one of the first female commanders in the RCIPS to be qualified as a Critical Incident Management and Firearm Incident Commander.



Brittney Parchman is a Scenes of Crime Officer with the Scientific Support Branch of the RCIPS. She began her career with the RCIPS in October 2014 as a Scenes of Crime Officer Trainee. In March 2016, she was promoted to Scenes of Crime Officer, which is the post that she currently holds. As a Scenes of Crime Officer, she is required to attend crime scenes to identify, document, collect and analyse evidence to assist with police investigations.

"Being a Scenes of Crime Officer is an exciting and rewarding career. For me personally, I feel great pleasure in knowing that I am playing a vital role in assisting Investigators in solving crimes to bring about justice for the victims of these crimes and to put the offenders behind bars," she says.

A career in law enforcement gives one the opportunity to help curb criminal activity and to make a positive impact in the community, she states.

"I encourage young Caymanians to join the RCIPS to be part of an organisation that is driven by the desire to help the law-abiding citizens of our islands."







Tiffany Rankine, at the RCIPS ballistic hub. The RCIPS was selected by the UK's Foreign and Commonwealth Office to be the host site for the British Overseas Territories, funded by the FCO

Tiffany Rankine is a Scenes of Crime Officer TRAINEE (SOCO Trainee), a civilian, not a sworn police officer. She was given the opportunity to work with the RCIPS as of March 2nd, 2017.

Ms Rankine says throughout her time thus far at the RCIPS she has had the opportunity to see the triumphs in protecting the community despite struggles that may be faced.

"One of the most rewarding aspects of the job is being a part of the effort to restore the community's sense of peace and trust in humanity," she says. *"I am grateful to have been present during the installation of the IBIS (Integrated Ballistic Identification System) to the RCIPS/Cayman Islands. I am being trained by passionate and experienced officers and have got fingerprint identification hits,"* she adds, detailing other highlights to date.

Despite the negative stigma sometimes associated with law enforcement especially on such a small island, it is the most rewarding career field you can choose, Ms Rankine confirms. *"I encourage young Caymanians to join the RCIPS as it is a pathway that allows individual internal and external development."*



Chief Inspector Harlan Powery

> THERE'S NO BETTER CAREER FOR TRULY UNDERSTANDING OUR MULTI-CULTURAL SOCIETY.
>
> **– CI Harlan Powery**

A GREAT CAREER FOR CAYMANIANS

Encouraging young Caymanians to see the RCIPS as a rewarding and fulfilling career is high on the Service's priority list. Whether they are from Grand Cayman or the Sister Islands, the Service is looking for recruits who see their future in one of the many varied roles on offer.

Chief Inspector Harlan Powery joined the RCIPS at the age of 16 and has been a serving officer for 35 years. As a young Caymanian, CI Powery was a member of the Cadet Corps in the 1980s, and was keen to join the police service even at such a young age. Graduating at 17, CI Powery attended the local Police Training school and served a six months probationary period before becoming a fully-fledged police officer. CI Powery has a Bachelor of Laws degree with Honours from the University of Liverpool and a Post Graduate certificate in Criminal Justice and Police Management from the University of Leicester.

"As a youngster, I was always fascinated with the military, so becoming a police officer seemed like a natural step for my career path," he advises.

CI Powery says that he was an only child and had led a sheltered life up until becoming a police officer, so the daily demands of police life, including helping to intercede in domestic incidents, was quite a wakeup call for the young officer.

"It really opened my eyes as to life beneath the surface!" he says.

CI Powery has worked his way up the ranks throughout his long career and now serves as Chief Inspector and confirms that getting a better understanding of society still remains one of the best things about his career.

"There's no better career for truly understanding our multi-cultural society," he says. *"As a case in point, while searching for a witness several years ago at an apartment complex, I greeted the tenants in Jamaican patois, Filipino tagalog and Indian Hindi, all within a matter of minutes! You are able to get a real understanding of the meaning of diversity in this job."*

Other benefits of the job include the opportunity to travel overseas for training:

"There is a great deal invested in the development of young officers," he says. *"In addition, the requirements of working under pressure, working to specific deadlines and leading younger officers all stand an officer in great stead if they then choose to work elsewhere, such as in government,"* he says. *"Working in the RCIPS is a wonderful learning laboratory for all sorts of careers! It prepares you very well for other careers outside the Service."*



Detective Constable Patricia Sevik

Detective Constable Patricia Sevik is from Cayman Brac and had been in the Service since 2014, She is currently working with the Family Support Unit. DC Sevik has an Associate's Degree in Social Studies.

She says: *"I joined because I wanted to do something I could be proud of and that would positively impact the community. I also wanted a job where no two days were the same."*

And that has proved to be the way things have work out. She recalls on one occasion arresting a drug dealer and stopping him selling on the streets and another where she was able to help a victim of domestic abuse start a new life.

In 2017 she was among the contingent of Cayman officers who flew to the British Virgin Islands to help local police officers in the wake of the destruction wreaked by Hurricane Irma.

> I JOINED BECAUSE I WANTED TO DO SOMETHING I COULD BE PROUD OF AND THAT WOULD POSITIVELY IMPACT THE COMMUNITY.
>
> **– DC Patricia Sevik**

"That has been one of the high points of my career so far," she confirms. *"I was able to help with maintaining law and order and assist the Red Cross with their humanitarian aid."*

"The highest point of my career overall was being selected as a young female Caymanian for the High Development Potential Scheme which fast tracks promising young officers by providing them with the opportunities to gain needed experience and skills quickly," she confirms.

"I see being in the Service as a great opportunity for young people because it gives you the opportunity to learn and grow. The Service provides you with many training opportunities and encourages you to advance yourself educationally," she adds. *"My career goals would be to pursue a degree in Criminology work my way up the ranks. Hopefully one day I might become the first female Commissioner."*



Acting Inspector Loxley Solomon

Acting Inspector Loxley Solomon enlisted on 22nd November 1993 as a police cadet. He was one of the first hand-picked community policing officers under Commissioner Grey and worked in the community in which he grew up (Watler's Road). Under the leadership of Commissioner Byrne, AI Solomon says he was able to apply his dedication, love for country and passion for being a police officer in the role as Commander of the Tactical Firearms Unit (TFU).

"It is here that I am able to fully demonstrate my skills, experience in the field of firearms and apply it to creating an elite unit that my people can be proud of and rest assured knowing that the RCIPS can attend to any threat our country may face," he confirms.

AI Solomon is in charge of all firearms resources for the RCIPS and manages a 24 hour firearms capability, which covers a district armed response vehicle, a tactical team and a pro-active team.

He has spent about a year out of the last 17 years in the UK, training at various police training facilities around the country, in aspects such as dynamic intervention, dynamic entry, method of entry, rifleman skills, firearms instruction, tactical firearms and post-incident management.

In 2017 he led the fourth and fifth deployment of RCIPS officers to the British Virgin Islands, after hurricanes Irma and Maria devastated the country, providing support to BVI police with regard to firearms capabilities and response.

RCIPS: SECURING OUR BORDERS

The Joint Marine Unit and the Air Operations Unit work in tandem to protect Cayman's borders and are vital Units within the RCIPS.

JOINT MARINE UNIT

The RCIPS Joint Marine Unit is comprised of officers from the RCIPS, Customs and Immigration Departments who work jointly to protect the borders of the Cayman Islands, focusing on preventing drugs, firearms, and persons entering the jurisdiction illegally.

Illustrating the vital importance of the JMU, throughout 2017 the JMU seized 898lbs of ganja in marine interdictions, assisted in the recovery of two firearms found with these drugs, and captured six people attempting to illegally land on the islands. These marine interdictions were performed in operations with the Drugs and Serious Crimes Task Force.

Strengthening the enforcement of marine safety and conservation regulations, in conjunction with other government departments, is also a priority for the JMU. Marine officers regularly assist Port Authority with patrols of waterborne tourist areas around Grand Cayman, and conduct maritime safety checks of boats and disrupting illegal or unsafe activities. The JMU also partners with officers from the Department of Environment to enforce protections for marine life set forth under the Cayman Islands National Conservation Law.

Marine officers are regularly involved with lifesaving efforts at sea. They assist vessels in distress and have conducted several search and rescue operations, often together with the Air Operations Unit, despite the small size and fleet of the unit. These search and rescue operations can involve vessels believed to be adrift, but also concern snorkelers, swimmers and divers along the shoreline who fall into difficulties. As of 31 October, 2017, the JMU had responded to 84 vessels in distress calls. Following a report produced by the UK Maritime Coastguard Agency in January 2017, the Cayman Islands Government has allocated funding to repair boats and reinforce the marine fleet's capacity to execute search and rescue and border security activities.

Marine officers are also tasked with investigating marine property thefts, water-related deaths and any other police-related marine incidents.

Some officers are trained to an advanced level to operate police vessels, and some also have specialised training as rescue divers, and paramedics. All officers in the JMU are trained to carry firearms.





The Joint Marine Unit in action

Work as a marine officer often entails long hours on the open water, especially during search and rescue operations, or police operations. Law enforcement and rescue efforts on the water can entail a wider set of risks than police work on land, which JMU officers willingly embrace for the sake of protecting these islands from external threats and saving those at sea in life-threatening circumstances.

AI Superintendent Brad Ebanks, in charge of Specialist Operations within the RCIPS, was transferred to the JMU and is charge of all Tactical Operational Units within the RCIPS. This includes the Air Operations Unit, Firearms Unit, the K9 Unit and the JMU. He has strategic responsibility over these units, ensuring that they meet the organisational needs.

"The JMU's role has not changed much from its inception," he advised. *"Border Control and Search and Rescue remain our primary roles, with enforcing our conservation laws and water safety being our secondary. Of, course we are much busier today in certain areas as the population increases. We find that more inexperienced persons are having access to boats. People are not taking as much heed to weather conditions as they should. With today's technology, everything is readily accessible, including weather reports."*

Acting Supt Ebanks said that it had been discussed that a Coast Guard approach might be the way forward.

"This will take a lot of commitment in many perspectives. Currently, we are focusing on getting our strengths to where we can be more effective and offer more border control," he stated.





The Police helicopter over Seven Mile Beach



The Police helicopter is well-equipped

AIR OPERATIONS UNIT

The AOU came into effect in March 2010 and has been an integral part of the policing of the Cayman Islands ever since.

Steve Fitzgerald, Unit Executive Officer, Air Operations Unit, was responsible for bringing the RCIPS helicopter into service and setting up the Unit in March 2010, having worked with the Unit since 2009.

Mr Fitzgerald is also a Tactical Flight Officer.

"Our Unit consists of two pilots, a Deputy Unit Executive Officer (Police Sergeant) and four Tactical Flight Officers (Police Constables). A standard crew is one Pilot, one technical TFO (operating the camera and other police role equipment) and a Tactical Commander TFO in the rear who, in the main, controls the police taskings and deployments and interacts with the ground/sea patrols," he explains.

Since bringing the helicopter on line, the capability has developed over time to be an integral part of policing and operational response, Mr Fitzgerald says. Noting improvements to the Unit, Mr Fitzgerald says in the 2013 the FLIR camera system was upgraded, in 2016 the digital downlinking system was fitted, and in 2017 they completed the role conversion to allow the aircraft crew to operate on night vision goggles.

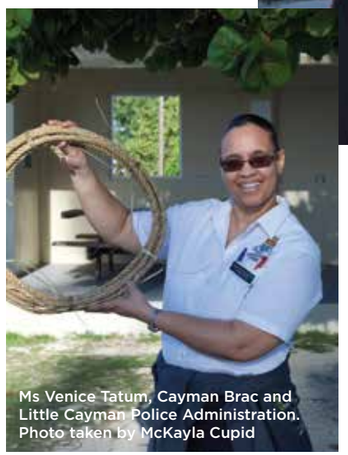
September 2017 saw the Unit deploy to Turks and Caicos on the tail of Hurricane Irma, thereby providing vital assistance to these hurricane-ravaged islands.

The Police helicopter is powered by twin Safran Turbomeca Arrius 2B1A jet engines, and comes equipped with a FLIR Ultraforce II Camera turret, which means it can search for persons, vehicles or vessels on land or sea, record evidence and provide briefing for the RCIPS. It has a Skyshout public address system that can provide information to a wide area (either instructions or evacuation) at speed and can alert suspects to actions required. It has a high powered light that can provide night illumination of areas and is used for night investigation by the crew. In addition to many other pieces of equipment, it also carries a life raft, a full medical kit (crew are trained as emergency medical responders and can conduct as an air ambulance).

Tasks include border protection (offshore up to 100 nautical miles), emergency response, air ambulance capability, support for Fire and Rescue, firearms operations, search and rescue co-ordination (in conjunction with Marine Resources), major incident response, disaster response (immediately after event), high visibility Police presence, support for marine conservation and surveillance.



Cayman Brac police officers


Ms Venice Tatum, Cayman Brac and Little Cayman Police Administration. Photo taken by McKayla Cupid



The Cayman Brac Police Station

POLICING THE SISTER ISLANDS

They maybe small and have far fewer inhabitants than Grand Cayman, but the Sister Islands of Cayman Brac and Little Cayman still have to be policed to the same high standards. They provide a 24-hour service to both communities, answering calls for assistance, conducting patrols and engaging with the public and community partners and government agencies, such as Customs and Immigration.

The number of officers stationed on both islands totals one Inspector, one Sergeant and 11 constables, two of whom are based on Little Cayman.

Inspector Andre Tahal is District Commander for both islands. He says: "Changes in technology and instantaneous communication have impacted how we police the islands.

"We can receive more real-time information than before, but instantaneous communication also enables criminals to be quicker and well-coordinated.

"We need to evolve as a society and needs of the community evolve. Violent crimes are thankfully still rare in the Sister Islands, however, they do occur."

It was violence of a natural kind that had the biggest impact on the Sister Islands in recent memory, when, in 2008, they took a direct hit from Category Four Hurricane Paloma, which destroyed homes and businesses and made up to 1,000 people homeless.



Little Cayman police officers Royal Brown and Lloyd Anderson with fire officers



The Little Cayman Police Station

One man who saw the devastation and the dedication of the islanders to overcome the disaster is Chief Inspector Patrick Beersingh, now stationed on Grand Cayman, but who was Chief Inspector on the Brac from 2007 to 2008.

He says: *"This was the biggest thing ever to hit the islands. I wasn't on the Brac when the hurricane struck but I returned as soon as I could and liaised with District Commissioner Ernie Scott in helping get the islands back up and running.*

"The local community was helped by officers who came over from Grand Cayman."

CI Beersingh says that during his time on the islands he thought it important to reinforce the resources of the regular police officers by calling on the support of the local people. His efforts were rewarded with the training of 24 Special Constables. However, the greatest support was provided by the District Commissioner Mr. Ernie Scott and his Deputy Mr. Mark Tibbetts, who gave every type of support when called upon.

He adds: *"That had a dramatic effect on dealing with crime, including several significant arrests and drug related cases. There is a lot of resources just waiting to be tapped into, if the police commander is prepared to work with the community."*

HURRICANE PALOMA

It was in November 2008 when the Sister Islands took a direct hit from the devastating Category 4 Hurricane Paloma – the third largest late season hurricane ever recorded.

Winds of up to 140 miles an hour struck Cayman Brac and Little Cayman causing widespread damage. It was estimated that the vast majority of properties on the Brac were damaged or destroyed, leaving around 1,000 people homeless.

On the Brac the airport, police station, gas stations and food stores were damaged or destroyed.

Homes on Little Cayman, too, were damaged. Downed power lines on both islands hampered repair work for a number of weeks.

Immediate help not only came from the Sister Islanders themselves but from Grand Cayman where boats set out with essential supplies like food and water.

Disaster relief also from the crew of the Royal Navy supply ship Wave Ruler which was in the Caribbean at the time.

Some nine years on both islands have been restored, some say, bigger and stronger than before.

A SPECIAL SERVICE

The Royal Cayman Islands Police Service Special Constabulary is the volunteer Police Service of the Cayman Islands, known as 'the Specials'. Approximately 60 Special Constable (SC) officers serve the community completely voluntarily, assisting the RCIPS in many different ways.





Dr Linda McField

Commandant Duggan upon being sworn in as Commandant

HISTORY OF THE SPECIALS

The Special Constabulary was established by law on 1st October, 1981 and the initial appointed members were the late Capt Theo R. Bodden, Tommie Hurlston, John Gunter, Rex Crighton and Dr Linda D McField. It came about after Cayman witnessed reports of a 'Peeping Tom' in South Sound in 1981. Shortly after, an attempted rape was reported to Police by a citizen of the South Sound community. On learning that the Police did not have the resources to increase patrols in the area, Capt Theo, who was also a founding Member of the Rotary Club Central, Chairman of the Caymanian Protection Board and a Member of the Chamber of Commerce, set about seeking assistance from members of the public who would work alongside the Police, to help calm the South Sound residents.

Capt Theo called Dr McField, Mr Crighton, Mr Hurlston and Mr Gunter, who were all recruited to help. Mr Hurlston owned a department store and he agreed to assist the group with ordering uniforms which consisted of navy blue pants and light blue shirt. Each officer paid for their own uniform. After the initial five members were recruited, Capt. Theo organised training in first aid and in the use of handcuffs and batons.

Early in 1982 Capt Theo was informed that a royal visit was being planned for early 1983. In November 1982, after a vigorous campaign, 160 additional volunteers were sworn in and the Special Constabulary was officially formed with a total of 165 Officers.

The Police Training Department undertook a full course of training for the Special Constabulary, as well as the initial training for the Airport Security Guards, which was also established in 1982. All Officers also took the Qualifying Examination.

On the first of January 1983 the control of the Special Constabulary was passed to the Force Training Officer, under the Commissioner of Police.

TODAY'S SPECIAL CONSTABULARY

Officers of the RCIPS Special Constabulary have the same powers of arrest as regular police officers and carry out largely the same duties as regular officers, the main difference being that SCs are community volunteers and are therefore not paid to do the work that they do.

Although volunteers, all SCs are fully trained and duly sworn in officers of the crown, and with that comes all the responsibilities to that of regular officers. The uniforms, the work, the risks and the expectations to uphold the law and integrity of the RCIPS are all the same. Also the same is the expectation that once the RCIPS have invested the time, money and trust in the training and commissioning of the officers, that they diligently perform all the roles and responsibilities required of them.

Specials are required to work a minimum of six special events each year and a minimum of 15 duty hours per month at one of the district police stations, including the Sister Islands. However, many specials do more than the basic requirement.

The mandate has grown significantly over the years and the Special Constabulary is now a fully integrated part of the Royal Cayman Islands Police Service.

Each district which provides policing has a contingent of SCs, usually supervised by a number of Special Sergeants, Commandant, Deputy Commandant or Inspector.



Special Constabulary Officers standing by their vehicle: Special Constabulary Officer David Wilson, Special Constabulary Commandant Duggan, and Special Constabulary Officer Julius Blackwood (RCIPS officers on motorbikes)

Members of the Special Constabulary at course graduation

Special Constables at course graduation in the early 1990s'

The Special Constabulary has a number of officers with specialised skills and training that can be of significant benefits to the RCIPS and so, where these skills are identified as being potentially beneficial to a specific area of the RCIPS, the officer will be assigned to work with that unit. Based on these specific skills, SCs have in the past been assigned to the Financial Crimes Unit, CID, Drug Task Force, Marine Unit and a range of other units and specialist back office administrative functions.

RECRUITMENT PROCESS

All recruits are required to pass fitness, verbal and written tests, and must also perform to a high standard at interview. After that, each recruit must satisfactorily complete the intense training programme and pass all the associated tests. Once all of this has been accomplished, the new recruit will be sworn in as a RCIPS Special Constable and their rewarding role of serving and protecting their community, while growing as individuals, will begin. At this event, they are issued with their full gear and then they enjoy the full powers and privileges of a Constable throughout the Cayman Islands.

Through regular training courses, in addition to 'on the job' experiences, officers are continuously developed to ensure that they are fully equipped with the knowledge and training to effectively and safely carry out the functions of a police officer. This frequent and ongoing training provides individuals learning experiences that the officers would otherwise not receive in their regular jobs and also provides development and leadership opportunities that will help them progress both in their full time careers in addition to their career as an SC.

The Special Constabulary is currently headed by Commandant Chris Duggan who has been an SC for 21 years and has been the Commandant of the Constabulary for almost six years, Deputy Commandant Arthur McTaggart, Inspectors Rodney Rivers, Craig Coe, Julius Blackwood and David Wilson.

Commandant Duggan says: *"The Special Constabulary is one of the few volunteer organisations around that offers the opportunity for growth and development; both as an individual and in terms of promotion within the organization. Being a Special Constable is a privilege and affords each officer with opportunities to develop in so many ways."*

Looking ahead, Commandant Duggan says they are continuously trying to grow and develop the Special Constabulary as the demands on their officers increase.

"We are becoming more and more aligned with regular officers and we are increasing our training requirements to ensure that all of our officers are kept up to date in this regard. This is as much a safety issue as it is an operational one. We will continue to place officers in specialised roles depending on any areas of expertise they have," he says.

Special thanks to Commandant Chris Duggan and Dr Linda McField for their input on this article.

DIVERSITY IN THE SERVICE

It's said that a police service reflects the public it serves and this is evident in the wide range of nationalities among officers in the RCIPS ranks.

The Cayman Islands comprises over 100 nationalities, so, with so many nationalities living side by side, it's no surprise that the Service has a diverse staff of officers serving the community.



Constable Lazarus Moraes

One such officer is Indian-born **Lazarus Moraes** who works out of George Town as a patrol Constable. A member of the Service for 13 years, this former cruise ship cook has worked hard to establish himself and his family on the island.

He first joined as a Special Constable in 2004, becoming a full time officer after training two years later. He says he was inspired to join the RCIPS by Sergeant Neil Mohamed.

Posted to the Eastern Districts on shift work as a uniformed officer, he undertook a wide range of street duties.

They saw him discover the body of a murdered man in the early hours while on patrol in East End, help reunite a tourist with stolen items a few hours after the crime had been committed and the thief caught, and the recovery of more than 2lb of ganja after he stopped a car at four in the morning.

In 2012 he joined the Neighbourhood Police Department in Bodden Town where he got to know the local people on a personal level, forming several Neighbourhood Watch groups and visiting the young people at Clifton Hunter High School where he worked as liaison officer on a number of occasions.

PC Lazarus is also a keen sportsman. He was a member of the team which won the Government Football league in 2008 and a player with Bodden Town, winning the inaugural Police inter department football tournament in 2015. Since 2008 he has also been an active football referee. He has also volunteered with the Cayman Islands Special Olympics for 12 years.

PC Lazarus says: *"In Cayman, policing is neighbourhood-based which gives you the chance to meet and work with people. This is something I really enjoy."*

"Cayman is a safe place for my wife Cleta and I to bring up our boys Herman and Ernie and daughter Quintina," he adds.

Canadian **Alain Belanger** is an acting police sergeant within the Traffic Management unit. He has been back in the service of the RCIPS since March 2010, initially having been employed with the Service initially from 2005 to 2007. ASGT Belanger says having been part of the International police task force for the United Nations in 2000 in Bosnia Herzegovina, it gave him the desire to continue and go work abroad.

"When I saw in 2004 that the RCIPS was hiring, I applied and was finally able to come after the devastation of hurricane Ivan. Escaping the Canadian winters was also an appealing part of the deal," he advises.

As a police officer for the Montreal urban police department for 20 years, ASGT Belanger held many positions, including being a patrolman in various districts of the city, vice detective and officer in the armed Intervention unit in two regions.

He says he could see similarities and differences in the ways Canada and Cayman are policed: *"As a Commonwealth country, Cayman's laws are similar to those of Canada, but a lot of the wording is different and that took some getting used to,"* he advises. *"Also, the lack of resources, equipment and protection to which I was accustomed is different and needed some adjustments from my part."*

He joined the Traffic Department in 2006 and was trained as one of their motorcycle instructors, becoming a motorcycle officer in 2006, 2010 and now again since 2016. He was


Acting Police Sergeant Alain Belanger

part of the Uniform Support Group for five years, and was promoted to Acting Sergeant for the Traffic Department and put in charge of the Motorcycle Unit. He was then trained as a driving instructor for the Unit in 2017.

Highlights of his career include saving a man from a suicide attempt (by drowning) in 2016. *"And the satisfaction of doing a good job day in and day out after 30 years of serving the public,"* he confirms. *"In many occasions, I have been told by the public that I am a good and fair officer, which always fills me with pride."*

He says that policing in Cayman is unique: *"The fact that Cayman is an island makes policing rather special, as it is a closed environment. Offenders in the most part cannot flee easily elsewhere."*

"Being surrounded by the ocean, you deal with a lot more water-related injuries, fatalities and crime. Being isolated can make it more difficult to source equipment, materials, training etc. If you live here long enough you get to know a lot of the community personally," he adds.

Having made Cayman his home now, ASGT Belanger says he has a vested interest to see the RCIPS grow in a positive way.

"There are a lot of competent people working towards the same goal, but it has not always been easy, but with perseverance I believe that eventually the RCIPS can become the crown jewel of the Caribbean."

Police Constable Sarah Joy Bodden is originally from the Philippines and says that joining the RCIPS was a calling.

"It is my vocation, more than being a profession," she confirms. *"As a child, my ambition was to help others. Although I did not know which profession it was then, I just believed that one day I would be able to fulfill that ambition."*


Police Constable Sarah Joy Bodden

Constable Bodden says that when she learned the RCIPS was recruiting, she told herself, *"This is it."*

"Knowing of the growing Filipino community in Cayman, I knew the RCIPS needed one officer who could create a bridge to them and likewise, the Filipinos to the Police. I was more than willing to be that officer," she states.

Constable Bodden confirms that although she was never a police officer in her home country, she could say that since Cayman has a small total population it is more manageable here as far as policing goes, less violent, and more humane than policing back in the Philippines.

"And yes, all policemen in the Philippines carry guns unlike where in Cayman only the Uniform Support Group can after training," she adds.

A career highlight includes saving a person from committing suicide.

"A few days after training on a Hostage and Crisis Negotiator Course, I was dispatched to a person who was suicidal," she recalls. *"That incident taught me that the theory is different from reality. In theory, things can be ironed out provided "steps" are applied accordingly. In reality, there are no such steps. The only thing that matters is presence of mind that can stop that finger from pulling the trigger. One has to carry bravado that persuades rather than intimidates, without a hint of being nervous beneath the veneer. What a relief it was to have saved a life!"* she says.

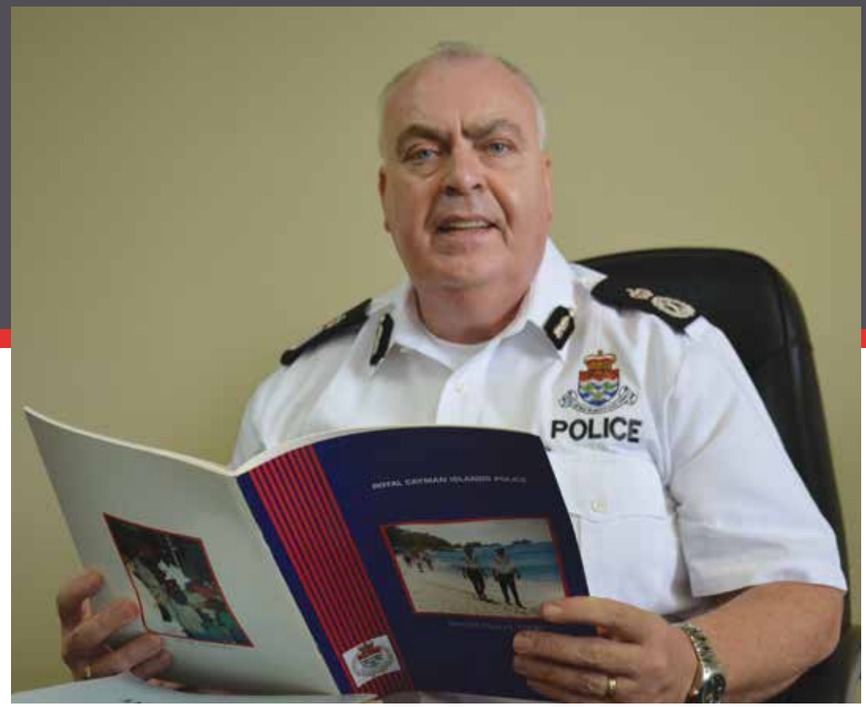
In 2017, she was chosen as a tutor constable to a young promising officer.

"With the support of the entire West Bay Police, showing our recruit the ropes was fulfilling. Being able to share and impart knowledge is rewarding," Constable Bodden confirms.

LOOKING AHEAD

By Commissioner of Police
Derek Byrne

The Royal Cayman Islands Police Service (RCIPS) is a single national police service with a unified command structure. It is an unarmed service, with an armed response capability, mandated by statute to deliver the full range of policing services across the Cayman Islands and its territorial waters. Included in its statutory remit, RCIPS is mandated to deliver on national security, border protection (by air and sea) including criminal interdiction in territorial waters. The service is also mandated by statute to deal with search and rescue missions in territorial waters. In addition to its statutory remit, RCIPS Air Operations assist with medical evacuation movements across the islands.



Rising expectations of Caymanian society for a modern, well respected police service, one that reduces crime and enhances public safety, underpins service provision requirements. In shaping the policing service it is vital that the community are recognised and treated as frontline stakeholders. There is a requirement to widen the means for significant public input (partnership) and to measure levels of public satisfaction with RCIPS. Framing reform is a significant challenge in which public opinion matters. The objective is to build a professional, well resourced, well managed, disciplined organisation with the competence, capacity and capability to be accessible, lean, agile, active, visible and responsive.

At the beginning of 2018 RCIPS employed just less than 400 police officers (all ranks) and 68 civilian support staff. There is broad ethnic diversity within the RCIPS, with officers coming from over 20 countries. This is seen as a strength, as officers bring with them a wide range of traditions and policing styles. While the RCIPS is operating in a very modern environment with complex demands and expectations, the future strategic intent is to build and sustain a modern, progressive, fit-for-purpose 21st Century policing service resourced by the right people. To maintain our effectiveness there is a clear need to provide coherent training and continuous upgrading of skills in order to ensure consistent policing standards across the service.

RCIPS is an organisation that must continually grow if it is to meet the needs and expectations of the communities it serves. Cayman's economic infrastructure and population growth in recent decades has taken pace at a phenomenal pace. The dynamics of the changes taking place nationally and globally require the RCIPS to adapt and be responsive to increasingly challenging and complex national and global policing demands. In order to better serve the needs of our communities, the RCIPS needs connectivity and community engagement. This was very evident in years past, when everybody knew a police officer and there was great respect for the law. Somewhere along the line in recent years we disconnected and we disengaged because we were trying to deal with new methods of policing. Gangs and drug crime were emerging, along with firearms, white collar crime and cybercrime and, as a result, police officers engaged with communities were drawn back into the centre to help combat these emerging threats. We must now reconnect and reengage.

The globalisation of transportation, communications and finance has benefitted not only illicit business, but also professional criminals, terrorists, arms dealers, drugs traffickers, money launders, human traffickers and other sundry criminals who are increasingly enabled by new, affordable technologies and who are increasingly organising into sprawling global networks. As a result, understanding international organised crime and terrorism in terms of networks has become a widely accepted paradigm in the field of international policing. These demands identify a compelling need for change in the way we conduct our business and in the way we deliver our policing services. Community must be at the heart of our decision making while we continue to focus on organisational capability working to maximise the resources we have to meet the changing policing demands.

Policing by its very nature needs to have structure, a command and control type of approach and it must be performance related. We need structures and strategies to deliver on the service. We must shift from a reactive to a responsive service, where we anticipate in so far as is reasonably possible what could happen and have our resources allocated appropriately. In today's terms this is referred to as intelligence-led policing.

RCIPS need to recruit the right type of person. If we can attract well-educated male and female Caymanian officers, it would certainly make a huge difference in the future. I want to be able to attract the right calibre of young men and women from the Cayman Islands with an interest in policing. It can be an outstanding career with so many strands in which you can specialise. The RCIPS Mission Statement - **'Working with our communities, Working for our communities'** aptly describes and underpins the envisioned RCIPS go-forward strategy. We can build public confidence by actively engaging with our communities, agencies and strategic stakeholders, developing effective partnerships. We must understand our partners' perspectives and priorities, working co-operatively and collaboratively to achieve shared objectives.

THE RCIPS IN THE COMMUNITY



Admirals Landing Neighbourhood Watch in 2007





Police officers are involved in the Cayman community at a multitude of levels. Their community interaction includes going into schools and working with school children, participating in community activities, holding community meetings, and generally reaching out to the public in recruitment drives.

Here is a glimpse of the RCIPS in the community.
































Police HQ 1973


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