

## SUMMARY OF RECOMMENDATIONS

Virtually all the 125 recommendations in the Report require immediate commencement of the process of implementation. The column entitled "COMPLETE IMPLEMENTATION BY" gives the date by which implementation should be completed.

NO.	RECOMMENDATIONS	COMPLETE IMPLEMENTATION BY
<b><u>CHAPTER 6</u></b>		
1.	Recommendation One: Adopt a new PDRM Motto.	August 2005
2.	Recommendation Two: Review and refine the Vision Statement.	August 2005
3.	Recommendation Three: Modify the Mission and Function of PDRM.	May 2006
4.	Recommendation Four: Strengthen PDRM's value system.	August 2005
5.	Recommendation Five: Develop a Doctrine of PDRM leadership.	August 2005
6.	Recommendation Six: Articulate and implement a proper code of ethics.	August 2005
7.	Recommendation Seven: Shift from a "force" paradigm to a "service" paradigm.	August 2005
8.	Recommendation Eight: Focus professional policing resources on core policing functions and civilianise or outsource non-core policing functions.	May 2007
9.	Recommendation Nine: Strengthen community policing.	Continuous
10.	Recommendation Ten: Forge partnerships with NGOs and the private sector.	Continuous
11.	Recommendation Eleven: Close the gap between philosophy, doctrine and actualisation	December 2005

NO.	RECOMMENDATIONS	COMPLETE IMPLEMENTATION BY
12.	Recommendation Twelve : Establish independent oversight mechanism.	May 2006
<b><u>CHAPTER 7</u></b>		
13.	Recommendation One: Make crime reduction priority No. 1 for PDRM, together with eradication of corruption and compliance with prescribed laws and human rights.	June 2005
14.	Recommendation Two: Formulate and implement annual and monthly crime reduction plans.	December 2005
15.	Recommendation Three: Allocate more policing resources for crime control.	May 2006
16.	Recommendation Four: Make community policing a central strategy for crime prevention.	June 2005
17.	Recommendation Five: Enhance private sector partnership and contribution to policing.	Continuous
18.	Recommendation Six: Review strategy and measures to address the serious drug problem and intensify measure to combat the drug problem and substance abuse in cooperation with other agencies.	December 2006
19.	Recommendation Seven: Develop PDRM research and development capacity.	May 2006
<b><u>CHAPTER 8</u></b>		
20.	Recommendation One: Amend section 107 (1) of CPC.	May 2006
21.	Recommendation Two: Amend section 108A of CPC	May 2006
22.	Recommendation Three: Maintain stand-by pool of interpreters.	December 2005
23.	Recommendation Four: Develop a fully integrated and analytical reporting system.	May 2006

NO.	RECOMMENDATIONS	COMPLETE IMPLEMENTATION BY
24.	Recommendation Five: Train officers tasked to classify reports.	May 2006
25.	Recommendation Six: Improve supervision and monitoring of crime reports.	August 2005
26.	Recommendation Seven: Establish reasonable grounds before arrest.	June 2005
27.	Recommendation Eight: Draw up Code of Practice for Search and Seizure.	August 2005
28.	Recommendation Nine: Adopt Code of Practice for Proactive Investigation.	August 2005
29.	Recommendation Ten: Improve PDRM informer system.	May 2006
30.	Recommendation Eleven: Provide for rotation of posting for detectives.	December 2005
31.	Recommendation Twelve: Adopt new Code of Practice for identification of suspects.	August 2005
32.	Recommendation Thirteen: Improve training of Investigation Officers.	August 2005
33.	Recommendation Fourteen: Substitute section 113 of CPC with new provision.	May 2006
34.	Recommendation Fifteen: Record statements or confessions before Magistrate pursuant to section 115 of CPC.	August 2005
35.	Recommendation Sixteen: Draw up Code of Practice for record, storage and return of exhibits.	August 2005
36.	Recommendation Seventeen: Provide more effective supervision through better case management.	December 2005
37.	Recommendation Eighteen: Involve Public Prosecutor early in police investigation.	August 2005

NO.	RECOMMENDATIONS	COMPLETE IMPLEMENTATION BY
38.	Recommendation Nineteen: Ensure proper handing over of investigations papers.	August 2005
39.	Recommendation Twenty: Establish cold Case Unit.	February 2006
40.	Recommendation Twenty-one: Make greater use of scientific and technical aids in investigation.	August 2005
41.	Recommendation Twenty-two: Link National Fingerprint Database to PDRM.	December 2005
42.	Recommendation Twenty-three: Establish multi-disciplinary and multi-agency investigation teams.	December 2005
43.	Recommendation Twenty-four: Outline Procedure for "RTM" cases and enable automatic application for Order To Investigate (OTI) for Non-Seizable Offences	August 2005
44.	Recommendation Twenty-five: Encode IGSOs as subsidiary legislation under Police Act 1967 and make them accessible to police officers over Intranet.	August 2005
45.	Recommendation Twenty-six: Establish effective compliance monitoring capacity.	August 2005
<b><u>CHAPTER 9</u></b>		
46.	Recommendation One: Make eradicating police corruption one of the three PDRM reform priorities.	June 2005
47.	Recommendation Two: Adopt a proactive anti-corruption strategy.	December 2005
48.	Recommendation Three: Develop education and training programmes to encourage culture of honesty and integrity.	December 2005
49.	Recommendation Four: Review and strengthen PDRM's anti-corruption mechanism in the Disciplinary Division.	December 2005
50.	Recommendation Five: Establish Audit Management Unit.	December 2005

NO.	RECOMMENDATIONS	COMPLETE IMPLEMENTATION BY
51.	Recommendation Six: Implement regular job rotations and tenure limitation.	December 2005
52.	Recommendation Seven: Amend laws, regulations and work procedures.	May 2006
53.	Recommendation Eight: Launch joint operations.	August 2005
54.	Recommendation Nine: Improve and rigorously implement the declaration of assets requirement.	May 2006
55.	Recommendation Ten: Payment of compounds.	December 2005
<b><u>CHAPTER 10</u></b>		
56.	Recommendation One: Make compliance with prescribed laws and human rights one of the three top priorities for PDRM.	June 2005
57.	Recommendation Two: Launch a human rights education and information initiative in PDRM.	December 2005
58.	Recommendation Three: Amend section 27 of the Police Act 1967.	May 2006
59.	Recommendation Four: Amend section 73 of the Internal Security Act 1960.	May 2006
60.	Recommendation Five: Amend section 3 of the Dangerous Drugs (Special Preventive Measures) Act 1985.	May 2006
61.	Recommendation Six: Repeal Restricted Residence Act 1933 and Emergency (Public Order and Prevention of the Crime) Ordinance 1969.	May 2006
62.	Recommendation Seven: Partially repeal the Prevention of Crime Act 1959.	May 2006
63.	Recommendation Eight: Amend section 117 of CPC.	May 2006

NO.	RECOMMENDATIONS	COMPLETE IMPLEMENTATION BY
64.	Recommendation Nine: Adopt Code of Practice relating to the arrest and detention of persons.	May 2006
65.	Recommendation Ten: Conduct inquiries into all cases of custodial deaths and make the process more expeditious, transparent and accountable.	May 2006
66.	Recommendation Eleven: Enhance Special Branch accountability.	May 2006
<b><u>CHAPTER 11</u></b>		
67.	Recommendation One: Mount intensive and sustained programme to raise awareness and respect for women's rights in society.	Continuous
68.	Recommendation Two: Enhance PDRM training programmes covering women's rights and management of women suspects and victims.	December 2005
69.	Recommendation Three: Increase establishment of PDRM unit handling investigation of crimes related to women and children.	December 2005
70.	Recommendation Four: Ensure compliance with legal provisions and Inspector General Standing Orders relating to women complainants and investigation of women suspects.	December 2005
71.	Recommendation Five: Enhance facilities and support for women suspects and complainants in police stations.	May 2007
72.	Recommendation Six: Adopt a more proactive and preventive approach to domestic violence.	May 2006
73.	Recommendation Seven: Disseminate knowledge of the provisions of the Child Act 2001 in PDRM.	December 2005
74.	Recommendation Eight: Increase the number of Child Protection Units.	May 2007
75.	Recommendation Nine: Conduct hearings for children in the Child Protection Unit.	May 2007

NO.	RECOMMENDATIONS	COMPLETE IMPLEMENTATION BY
76.	Recommendation Ten: Improve arrest and investigation process in child cases.	December 2005
77.	Recommendation Eleven: Establish separate child division in PDRM eventually to address child cases.	January 2010
<b><u>CHAPTER 12</u></b>		
78.	Recommendation One: Re-deploy PDRM uniformed establishment according to professional policing requirements.	In phases Completion by May 2007
79.	Recommendation Two: Fill additional posts presently pending consideration and approval by JPA with police personnel involved in the migration exercise.	In phases Completion by May 2007
80.	Recommendation Three: Civilianise or outsource non-core policing functions and non-policing functions that do not require professional policing competencies.	In phases Completion by May 2007
81.	Recommendation Four: Enhance ethnic representation in PDRM.	Until adequate representation accomplished
82.	Recommendation Five: Increase gender representation in PDRM.	Until adequate representation accomplished
83.	Recommendation Six: Raise entry qualifications for Constable and Inspector.	January 2006
84.	Recommendation Seven: Provide special allowance for PDRM personnel stationed in Klang Valley, Johor Bahru and other major towns.	January 2006
<b><u>CHAPTER 13</u></b>		
85.	Recommendation One: Develop a competencies-based model for human resource development.	May 2006
86.	Recommendation Two: Further develop the Balanced Scorecard System employed by PDRM.	December 2005
87.	Recommendation Three: Prepare and publish annual Best Value Performance Plans.	January 2006

NO.	RECOMMENDATIONS	COMPLETE IMPLEMENTATION BY
88.	Recommendation Four: Implement Knowledge Management System.	January 2006
89.	Recommendation Five: Institute annual, five-yearly and ten-yearly perspective Workforce Planning in the PDRM.	January 2006
90.	Recommendation Six: Revamp PDRM training and development programmes.	May 2006
91.	Recommendation Seven: Improve and increase PDRM training institutions.	May 2007
92.	Recommendation Eight: Improve succession and career planning for PDRM personnel.	May 2006
93.	Recommendation Nine: Have two Deputy IGP Posts.	January 2006
94.	Recommendation Ten: Establish a religious development unit in PDRM.	January 2006
95.	Recommendation Eleven: Review regulations governing PDRM discipline.	January 2006
<b>CHAPTER 14</b>		
96.	Recommendation One: Ensure all police stations have computers.	January 2006
97.	Recommendation Two: Establish an integrated IT structure and management framework.	May 2006
98.	Recommendation Three: Review PDRM ICT Strategic Information System Plan (ISP).	May 2007
99.	Recommendation Four: Establish PDRM IT Governance Framework.	May 2006
100.	Recommendation Five: Establish good IT Management Framework.	May 2006
101.	Recommendation Six: Restructure and enhance capabilities of PDRM IT Division.	May 2006



NO.	RECOMMENDATIONS	COMPLETE IMPLEMENTATION BY
102.	Recommendation Seven: Develop and integrate application systems.	May 2006
103.	Recommendation Eight: Enhance technology service management.	May 2006
104.	Recommendation Nine: Adopt a good IT Security Framework.	January 2006
105.	Recommendation Ten: Ensure continuity of PDRM services and disaster recovery.	January 2006
106.	Recommendation Eleven: Improve capacity planning to ensure system capacity meets operational growth.	January 2006
107.	Recommendation Twelve: Enhance vendor and contract management.	January 2006
108.	Recommendation Thirteen: Study and propose a good IT infrastructure that will make system more reliable and enable progressive development.	May 2007
109.	Recommendation Fourteen: Rationalise and implement proper management of IT assets.	May 2007
110.	Recommendation Fifteen: Establish a Common Data Framework.	May 2006
111.	Recommendation Sixteen: Enhance existing IT training.	May 2006
112.	Recommendation Seventeen: Adopt an Integrated Organisation Capability Model.	May 2006
113.	Recommendation Eighteen: Consider asset requirements of the Communications Division.	May 2006
114.	Recommendation Nineteen: Address inadequate and ageing fleet of PDRM vehicles.	May 2007
115.	Recommendation Twenty: Review and increase supply of Mobile Patrol Vehicles.	May 2007

NO.	RECOMMENDATIONS	COMPLETE IMPLEMENTATION BY
117.	Recommendation Twenty-one: Provide sufficient funding to the Weaponry Division.	May 2006
	<p><b><u>CHAPTER 15</u></b></p>	
117.	Recommendation One: Identify and restore or replace old and poorly maintained housing.	May 2010
118.	Recommendation Two: Adopt a more proactive role in rehabilitating "sick" projects.	May 2008
119.	Recommendation Three: Identify locations where housing is critically needed.	December 2005
120.	Recommendation Four: Pursue alternative housing options.	December 2005
121.	Recommendation Five: Coordinate with other government agencies to ensure adequate policing requirements in new town development planning.	December 2005
122.	Recommendation Six: Implement an Asset Management Strategy for police property.	January 2006
123.	Recommendation Seven: Improve PDRM Training Centres.	May 2007
124.	Recommendation Eight: Improve police lockups and increase lockup capacity.	May 2007
125.	Recommendation Nine: Provide adequate funding to maintain police premises.	January 2006