

**National Human Rights Defense Network
(RNDDH)**



**Survey on the Functioning of the PNH: Police Officers Demand
Better Working Conditions**

June 12, 2024

Acknowledgments

The National Human Rights Defense Network (RNDDH) thanks all the agents of the Haitian National Police (PNH) in eight of the ten geographical departments of the country who understood the importance of the organization's approach, participated in this survey, and provided RNDDH monitors with quality information allowing the organization to better analyze the general working conditions of the police officers.

Although they are part of its technical staff, RNDDH also wishes to thank its monitors who spared no effort in conducting this survey and sending the survey sheets to the organization before actively participating in the preparation of this report.

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Summary of the Report

1. From May 6 to 27, 2024, the National Human Rights Defense Network (RNDDH) conducted a survey with the participation of 132 officers of the Haitian National Police (PNH), including 108 men and 24 women. They are stationed in police stations, sub-stations, prisons, and specialized units located in 8 geographical departments of the country, excluding Artibonite and Northwest.

2. Based on a pre-prepared survey form, the officers were questioned about their general working conditions, social security, training, the police materials and equipment provided to them, and the organization of their physical security. The survey results reveal that:

- The officers are subjected to very concerning working conditions: unsanitary workplaces, demanding and difficult hours, insufficient and irregular salaries, unpaid salary arrears, rare salary increases, irregularly funded debit cards, risk premiums distributed non-transparently and to some officers not exposed to danger, etc.
- The officers receive ineffective social coverage and very little workplace protection: non-operational health insurance coverage, lack of precise information on the leave they are entitled to, no psychological assistance, psychological harassment, and acts of intimidation in the workplace, threats of dismissal from their superiors, etc.
- The training of officers is insufficient: After being initially trained by the National Police Academy, most officers (35%) do not have access to any other form of training.
- The materials provided to them upon graduation from the Academy, including uniforms, boots, a firearm, ammunition, a tear gas canister, and a baton, are mostly worn out and unusable. This situation often leads them to procure these materials themselves.
- The police materials and equipment provided to them to perform their work, such as weapons, ammunition, shields, batons, cars, motorcycles, etc., are inadequate and insufficient. They are also not proportional to the level of exposure of their workplaces to acts of banditry.
- The non-existence or lack of awareness of the institution's physical security protocol has enormous consequences on the lives and physical integrity of the officers, especially given that insecurity hits PNH officers hard.
- 33% of the officers surveyed have already been victims of at least one abuse while performing their duties: gunshot wounds, knife attacks, stoning, and verbal assaults. Additionally, from 2015 to 2024, 323 officers have been assassinated, including 20 from January to June 2024. Among them, 120 officers, or 37%, were assassinated while Frantz

Elbé was the Director-General of the PNH. Similarly, since 2021, 68 armed attacks have been carried out by armed bandits against police stations, sub-stations, prisons, specialized unit bases, and fixed or mobile PNH patrols. Of these, 55 occurred while Frantz Elbé was the Director-General of the PNH.

Summary of the Report

3. It is, therefore, unsurprising that 95% of the officers surveyed in this investigation stated that the general working conditions within the PNH are a significant source of frustration for them.

4. After outlining the problems they face, the officers were invited to make recommendations to state and police authorities. These recommendations, included at the end of this report, can be grouped as follows:

- To improve their general working conditions and maximize their performance in the field, the officers recommend: regular and cost-of-living-adjusted salaries, payment of salary arrears, provision of an accelerated bank loan process; regular funding of their debit cards; negotiation of effective health insurance coverage; equitable distribution of privileges; granting the salary of officers killed in the line of duty to their spouses until remarriage; and to those who have legal or de facto custody of their children until they complete their university studies; equitable and transparent distribution of ranks; regular and transparent distribution of risk premiums to officers genuinely exposed to dangers.
- To improve the image of the police institution, the officers demand: clean and sanitized office spaces equipped with proper dormitories, police materials and equipment, including vehicles at all police stations, prisons, and specialized unit bases.
- To make the general direction of the police institution effective and close to its members, the officers recommend appointing competent and honest officers to the institution's leadership; professionalizing the police institution; providing continuous and mandatory training sessions for agents, senior officers, and executives of the institution; subjecting all members of the police institution to the certification process.
- For better coordination of their recommendations, the officers advise the institution's unions to be present throughout the national territory, not just in Port-au-Prince, to listen to the officers, and to provide permanent discussion channels.

I. INTRODUCTION

1. From May 6 to 27, 2024, the National Human Rights Defense Network (RNDDH) conducted a survey on the functioning of the Haitian National Police (PNH).
2. On the occasion of the 29th anniversary of the police institution, the RNDDH proposes to share with all interested parties the results of the aforementioned survey, for which one hundred thirty-two (132) officers were questioned based on a pre-established form.
3. Divided into ten (10) parts, this report reviews the general working conditions of the officers, the training and materials available, physical security, social protection, and the organization of the officers' demands before sharing the conclusions and recommendations of the concerned parties for improving their work.

II. CONTEXT AND METHODOLOGY

4. For many years, the security situation in the country has posed a significant challenge for the Haitian National Police (PNH). Characterized by daily acts that threaten lives and property, this situation demands that the police institution constantly adapt to the evolving power of armed gangs, which have grown increasingly stronger over the years.
5. In this difficult context for the police institution, armed bandits, often protected by certain state authorities, receive weapons, ammunition, large sums of money, and impunity for the crimes they commit. In addition to this, they steal, loot homes and businesses, set up toll stations, extort merchants and residents in their operational areas, and engage in kidnapping for ransom. The diversity of their revenue sources makes them even more powerful, allowing them to acquire weapons and ammunition beyond those they regularly receive.
6. Moreover, the police force includes officers who maintain collusive ties with armed bandits, further compromising the institution and endangering their fellow officers.
7. Consequently, the police institution, weakened by state authorities, severely impacted by insecurity, and harboring agents who collude with bandits, struggles as much as possible to confront the general state of decay engulfing the country. In this environment, common crimes, human rights violations, and financial crimes go unpunished, and there is no political will to provide the police with the necessary and effective means to function better. This lack of support from political authorities has persisted to date.
8. In addition to demanding operational resources, some officers are calling for better working conditions. This explains why many of them demanded, between 2019 and 2020, the respect of

their right to organize into unions and to advocate for the recognition and fulfillment of their work rights and related protections.

9. The widespread insecurity and the various requests for better working conditions from the officers are the main reasons why RNDDH and its regional structures decided to conduct this field survey within the police institution. The objective of this work is to enable them to describe in detail their general working conditions and to provide specific recommendations to the concerned authorities for improving their results.

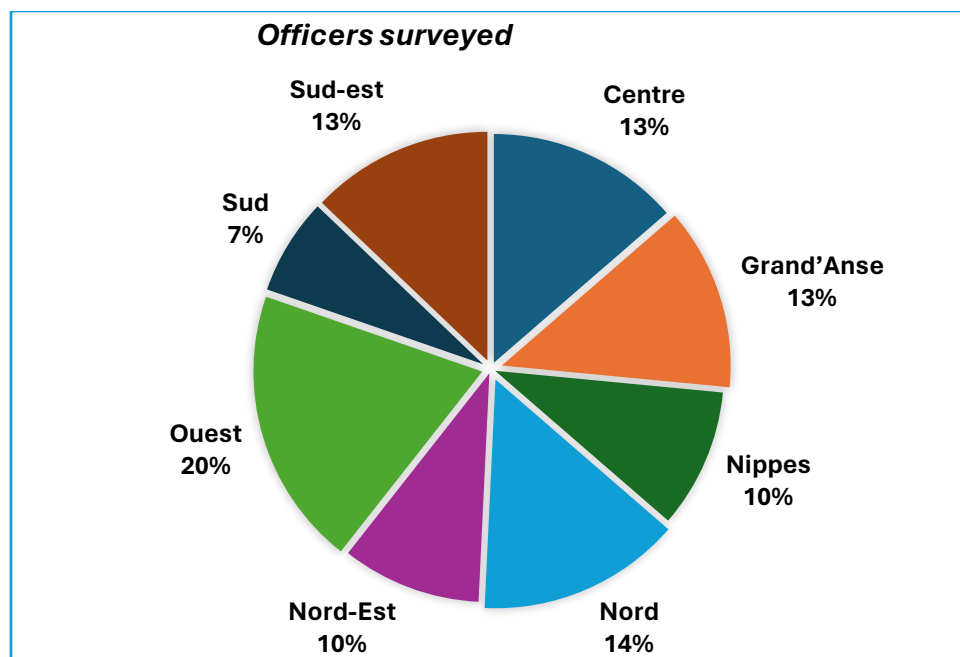
10. To carry out this work, RNDDH developed a survey form divided into six (6) sections covering:

- Personal information of the respondents
- General working conditions of the officers: Schedule – Salary – Social Security
- Initial and ongoing training of the officers
- Available police materials and equipment
- Security protocol for active officers
- Organization of officers' demands

11. Based on this survey form, RNDDH and its regional structures deployed a total of fifteen (15) monitors in the field and interviewed one hundred thirty-two (132) officers across eight (8) geographical departments of the country.

	Departments Covered	Officers Surveyed
1.	Centre	18
2.	Grand'Anse	17
3.	Nippes	13
4.	Nord	19
5.	Nord-Est	13
6.	Ouest	26
7.	Sud	9
8.	Sud-est	17
	Total	132

Table 1



Graph 1

12. Two (2) geographical departments are not represented in this study. These are the departments of Artibonite and North-West.

13. Additionally, the difference in the number of officers surveyed by department in this investigation is due to several factors: the number and accessibility of police stations, departmental directorates, and prisons, the number of RNDDH monitors in the departments, and whether or not the completed forms could be returned to the central office for data processing.

III. PERSONAL INFORMATION OF THE SURVEYED OFFICERS

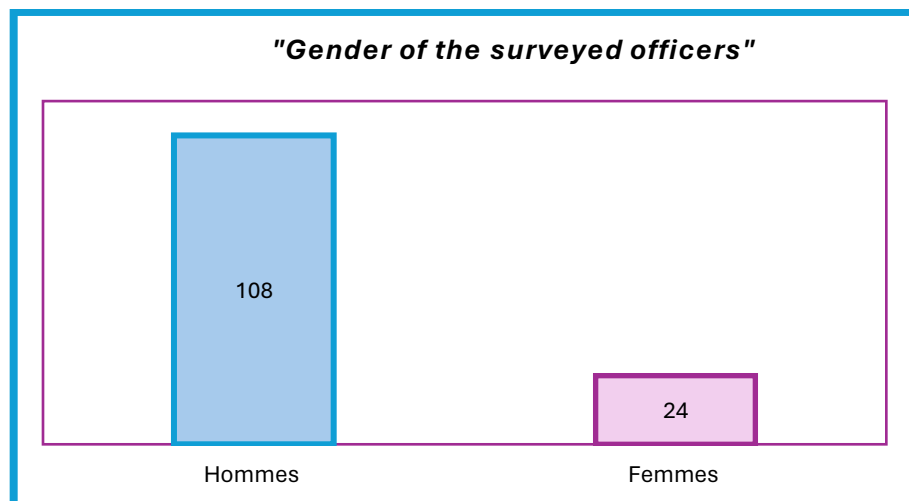
14. Respondents were asked to provide information on their age, gender, years of experience, rank, and place of assignment.

a) Age groups of the surveyed officers

15. Eleven (11) of them, representing 8%, are under twenty-five (25) years old. Thirty-nine (39), or 29.5%, are between twenty-five (25) and thirty-five (35) years old. Twenty-five (25) officers, representing 19%, are between thirty-six (36) and forty-five (45) years old. Fifty-four (54) of the surveyed officers, representing 41%, are over forty-five (45) years old. Three (3) officers, representing 2% of the respondents, did not answer the question.

b) Gender of the surveyed officers

16. One hundred and eight (108) of the surveyed officers, representing 82% of the respondents, are men, while only twenty-four (24), or 18%, are women.



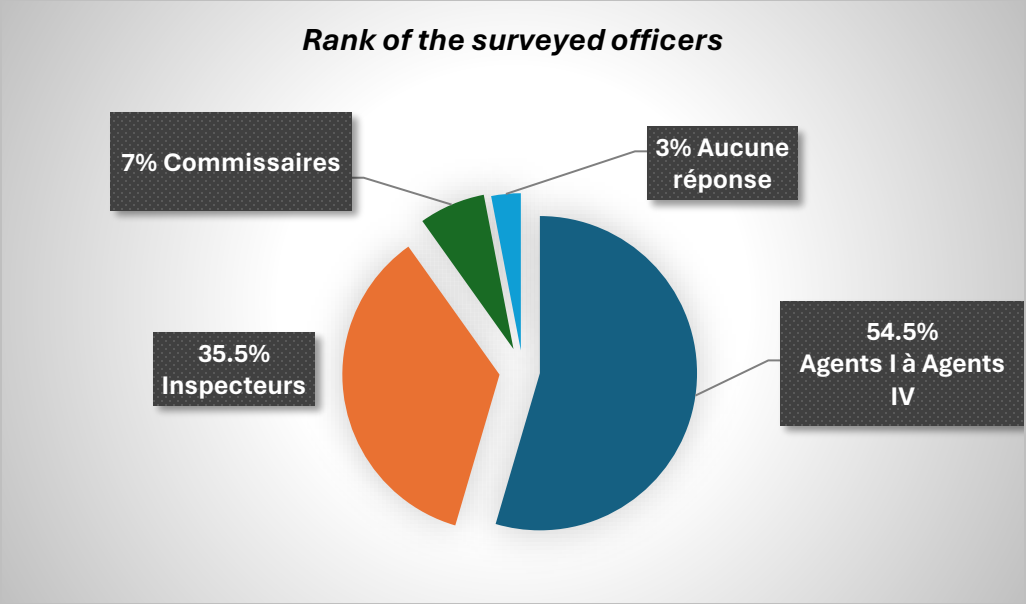
Graph 2

c) Years of experience of the surveyed officers

17. Forty-one (41) officers, representing 31% of the respondents, have less than ten (10) years of service. Thirty-five (35) officers, representing 26.5%, have between ten (10) and fifteen (15) years of service. Ten (10) officers, or 7.5%, have between sixteen (16) and twenty (20) years of service. Forty-five (45) of the surveyed officers, representing 35%, stated that they have more than twenty (20) years of service within the police institution. One (1) officer did not wish to answer this question.

d) Rank of the surveyed officers

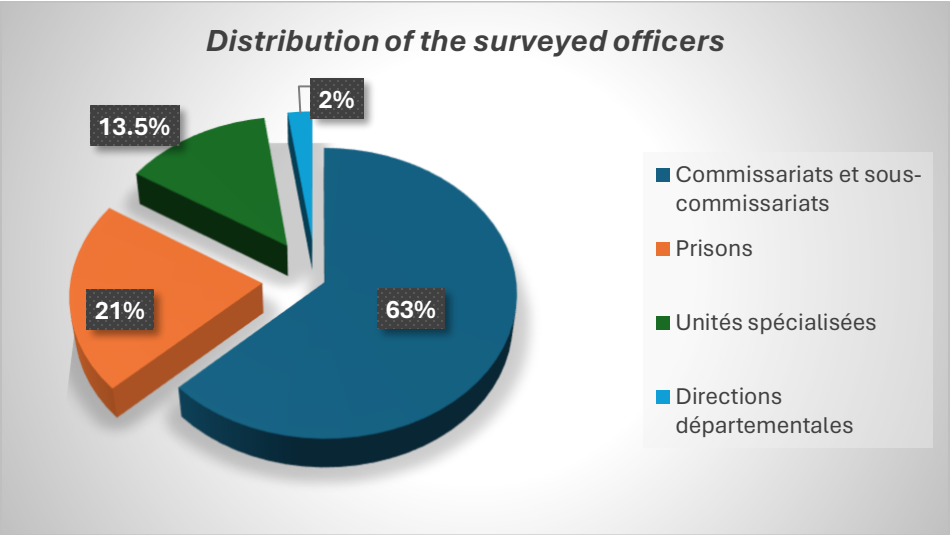
18. Seventy-two (72) agents I to IV, representing 54.5% of the respondents, forty-seven (47) police inspectors, representing 35.5% of the respondents, and nine (9) commissioners, or 7% of the respondents, willingly participated in the RNDDH survey. Four (4) officers, representing 3% of the respondents, did not provide any information on their rank.



Graph 3

e) Place of assignment of the surveyed officers

19. Eighty-three (83) officers, representing 63% of the respondents, are assigned to police stations and sub-stations across the country. Twenty-eight (28), or 21%, are assigned to one of the country's prisons. Eighteen (18), or 13.5%, are assigned to specialized units, and three (3), representing 2% of the respondents, are assigned to departmental directorates.



Graph 4

20. Although no specific questions were asked regarding the physical condition of their places of assignment, eighty-five (85) officers, representing 65% of the respondents, used this survey to report the unsanitary conditions of the police stations, sub-stations, and prisons where they are assigned, as well as the poor hygienic and sanitary conditions in which they are forced to work. They were also unanimous in denouncing the lack of dormitories for officers, especially those assigned to geographical departments of the country other than the West department.

IV. GENERAL WORKING CONDITIONS OF THE SURVEYED OFFICERS

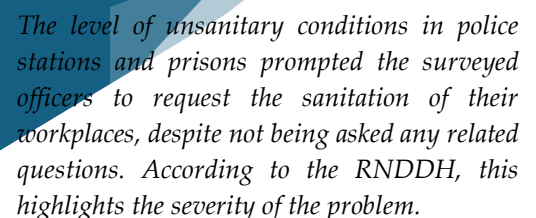
21. The surveyed officers were asked to provide information about their work schedule, salary, salary regularity, salary increases, other financial benefits they receive, and their overall assessment of their working conditions.

22. Regarding the work schedule, forty-eight (48) officers, representing 36% of the respondents, stated that they have a regular work schedule. In contrast, twenty-four (24) others, or 18% of the respondents, indicated that their schedule is rotational. The remaining sixty (60) respondents, representing 45.5% of the surveyed officers, found the management of their work schedule by their superiors so frustrating that they did not want to answer the question.

23. When asked about their level of satisfaction with their work schedule, ninety-nine (99) officers, representing 75% of the respondents, stated they were not satisfied, while thirty-three (33) officers, or 25%, reported being satisfied.

24. Regarding salary regularity, fifty-nine (59) officers, representing 44.5% of the respondents, stated that they do not receive their salary regularly and took the opportunity to raise the issue of salary arrears. In contrast, sixty-eight (68) officers, or 51.5% of the respondents, felt that salary regularity was acceptable. Five (5) officers, or 4% of the respondents, did not answer the question.

25. One hundred and twenty-seven (127) respondents, representing 96% of the surveyed officers, stated that they hold a debit card provided by the institution. The remaining five (5) did not respond to the question.



The level of unsanitary conditions in police stations and prisons prompted the surveyed officers to request the sanitation of their workplaces, despite not being asked any related questions. According to the RNDDH, this highlights the severity of the problem.

26. However, ninety-nine (99) officers, representing 75% of the respondents, indicated that the debit card is not regularly funded, while twenty-three (23) officers, or 17.5%, stated the opposite. Ten (10) officers, or 7.5%, did not respond to the question.

27. Nineteen (19) officers, or 14% of the respondents, reported receiving a salary increase in the past ten (10) years. Fifty-four (54) officers, or 41% of the respondents, reported receiving a salary increase in the past five (5) years. Forty-five (45) officers, representing 34% of the surveyed officers, stated that they have never received a salary increase. Fourteen (14) officers, or 10.5%, did not respond to the question.

28. One hundred and twenty-one (121) officers, or 92% of the respondents, stated that they are not satisfied with their salary as it does not allow them to take care of their family. While nine (9) officers, representing 7%, did not respond to the question, only two (2) officers, or 1.5% of the respondents, stated that they are satisfied with their salary.

29. One hundred and one (101) of the surveyed officers, representing 76.5% of the respondents, stated that they do not have any other income-generating activities and therefore rely solely on their salary to support their families. Twenty-seven (27) officers, or 20.5% of the respondents, engage in another income-generating activity. Four (4) officers, or 3% of the respondents, did not answer the question.

30. In addition to the issues of salaries and debit cards, the matter of risk premiums was also raised by forty-eight (48) officers, representing 36% of the respondents. They highlighted that the risk premiums, which vary in amount from one specialized unit to another, are not distributed monthly as they should be. Often, it is only after six (6) months that the concerned officers receive an amount equivalent to two (2) months or less.

31. Moreover, officers from the Directorate of Penitentiary Administration (DAP) believe that, given the danger and chronic unsanitary conditions of their workplace, they should also receive a risk premium.

32. One hundred and twenty-five (125) officers, representing 95% of the respondents, stated that they are not satisfied with their working conditions. Two (2) officers, or 1.5%, expressed the opposite. Five (5) officers, or 4% of the respondents, did not answer the question.

V. SOCIAL SECURITY AND WORKPLACE PROTECTION

33. Respondents were asked to share information about their insurance coverage, the types of leave they are entitled to, access to psychological assistance, and incidents of psychological and sexual harassment in the workplace.

34. One hundred and seven (107) of the surveyed officers, representing 81% of them, stated that they are covered by health insurance, while nineteen (19), or 14%, said they are not. Six (6) officers, or 4.5%, did not answer the question, with two (2), or 1.5%, saying they did not know whether they were covered by health insurance or not.

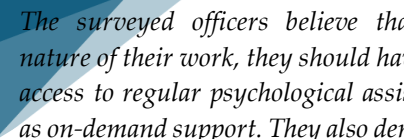
35. Only twenty (20) of the surveyed officers, representing 15%, stated that the health coverage provided to them is effective. One hundred and six (106), or 80%, said otherwise. Six (6) officers, or 4.5%, did not answer the question.

36. Seventy-nine (79) officers, representing 60% of the respondents, believe they are entitled to sick leave, while thirty-nine (39) officers, or 29.5%, think otherwise. Fourteen (14) officers, or 10.5%, did not answer the question.

37. Fifty-four (54) respondents, representing 41% of the surveyed officers, believe they are not entitled to maternity/paternity leave. Twenty-three (23), or 17.5%, said they are entitled to it. Fifty-five (55) officers, representing 41.5% of the respondents, did not know how to answer the question, as it had never been formally raised with them.

38. One hundred and twenty-six (126) surveyed officers, representing 95.5%, stated that they do not have access to psychological assistance. Only one (1), or less than 1%, said otherwise. Five (5) officers, representing 4%, did not answer the question.

39. One hundred and one (101) respondents, representing 76.5% of them, stated that they have never experienced psychological harassment in the workplace. They also reported that they have never been threatened with dismissal by their immediate superiors.



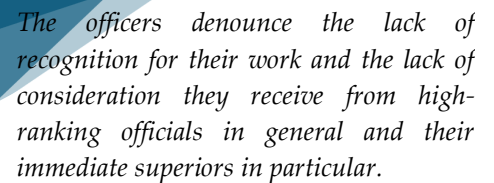
The surveyed officers believe that, given the nature of their work, they should have continuous access to regular psychological assistance as well as on-demand support. They also demand effective health coverage for themselves and all their family members. Additionally, they are calling for sick leave, maternity/paternity leave, and protection against all forms of harassment in the workplace.

40. Twenty-seven (27) of the surveyed officers, representing 20.5% of the respondents, reported experiencing acts of psychological harassment and intimidation. Sixteen (16) of these twenty-seven officers, representing 12% of the total respondents, have been threatened with dismissal. Four (4) others, or 3%, did not answer the question.

41. The reasons why the officers were intimidated and/or threatened with dismissal are numerous: seven (7) respondents stated that they were intimidated and threatened with dismissal following prison escapes and mutinies recorded in prisons. One (1) officer reported being subjected to a session of psychological torture and threatened with dismissal for losing his service weapon. Three (3) officers were threatened with dismissal due to relationships with women who were of interest to their immediate superiors. Another officer reported being threatened with

dismissal for providing truthful but unflattering information about his immediate superior. In retaliation, this superior ignored his calls for a year. The four (4) other officers involved in these acts of intimidation and threats did not want to share with the RNDDH the reasons why they were threatened with dismissal from the institution.

42. On the issue of psychological harassment, it is worth mentioning that no fewer than twenty-two (22) officers, representing 16.5% of the respondents, insisted on the lack of recognition for their work and the lack of consideration from high-ranking officials in general and their immediate superiors in particular. According to them, this lack of recognition affects their mental strength and undermines their willingness to continue working under the aforementioned conditions.



The officers denounce the lack of recognition for their work and the lack of consideration they receive from high-ranking officials in general and their immediate superiors in particular.

43. One hundred and fifteen (115) officers, representing 87% of the respondents, stated that they had never experienced sexual harassment, while one (1) officer, or less than 1%, stated otherwise. Sixteen (16) others, or 12%, did not answer the question.

VI. TRAINING OF THE OFFICERS

44. Respondents were questioned about the duration of their initial training, ongoing training within the police institution, and their access to other means of education and knowledge improvement.

45. In this regard, thirty-seven (37) of them, representing 28% of the respondents, stated that their training lasted less than a year. Seventy-three (73) of the surveyed officers, representing 55%, reported that their initial training lasted one (1) year. Ten (10) officers, or 7.5% of the respondents, stated that their initial training lasted more than a year. Twelve (12) others, or 9%, did not respond.

46. Forty-six (46) officers, or 35% of the respondents, stated that they have not received any further training since their initial training. Eighty (80) others, representing 60.5%, reported the opposite, and six (6) officers, or 4.5% of the respondents, did not answer the question.

47. Fifty (50) of the surveyed officers, or 38%, stated that they do not have any other means to train and improve their skills. Seventy-four (74), or 56%, said otherwise. Eight (8) officers, representing 6% of the respondents, did not answer the question.

48. Finally, regarding initial training, eighty-three (83) officers, representing 63% of the respondents, recommended the establishment of a permanent police training academy located

not only in the West department but also in other geographical departments of the country to serve multiple regions. Such a strategy would directly impact the number of officers trained each year and address the issue of the demanding work schedule to which officers are subjected.

VII. POLICE MATERIALS AND EQUIPMENT

49. The officers were asked about the adequacy and quantity of the police materials and equipment provided to them.

50. One hundred and nineteen (119) respondents, representing 90% of them, stated that they do not have adequate and sufficient materials to perform their work. Three (3) others, or 2%, answered affirmatively, and ten (10) officers, or 7.5%, did not answer the question.

The surveyed officers believe that their effectiveness is proportional to access to ongoing training and adequate police materials and equipment. Therefore, they are calling for opportunities to enhance their skills and for materials and equipment that will enable them to work efficiently.

51. Among the essential materials for performing their duties, the officers cited police uniforms, boots, weapons, ammunition, shields, batons, and tear gas canisters. They believe these materials should be provided upon graduation and made available upon simple request at their places of assignment.

52. Many officers denounced the fact that, in reality, they often find themselves having to procure everything themselves, especially several years after graduation. Some mentioned having received uniforms, boots, a service weapon, and a baton upon graduating from the National Police Academy. These uniforms are now worn out, and the appearance of the officers does not seem to be a concern for the authorities.

53. The officers also believe that vehicles are as essential to their work as other materials. Therefore, they think that all police stations, sub-stations, prisons, and specialized unit bases should be equipped with service cars and motorcycles. They believe that the distribution should consider the number of officers assigned to these posts and the size of the population to be served.

VIII. ORGANIZATION OF THE PHYSICAL SECURITY OF OFFICERS

54. Respondents were asked about the existence of a security protocol and whether or not they had ever been victims while performing their duties.

55. Eighty-six (86) officers, representing 65% of them, stated that they were not aware of the existence of a security protocol in force within the police institution. Thirty-seven (37) others, or 28%, said the opposite, indicating they were aware of the protocol. Nine (9) officers, or 7%, did not respond to the question.

56. All thirty-seven (37) officers, representing 28% of the respondents, who said they were aware of the security protocol also acknowledged that they were not satisfied with it.

57. Seventy-six (76) officers, representing 57.5% of the respondents, stated that they had never been victims while performing their duties, compared to forty-four (44) others, or 33%, who said they had suffered at least one assault. Twelve (12) officers, representing 9% of the respondents, did not answer the question.

58. Thirty-three (33) of the forty-four (44) officers who had been victims while performing their duties reported being physically assaulted, either by gunfire or with a knife. At least one (1) of them was taken hostage during a prison escape attempt, and another (1) was hit by a stone. Three (3) officers had suffered at least one verbal assault. The other seven (7) did not provide details about the assaults they experienced.

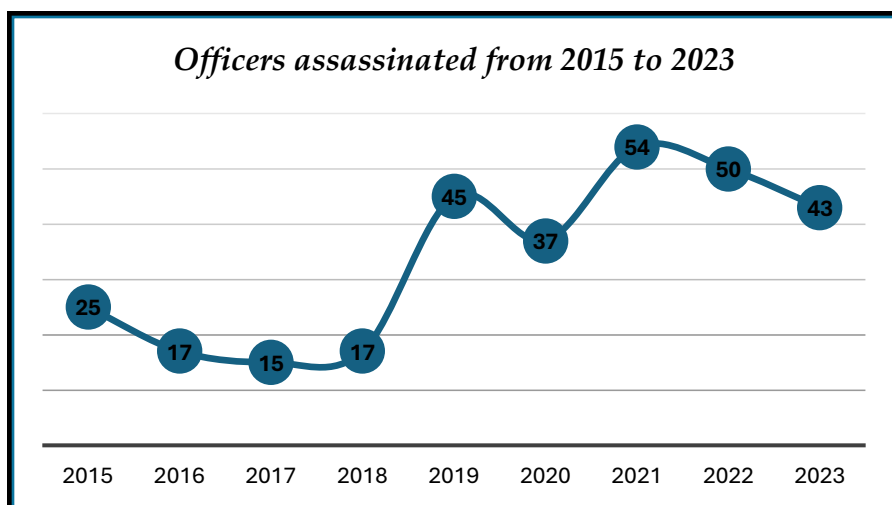
a) Officers killed over the past nine (9) years

59. The lack of organization of physical security for officers, the absence of a security protocol, or the fact that this protocol is unknown, leads to serious consequences for the lives and health of the officers. Indeed, over the past nine (9) years, from 2015 to 2023, at least three hundred and three (303) PNH officers have been assassinated, an average of thirty-four (34) officers per year for the period considered. The following table presents the information broken down by year:

Year	Officers Killed
2015	25
2016	17
2017	15
2018	17
2019	45
2020	37
2021	54
2022	50
2023	43
9 ans	303

Table 2

60. The following representative curve, which accounts for officers assassinated from 2015 to 2023, better illustrates the severity of the impact of insecurity on the officers.



Graph 5

61. For the period considered, the years 2019, 2021, 2022, and 2023 were the most deadly for the police institution, with forty-five (45), fifty-four (54), fifty (50), and forty-three (43) officers assassinated, respectively. Since 2021, the number of officers assassinated has consistently been over forty (40) each year.

62. Already, from January to mid-June 2024, at least twenty (20) officers have been assassinated.

b) Attacks on police facilities from 2021 to 2024

63. Armed attacks by bandits against police stations, prisons, specialized unit bases, and fixed and mobile patrols constitute another consequence of the lack of organization of officers' security. Since June 1, 2021, at least sixty-eight (68) attacks have been recorded.

64. The following table provides a summary of these events, most of which resulted in the deaths of officers stationed there:

	Date	Police Stations/Patrols/Prisons Attacked or Burned
1)	1er juin 2021	Commissariat de Martissant
2)	5 juin 2021	Sous-commissariat de Bicentenaire
3)	5 juin 2021	Sous-commissariat de Cazeau
4)	5 juin 2021	Antenne de police Drouillard
5)	5 juin 2021	Sous-commissariat de Duvivier
6)	5 juin 2021	Sous-commissariat de Sierra II
7)	June 5, 2021	Sous-commissariat de Station des Gonaïves
8)	June 6, 2021	Sous-Commissariat Portail Saint Joseph
9)	June 7, 2021	Antenne Boulevard des industries, route de l'Aéroport
10)	June 17, 2021	Patrouille fixe CIMO, garage PNH, Delmas 2

11)	June 17,2021	Patrouille mobile DCPR, Delmas 6
12)	June 24, 2021	Sous-commissariat Portail de Saint Joseph
13)	June 25 ,2021	Sous-commissariat Calvaire
14)	November 15 - 16 , 2021	Sous-Commissariat de Pernier
15)	December 6 , 2021	Sous-commissariat de Martissant
16)	January 30 - 31 2022	Sous commissariat de Bon Repos
17)	January 30 - 31 2022	Sous-commissariat de Cesselesse
18)	March 14, 2022	Canaan 1
19)	June 8, 2022	Patrouille fixe de Bourdon
20)	August 29 - 30 2022	Sous-commissariat de Savane Pistache
21)	September 7, 2022	Commissariat de Maïssade
22)	September 22, 2022	Sous-commissariat de Titanyen
23)	September 22,2022	Prison civile de Cabaret
24)	September 26,2022	CIMO
25)	October 10, 2022	Sous-commissariat de Thomassin 25
26)	October 21. 2022	Commissariat Petite Rivière de l'Artibonite
27)	January 28 - 29 2023	Sous-commissariat de Pernier
28)	March 1, 2023	Sous-commissariat de Fort-Jacques
29)	April 5, 2023	Sous-commissariat de Meyotte
30)	April 11, 2023	Commissariat de Petite-Rivière de l'Artibonite
31)	April 19, 2023	Prison civile de Cabaret
32)	April 24, 2023	Sous-commissariat de Portail Léogane
33)	April 26,2023	Sous-commissariat de Carrefour-Feuilles
34)	August 16, 2023,	Patrouille - La Croix Périsse
35)	September 22, 2023	Sous-commissariat de Saut d'Eau
36)	September 30, 2023	Sous-commissariat de la Croix-des-Bouquets
37)	October 4, 2023	Sous-commissariat de Thomazeau
38)	February 6 - 7 2024	Commissariat de Ouanaminthe
39)	February 28 - 29 2024	Académie Nationale de Police
40)	February 29, 2024,	Sous-commissariat de Portail de Léogane
41)	February 29, 2024	Sous-commissariat de Bon Repos
42)	February 29, 2024	Sous-commissariat de Cazeau
43)	February 29, 2024	Brigade d'Intervention Motorisée (BIM)
44)	February 29- March 1,2024	Commissariat de Ouanaminthe
45)	March 1, 2024	Sous-commissariat de Delmas 3
46)	March 2,2024	Sous-commissariat de la Croix-des-Bouquets
47)	March 2, 2024	Sous-commissariat de Cazeau
48)	March 2,2024	Prison civile de Port-au-Prince
49)	March 2 – 3 2024	Prison civile de la Croix-des-Bouquets
50)	March 3, 2024	Commissariat de Cabaret
51)	March 4, 2024	Sous-commissariat de Carrefour de l'Aéroport
52)	March 4,2024	Antenne Morne-à-Cabris
53)	March 5, 2024	Académie Nationale de Police

54)	March 6, 2024	Commissariat de Cafétéria
55)	March 6, 2024	Sous-commissariat de Marché Salomon
56)	March 8, 2024	Sous-commissariat de Calvaire
57)	March 8, 2024	Commissariat de Port-au-Prince
58)	March 8, 2024	Unité Départementale de Maintien d'Ordre (UDMO)
59)	March 23, 2024	Brigade d'Opération et d'Intervention Départementale (BOID)
60)	March 23, 2024	Brigade d'Intervention Motorisée (BIM)
61)	March 23, 2024	Commissariat de Tabarre
62)	April 7 – 8, 2024	Commissariat de Bon-Repos
63)	May 11, 2024	Commissariat de Gressier
64)	May 17, 2024	Commissariat de la Croix-des-Bouquets
65)	May 21, 2024	Sous-commissariat de Corail Cesselesse
66)	May 21, 2024	Sous-commissariat de Martissant
67)	May 22, 2024	Sous-commissariat de Grand-Ravine
68)	June 9, 2024	Patrouille mobile UTAG, Delmas 18

Table 3

65. Fifteen (15) of these attacks occurred in 2021, eleven (11) in 2022, eleven (11) in 2023, and thirty-one (31) in 2024.

66. It should also be mentioned that during the armed attacks, several of these posts were completely destroyed either by fire or with heavy equipment available to the armed bandits. On average, police posts faced two (2) attacks during the analyzed period.

c) Officers killed from June 2023 to June 2024¹

67. From June 2023 to June 2024, thirty-six (36) officers were assassinated, including twenty (20) during the period from January to June 2024. Here is information about the victims:

68. On the night of June 18 to Monday, June 19, 2023, Agent III Kempès BELIZAIRE was assassinated while in a restaurant in Port-Salut, in the south of the country;

69. On July 9, 2023, officer James ADESCA, alias Gaye Pay, was killed;

70. On August 5, 2023, Agent IV Eddy DORISCAT was shot and killed in Savane Pistache, Carrefour Feuilles, during clashes with armed individuals;

¹ For several years, on the occasion of the police institution's anniversary, the RNDDH has published a report on the general working conditions of PNH officers. The data is processed over a period of one (1) year, from June of the previous year to June of the current year. On the date coinciding with the police institution's anniversary, this part of the report is prepared to maintain the periodicity of the data.

71. On August 14, 2023, officer Anescat ELIXON, from the 28th promotion of the PNH, was assassinated in Carrefour-feuilles. He was assigned to the Directorate of Penitentiary Administration / Penitentiary Intervention and Escort Team (DAP/EPINES);

72. On the night of August 15, 2023, divisional inspector Gérald COLAS was shot multiple times on Ruelle Lebrun, Delmas 33, while returning home. He was rushed to the hospital, where he succumbed to his injuries;

73. On the afternoon of August 28, 2023, armed individuals on motorcycles assassinated officer Orlens JEAN-CLAUDE on Rue Lamarre. His body was also taken. The officer was assigned to the Port-au-Prince police station;

74. On September 7, 2023, Agent IV Willio IDOCCY was shot and killed while returning home in Solino. He was assigned to the Anse-à-Pitres police station. According to relatives, he returned to Port-au-Prince to evacuate family members who were still in Solino at the time of an attack orchestrated by armed bandits from Bel-Air;

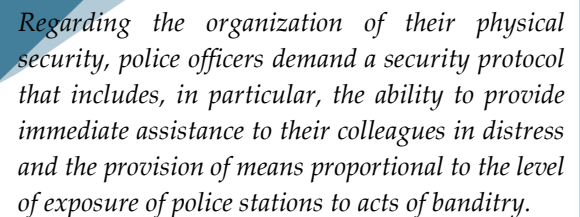
75. On October 8, 2023, Agent III Azaël MARC ELIE, assigned to the Corps d'Intervention pour le Maintien de l'Ordre (CIMO), was assassinated by heavily armed individuals wearing PNH uniforms. These armed individuals had just kidnapped someone. On their way, they crossed paths with the officer and opened fire, killing him on the spot.

76. On the evening of October 27, 2023, Agent I Feguens FELIX was killed on Sylvio Cator Street, Delmas 24.

77. On the evening of October 28, 2023, police officer Maclise BADIN, assigned to the Corps d'Intervention de Maintien d'Ordre (CIMO), was shot in the Morne Hercule area, Pétiion-Ville.

78. On November 1, 2023, Agent IV Junior BERLUS went missing. On that day, armed bandits attacked the Mariani neighborhood, Bò dlo Ti Sous area, and targeted a patrol of the Motorized Intervention Brigade (CBIM). The officer was in the patrol vehicle and has been missing since then.

79. On the evening of November 12, 2023, Agent II Donald CHARLES was assassinated in Gérald Bataille by armed bandits.



Regarding the organization of their physical security, police officers demand a security protocol that includes, in particular, the ability to provide immediate assistance to their colleagues in distress and the provision of means proportional to the level of exposure of police stations to acts of banditry.

80. On November 19, 2023, police officer Vladimir MARCELIN was assassinated in Solino during an armed attack in the area.

81. On the afternoon of November 30, 2023, police officer Mackenson JEAN-FRANÇOIS was assassinated in Mariani while participating in a police operation to dislodge armed bandits who had taken control of the area.

82. On December 3, 2023, police officer Berning Dacunhia LAFONTANT died at Milot Hospital. He had been shot twice in the neck on the evening of November 28, 2023, while attending a party in Plaisance du Nord.

83. On the evening of January 5, 2024, at the corner of Caméléon and Bois-Verna streets, the body of police officer Merlince SEVERE was discovered. He was an Agent IV assigned to the Directorate General of the National Police of Haiti.

84. On February 14, 2024, on Oswald Durand Street, police officer Roubens LECTOR was shot multiple times. He was assigned to the SWAT TEAM.

85. On February 19, 2024, in Petite Anse, Cap-Haïtien, police officer Rémy CYNCE was shot and killed. He was assigned to the Northern Judicial Police Department (SDPJ-Nord).

86. On the evening of February 22, 2024, in Mahotièrè 85, Carrefour, police officer Gétro CADET was assassinated at his home. He was assigned to the Departmental Law Enforcement Unit (UDMO).

87. On February 29, 2024, at the Bon Repos sub-station, six (6) National Police of Haiti (PNH) officers were assassinated: Chief Inspector Junior MARION, Divisional Inspector Monode ETIENNE, Divisional Inspector Espéra PIERRE, Agent II Luciana PIERRE, Agent I Guilliamson JEAN-BAPTISTE, and Agent I Pautrace RESULA.

88. On March 20, 2024, in Delmas 72, police officer Anel NOËL, assigned to the Prime Minister's Security Unit (USPM), was assassinated.

89. On March 25, 2024, in Carrefour Vincent, police officer Joveny DUPLAN was assassinated. He was assigned to the Corps d'Intervention et de Maintien de l'Ordre (CIMO).

90. On March 29, 2024, in Mirebalais, police officer Ananel ALEXANDRE, assigned to the Motorized Intervention Brigade (BIM), was lynched by members of the public who accused him of buying weapons and ammunition for armed bandits.

91. On the afternoon of April 12, 2024, police officer Pierre Fritz CHENET was assassinated in Village Solidarité, near Bernard Mevs Hospital.

92. On April 18, 2024, police officer Woodson Junior BENOIT was assassinated in Waney 93, Carrefour.

93. On the morning of May 8, 2024, police officer Barbara FEQUIR was killed by armed individuals who were attempting to kidnap her on Camille Leon Street.

94. On the night of May 13, 2024, armed individuals assassinated Agent III Jean DANAS in Côte-plage 20, Carrefour. He was assigned to the CBIM unit.

95. On the afternoon of June 9, 2024, three (3) agents assigned to the Temporary Anti-Gang Unit (UTAG), Emelin FERMETUS, Peterson CLOVIS, and Jean Junior Wilkens PITON, were assassinated in Delmas 18.

96. Regarding the assassinations of officers and the attacks by armed bandits on police stations, prisons, and specialized unit bases of the PNH, it should be noted that since October 2021, coinciding with the appointment of General Director Frantz ELBE, the security of officers has been extremely trivialized. The following table presents the relevant data:

Date	Number of Officers Killed	Number of Attacks on Police Stations, Prisons, and Patrols
October 28, 2021 – December 2021	7	2
January – December 2022	50	11
January – December 2023	43	11
January – June 2024	20	31
Total	120	55

Table4

97. From October 28, 2021, to June 9, 2024, one hundred and twenty (120) officers were assassinated under the direction of Frantz ELBE, an average of four (4) officers per month, while in previous years, the average number of assassinated officers was three (3) per month.

98. Similarly, since he took over the leadership of the police institution, attacks on police stations, fixed and mobile patrols, prisons, and specialized unit bases have intensified. Fifty-five (55) armed attacks recorded from November 15, 2021, to June 9, 2024, are quite telling.

IX. ORGANIZATION OF OFFICERS' CLAIMS

99. One hundred and nine (109) of the surveyed officers, representing 82.5% of them, stated that they were aware of the existence of at least one union structure within the police institution. Thirteen (13) others, or 10%, thought otherwise, claiming to have only heard of these structures

in the media and never having been contacted by them. Ten (10) officers, or 7.5%, did not provide any response.

100. One hundred and eight (108) of the respondents, representing 82% of them, stated that they had no connection with the police unions. Ten (10) others, or 7.5%, said the opposite, while fourteen (14) officers, or 10.5%, did not answer the question.

101. One hundred and ten (110) surveyed officers, or 83.5%, stated that they had never shared information related to officers' rights violations with the police union structures. Six (6) of them, or 4.5%, said they had done so. Sixteen (16) others, or 12%, did not answer the question.

102. One hundred and seven (107) officers, or 81% of the respondents, stated that they had never proposed remarks and recommendations to the union structures for better defense of their rights. Seven (7) officers, or 5%, had done so. Sixteen (16) others, or 12%, did not provide any response to the question.

X. COMMENTS AND RECOMMENDATIONS

103. From May 6 to 27, 2024, the RNDDH conducted a survey on the general working conditions of police officers. The results of this work are very concerning. Regarding salaries:

- 75% of respondents are not satisfied with their work schedule;
- 92% are not satisfied with their salary, which does not allow them to take care of themselves and their family members, and 44.5% denounce the irregularity of their salaries;
- 75% denounce the erratic funding of the debit cards they hold;
- 34% have not received any salary increase since their employment, while only 41% have been increased in the last 5 years and 14% in the last 10 years.

104. Alongside salary issues, the issue of risk premiums, whose distribution is also irregular, was also raised. For example, after going six (6) months without receiving this premium, officers only receive the amount for one (1) or two (2) months. Moreover, the risk premium is granted without any transparency and to officers who sometimes are not at all exposed to dangers in the exercise of their duties. However, other agents, such as those assigned to prisons and exposed to all kinds of dangers and threats to their life and physical and mental health, are not among those who receive the risk premium.

105. On a social level, working conditions are just as concerning. The benefits granted to officers are very minimal, and the related information does not circulate:

- 80% of officers state that their health coverage is ineffective;

- 95.5% do not have access to psychological assistance;
- 20.5% have already experienced acts of psychological harassment and intimidation or have been threatened with dismissal by their immediate superiors;
- 16.5% emphasized that the lack of appreciation for their work by senior officers in general and their immediate superiors, in particular, undermines their enthusiasm for the institution;
- 29.5% believe they are not entitled to sick leave;
- 41% believe they are not entitled to maternity/paternity leave, while 41.5% did not even know how to respond to this question.

106. The training of officers is deemed insufficient by those who participated in this survey. In this regard:

- 35% have not received any further training from the institution since their initial training;
- 38% do not have any personal means to improve their skills and competencies.

107. Moreover, 90% of the officers stated that they do not have adequate and sufficient police materials and equipment to perform their work. They do not have access to basic materials and equipment such as uniforms, boots, weapons, ammunition, shields, batons, and tear gas tubes. For some, a few of these materials were only distributed to them upon graduation. Consequently, they are forced to procure them themselves or use worn-out uniforms, boots, and materials that were given to them several years ago.

108. The officers who participated in the survey also stated that the absence or insufficiency of rolling stock in police stations, sub-stations, and prisons across the country affects their work performance.

109. Furthermore, the absence or unawareness of a physical security protocol within the police institution also constitutes a handicap and has serious consequences for the lives and physical integrity of officers. Indeed:

- 65% of respondents have never heard of this protocol;
- 28% claim they are not satisfied with it.

110. Insecurity hits the police institution hard:

- 33% of the surveyed officers have already suffered at least one assault – by gunfire or knife, hostage-taking, beatings, verbal assaults – in the exercise of their duties;
- 303 officers were killed from 2015 to 2023, and 20 more from January to June 2024; 120 officers among these victims, or 37%, were assassinated with Frantz ELBE at the head of the police institution;

- 68 attacks were perpetrated from 2021 to 2024, against police stations, sub-stations, prisons, and specialized unit bases. 55 of these attacks, or 81%, were recorded with Frantz ELBE at the head of the police institution.

111. Finally, while recognizing that these structures can draw attention to their situation and their deplorable working conditions, 82% of the surveyed officers stated that they have no connection with the unions, 83.5% have never provided them with information on acts of violations of officers' rights, and 81% have never made suggestions or recommendations to the union structures for better representation of officers.

112. Thus, unsanitary workspaces, worn uniforms, demanding schedules, insufficient and irregular salaries, unpaid salary arrears, rare salary increases, erratic funding of debit cards, irregular distribution of risk premiums, ineffective health insurance coverage, psychological harassment, intimidation, threats of dismissal, insufficient training, lack or absence of basic work materials and equipment, and the absence or unawareness of a security protocol: the general working conditions of PNH officers are a source of great frustration and reflect the Haitian state's lack of consideration for officers.

113. Given the overwhelming results of this survey for the Haitian state, it is no surprise that 95% of the surveyed officers stated they are not at all satisfied with their general working conditions.

114. Therefore, to improve their working conditions and, by extension, their performance in the field, the officers who participated in this survey recommend to the state and police authorities:

- Granting a regular salary proportional to the cost of living;
- Paying salary arrears;
- Providing an accelerated procedure for bank loans;
- Regularly funding their debit cards;
- Negotiating effective health insurance coverage;
- Equitable distribution of privileges;
- Granting the spouses of officers killed in the line of duty their salaries until they remarry; and to those who have de facto or legal custody of their children, until the end of their university studies;
- Equitable and transparent distribution of ranks;
- Regular and transparent distribution of risk premiums to officers actually exposed to dangers.

115. For better visibility of the police institution and to maximize the performance of PNH officers, respondents demand, in addition to the aforementioned salary revision and social benefits:

- Clean and regularly sanitized office spaces equipped with proper dormitories;
- Police materials and equipment, including rolling stock for all police stations, all prisons, and specialized unit bases.

116. For an effective general management close to its members, the officers of the police institution surveyed in this work demand:

- The appointment of competent and honest officers to the leadership of the police institution;
- The professionalization of the police institution;
- Providing officers, senior officers, and executives of the institution with continuous and mandatory training sessions;
- The certification process for all members of the police institution.

117. Finally, for better coordination of their recommendations and effective advocacy for the respect of their rights, the surveyed officers advise the unions of the institution to be present nationwide, not just in Port-au-Prince; to listen to the officers and provide them with permanent discussion channels.