



# Frontline

# Shift pattern review planned

by Liz Walsh

A WORKING group has been set up to conduct a review of the current shift pattern for all staff working shifts under the direction of Assistant Chief Constable, Personnel and Operational Services, David Pryde.

In recent weeks there has been much speculation internally about the review and the issue was raised at the Police Federation Open Meeting.

The aim of the review is to meet the operational requirements of the force and to achieve an appropriate work-life balance for all officers and police staff engaged in shift work.

ACC Pryde explained that no decisions have been made about the merits or otherwise of the current pattern.

A review team led by Inspector Paul Bartolomeo will focus on trying to identify the best fit between operational needs and best practice as it relates to working shifts.

It will also include researching the experiences of other police forces to learn from what they

have done, the consequences of any changes to shift patterns, the financial implications and the consultation process.

ACC Pryde said: "We do not have preconceived ideas about what is the best way to operate our shift pattern.

"There are over 200 different shift patterns currently in use across police forces nationally and it is apparent that the 'one size fits all' approach is not applicable when there is such a large and varied demand throughout the force.

"While there will always be a desire to retain flexibility there are opportunities for more joined-up working to encourage business continuity."

The review will involve staff at every level as well as working alongside the Police Federation and UNISON.

The next stage will involve Inspector Bartolomeo setting up a working group to link in to all eight Operational Command Units and develop a communications plan.

The review aims to look at whether any change in the current

shift pattern will:

- deliver an increase in capacity;
- not impact adversely on staff morale;
- demonstrate a number of business benefits around visibility, contact, victim care, etc;
- consider the constraints laid down by the regulations on working time.

ACC Pryde said: "Communication and consultation are essential to this review. There will be the chance for staff to feed back on the options available to us and I want staff to be updated regularly about the progress of the review team.

"This is not going to be a quick process. Looking at demand versus resources versus legal constraints is not a simple task.

"This means that if any significant or substantial changes are suggested these are not likely to take place within this financial year."

If you would like to contact the Shift Review Team please email the Force Shift Review mailbox.



**LARGER THAN LIFE – PCSO Heidi Hymers comes face to face with her image on the back of one of the buses running in Western OCU.**

## On the buses – constabulary launches major advertising campaign

HAMPSHIRE Constabulary staff and officers are appearing on the backs of buses across Hampshire and the Isle of Wight to promote Safer Neighbourhoods and assist the public in finding their local team through the force website.

Once visitors to the website have found out who is working in their area, they have the chance to enter a draw for one of four prizes of £50 towards a community group, project or initiative which will help improve

their neighbourhood.

Hampshire Constabulary's PR and Marketing manager, Sarah Julian, said: "Buses go where people go - research shows that 90 per cent of people live within five miles of a bus route.

"People associate buses with something local and the area they live in, which is in perfect harmony with the aims of Safer Neighbourhoods.

"The people featured on the buses aren't models - they're real employees of Hampshire

Constabulary, working in the areas where the bus is working.

"We believe we're the first force in the country to undertake such an ambitious advertising campaign using our own staff."

Eleven different full back adverts have been created and booked through transport advertising company CBS Outdoor, so that the bus running in a particular area features staff or officers from that area.

The bus advertising poses the

*Continued on page three...*



by Steve Price,  
JBB Chairman

## FEDERATION NEWS

### Police pay

AT the time of printing, the dispute is to go to arbitration on November 2 unless any agreement is forthcoming in the meantime. We have just circulated details of a letter which we would ask you to send to your local MP together with a link to the prime minister's website to encourage you to sign an e-petition asking that the Home Office should not be allowed to interfere with the negotiation process regarding police pay.

I would hope all officers and many family members would add their names to the petition

and make it one of the largest on the site, enhancing the publicity. Visit [www.number10.gov.uk](http://www.number10.gov.uk), click on 'E-petitions' and follow the instructions. Your name will not be added until you click the link on the automatic return message you will receive.

### Open meeting

What a fantastic turnout! The venue was widely praised by members and our trade exhibitors. The ACPO team commented on the good quality of the questions, and most of the issues currently affecting our members were debated. Apart from an update on the pay dispute, other topics discussed were shortages of officer numbers in TPT, SNT and CID; INCA dip-sampling; shift

patterns; officer safety training; occupational health; targets and scorecards; RMS; drug and alcohol policy; SPP (for Dog Section); balance between protective services and 'frontline', ie should we spend so much on what might happen every day; PDRs; and some misdirected court compensation meant for officers.

For further details see story on page four.

### Drug and alcohol policy

We have been inundated with questions surrounding many aspects of this procedure. We are currently working with PSD to produce some more detailed

information for our members and will introduce a page on the intranet for frequently asked questions. The policy was published in record time

leaving some questions unanswered. We hope to be able to rectify that.

### Group life insurance

We are in the process of negotiating the new policy, to be introduced December 1. There will be two new products incorporated into the scheme covering identity theft and emergency dental treatment for a nominal increase in premium together with an extension to the travel policy to age 70. This will be the first increase in cost for three years and we are working hard with insurance broker Philip Williams to keep the rise in premiums to an absolute

minimum. For any officers travelling during the changeover period, your cover will be provided by whichever policy is current on the date of travel. All members will receive full details in a mail drop which will also include your new diaries. Don't throw them away. Any questions to the Police Federation office.

### Health checks

Many officers and staff have now used the facility through Prevent PLC to obtain a health check at a reduced cost. The federation is proud to have introduced this service and hopes it will provide peace of mind and early warning of any health problems. More dates to be announced soon.

### TV filming

Following on from the 24/7 focus groups and subsequent coverage on television, the focus is now on CID issues and camera crews will be in force filming for a future ITV Tonight

special. Hopefully this will raise the problems of recruiting and retaining detectives, their workloads and responsibilities and how their role has expanded over recent years, together with the everyday struggles and strains put upon them.

### Triennial elections

Following a recent vote a new JBB chair will take over in January. The chair-elect is Detective Inspector Geoff Crowe, currently with the Major Crime Team, Hulse Road. All the other JBB posts have been advertised on Routine Orders so if you wish to seek election to the local federation please contact the office for further information.

### Thought for the month

Most people spend more time and energy in going around problems than in trying to solve them.



by Kathy Symonds,  
Branch Secretary

### Police pay

ONCE again, at the time of writing there is no update to give members in respect of the 2007 pay claim. This is because no offer has been made by the employers' side, probably because they are awaiting the outcome of the police officers arbitration talks. As soon as we have any further information UNISON members will be advised by email.

### Pensions

The consultation about protection to year 2020 has ended. The UNISON response is available to read on the intranet site. Let's hope that enough has been done to persuade the

government and the Local Government Association that protection is affordable, and that we in England deserve to be treated no less favourably than Local Government Pension Scheme members in Scotland.

### PCSOs

Many of you will have read the negative reports in the media about police community support officers following the tragic death of a young boy in Wigan. Not only did the reports vilify PCSOs in general, and the two Greater Manchester Police officers in particular, but the journalists went further by hounding the two staff and eventually publishing their names, addresses and photographs

in the national press.

We find the actions of the media to be deplorable and totally unjustified.

Furthermore, we are both outraged and disappointed that a small number of Police Federation officers have joined in with the criticism of both the role of PCSOs and of the individuals involved.

UNISON National Officer Ben Priestley gave several radio interviews in relation to this negative media coverage, which some of you may have listened to. Our general secretary has written to the Press Complaints Commission to express UNISON's concern over the press reports. We will publish the transcripts of these on our intranet site.

At our national Police Staff Conference and seminar in October, two emergency motions about the issue were debated. Some PCSO delegates spoke proudly about their role and the satisfaction they get from carrying out their work. GMP Branch Secretary George Allen told the delegates about further action the union will be taking to address the nature of the reports.

It is clear that what was reported was largely inaccurate. Readers were led to believe that the two PCSOs had stood by

while, before their eyes, a young boy drowned in a pond, and it was only when a police officer arrived that anyone entered the water to locate the child. This is not factually correct. We have posted the statement made by the GMP at the time, which states what actually happened, on our intranet site. This clearly states that the boy was at a quarry site, he was not visible and had apparently been under water for a considerable time before help was summoned.

It is of course possible that had the PCSOs entered the water, got into difficulties and they themselves drowned, they would have been hailed as community heroes. What purpose would that have served?

I was heartened to read some positive coverage in the Southern Daily Echo on Thursday, October 18, in the item about the junior PCSO scheme in Southampton. I was also pleased to see that an Echo reader had written in praising the work of his local PCSO, Jo Averis. This is exactly the sort of news we should be publicising to counter the negative stuff. I'm sure you will have more positive news about PCSOs and other police staff and would ask that you share that with us in the branch so that we can spread

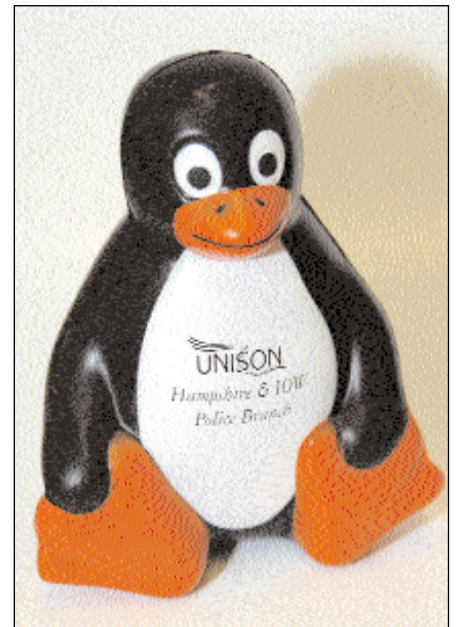
the word, influence public opinion and ultimately persuade the government that it must continue to fund the PCSO role.

### Chief's thanks

The chief constable asked those who attended his autumn conference in October to pass on his thanks to the staff for their contributions at work which led to the force receiving such good Policing Performance Assessment Framework grades recently.

### Your branch needs YOU

Finally, another appeal for members to come forward and get involved as workplace representatives. Remember, the union can only continue to operate and function with your help. We need more reps in every OCU, plus reps for departments at HQ and Netley. This is open to all members, you will get paid time



**P-P-P-PICK UP A PENGUIN – UNISON members will each shortly receive a free penguin stress toy as well as their diaries for 2008.**



### OCU links

IN 2005, Hampshire Police Authority introduced link roles between its members and the Basic Command Units, with the aim of providing direct communication between authority members and police officers and staff on a local level. These roles were restructured following Forward Together and the authority now has six members 'linked' with each geographical Operational Command Unit (OCU).

Bob Purkiss, link with

Central OCU, said: "I meet regularly with the chief superintendent to discuss the effectiveness and efficiency of the policing of the OCU. I have also met with the senior management team to discuss the role of the police authority and in particular the personal aspects of policing the OCU. I attend meetings with the chief inspector at Winchester and a specific programme that he has of meeting with the chairs of parish councils on a regular basis. This enables us to have an effective communication with

the community representatives and directly inform me of concerns that they have."

**Chair of Hampshire Police Authority, Jacqui Rayment**, said of her links with Southampton: "The police authority is committed to developing a better understanding of policing in order that we can carry out the role set by the Home Office for us. The main benefits of the link role are building up contacts and relationships with officers and staff; achieving a better dialogue; enjoying a greater understanding of the issues out on a patch; and understanding the local differences across the two counties. It helps us appreciate how our demands and ACPO requests affect the frontline and see for ourselves the difficulties faced in policing

in the 21st century."

Reiterating his comments made in issue 132 of Frontline, **vice-chair of Hampshire Police Authority, Adrian Collett**, said: "I think officers in my link OCU, North & East, face particular pressures which are similar to those in London and there is an amount of cross-boundary crime to be tackled. Co-operation with our neighbouring police forces and the armed police at Aldershot is essential. One of the biggest challenges for this OCU is keeping enough people in post because of house prices, and because officers can earn more if they're prepared to travel every day to the Met. But there are lots of loyal officers, and north-east Hampshire is a great place to live and bring up a family."

**Councillor Peter Mason**, the link member with Western OCU, said: "I regularly meet with Chief Superintendent Ann

Wakefield to go through performance and general staff matters. We have a good working relationship and I can see how she works with and motivates her officers and staff. I've been out on patrol with different sections which has been very useful for me to see how it is on the frontline and how we at the authority can work with the force to deliver the best police service possible."

**Councillor Diana Tuson** said of her work as link member for Isle of Wight OCU: "I meet with Chief Superintendent Steph Morgan every six weeks, and this has enabled us to build up a good working relationship. We discuss problems which have been identified either at the OCU or by the authority. We always talk about performance and issues such as officers' morale. I've been out on patrol in Ryde on a Friday night, which has shown me what life can be like on the frontline.

I hope to go out soon with the marine unit and the dog handling unit as well as visit all the police stations on the Island so that I can meet as many officers as possible and understand the work they do."

**Councillor Mike Andrewes**, the link member with Portsmouth OCU, concluded: "It's useful for us to talk with our OCU commanders to discuss issues raised with us in our consultation and through the police authority, and I hope to meet with the Portsmouth commander every six weeks to two months."

To find out more about the work of Hampshire Police Authority, go to: [www.hampshirepoliceauthority.org](http://www.hampshirepoliceauthority.org). Members' contact details are available on the website or they can be contacted via the Police Authority office: [police.authority@hampshire.pnn.police.uk](mailto:police.authority@hampshire.pnn.police.uk)

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question: 'Who's making your neighbourhood safer?'

The communities of Hampshire and the Isle of Wight can now find out by visiting [www.hampshire.police.uk](http://www.hampshire.police.uk) and clicking on the map to find the team responsible for where they live or work.

One of the key themes of Safer Neighbourhoods is access to policing or community safety services through a named point of contact.

Each neighbourhood in Hampshire and the Isle of Wight now has its own Safer Neighbourhoods team, made up of police staff, officers and

volunteers, dedicated to working with the community and partner agencies to provide solutions to the issues that communities identify as important to them.

Superintendent Julie Earle, who has managed the roll out of Safer Neighbourhoods across the force, said: "Residents and businesses need to know who is responsible for community safety issues in their neighbourhood, how to get in contact easily and how to have their voice heard about what matters to them."

"Safer Neighbourhoods is about local police and partner agencies working together with communities to tackle the issues that matter most to local people."

"Success is not just about

Safer Neighbourhoods teams though - Safer Neighbourhoods is about the whole force working together with partners and communities to create neighbourhoods that are safe and feel safe.

"That's why we've featured a range of staff and roles on our bus advertising. Everyone has their part to play."

Hampshire Constabulary is running a competition internally where staff can win DVDs if they spot one of the Safer Neighbourhoods buses hidden around the intranet.

See the Safer Neighbourhoods pages in the Territorial Operations area for details.

## Portsmouth officers turn back time with new mini station

by Suzi Sloper

THE clock has been turned back at Gunwharf Quays shopping centre, Portsmouth, with the return of officers to an old police station that hasn't been used for decades.

In September, the management at Gunwharf Quays handed over keys to the Guardhouse, which has been renovated to provide a new mini police station.

The Guardhouse was occupied by police at the beginning of the last century, but was closed years ago and fell into private ownership.

Now centre manager Peter Emery is welcoming Hampshire Constabulary back to the premises.

The facility, which has been refurbished by Gunwharf Quays and is provided to the force at a peppercorn rent, will be available for officers to hold beat surgeries, interview witnesses to incidents and hold crime reduction and recruitment events.

Long-term plans are in progress to give officers access to police IT systems at the site, allowing them to carry out nearly all their duties from the Guardhouse without having to return to the main station.

Mr Emery said: "I am delighted to work alongside Hampshire Constabulary in its very proactive approach to policing residential and commercial neighbourhoods."

"This is a positive partnership that benefits our retailers, residents and visitors and is yet another step towards a

safer community and the reduction of crime in the area."

Portsmouth deputy commander, Superintendent Richard Rowland, said: "This is a really great facility and once again we'd like to thank the management at Gunwharf for their incredibly proactive and supportive approach."

"The office will allow my officers to spend more time on

the beat and less time travelling to and from the main station, which can only be a good thing.

"The initiative will provide a great base for the ShopWatch Specials who are in operation across the centre and will also be of benefit to local residents who will be able to make an appointment to pop in and speak to their local officers."



**OPENING THE DOOR TO SUCCESS** – Sergeant Ross Freemantle of Charles Dickens West beat is handed the keys to the new station by Peter Emery, centre manager at Gunwharf Quays.

# Police text students to help combat crime



**DIGITAL CRIME FIGHT** – The police are now able to text students to help them stay safe.

by Terri Clarke

EMPLOYING state-of-the-art technology, Hampshire Constabulary recently launched its latest crime prevention campaign at student freshers fairs in Southampton and Portsmouth.

The campaign is based on Bluetooth technology, and Hampshire's students were among the first people in the UK to receive mobile phone text messages from police officers using this form of communication.

Hampshire Constabulary is the first force in the South East and among the first forces in the country to turn to Bluetooth technology to disseminate crime prevention messages to the public.

The low-cost pilot will last three months and will be deployed across Hampshire and the Isle of Wight in planned locations.

Hampshire Constabulary's crime prevention manager, Malcolm Wilton, said: "We have been looking at various ways we can get crime prevention messages across to younger members of the com-

munity, who may not respond to the more traditional methods, such as leaflets.

"There is no cost in sending or receiving the texts.

"The device we're using to send texts is small, easily transportable and suited to use in areas where there is a high density of people, such as town centres, pubs and universities."

The Bluetooth device officers are using can detect mobile phones, laptops and other applications capable of receiving texts operating within a 150-metre radius.

It then sends a prompt to each of these applications, notifying users that Hampshire Constabulary wants to send them a message.

The user can then choose either to accept the message or reject it.

Once the message has been read, a police officer, police community support officer or crime prevention officer will be on hand to offer more advice and information.

Detective Chief Inspector Richard Pearson said he hoped the text messages would have a positive impact: "The

Bluetooth device allows us to get a clear crime prevention or personal safety message out to the public in a matter of hours rather than days or weeks.

"It is particularly good at reaching sections of the community, such as young people, who don't access traditional marketing campaigns."

"No personal data is recorded from the phones. The user either accepts or rejects the message."

"Regardless of the decision, a message will not be sent more than once to any one device."

The first text message sent out to students warned about the importance of locking windows and doors and keeping valuables hidden.

People aged 16 to 24 are around three times more likely to be victims of burglary than people in other age groups, making students particularly vulnerable.

According to Home Office statistics, one in three students became victims of crime in 2006-2007.

Det Ch Insp Pearson said: "If the pilot is successful, we will look at using the technology on a regular basis."

## Mentor pilot scheme introduced to force

HAMPSHIRE Constabulary has recently launched a force mentoring pilot, initially aimed at providing support for newly promoted sergeants and detective sergeants.

A series of five training courses have been held over the last few weeks and the force now has 50 trained mentors.

All the mentors are experienced sergeants and inspectors from uniform and CID.

The scheme was introduced after it was recognised that, in addition to training provided by the force, mentoring can help focus on the knowledge and understanding required to

become an effective supervisor in our fast-changing police service.

A mentor is someone who is available for support outside of a mentee's workplace.

They act as a useful sounding board and help mentees to look at different options available to them in a given situation.

The idea is not to tell the mentee what to do but to help them to make their own decisions and assisting them to become more confident, independent and competent.

Any staff taking on new roles may find having a mentor particularly beneficial.

One staff member already

being supported by a trained mentor said: "We've only met once so far but it was really useful and it's very helpful to know that they are there for me if and when I need them for advice and guidance."

All officers who were successful at the September sergeant and detective sergeant boards are automatically being offered a mentor as part of the pilot. Officers who are successful in the March 2008 boards will also be included in the pilot.

However, if any other sergeant or detective sergeant would also like to take up this opportunity, please contact PS 671 Rachel Upfold via email or on 71-1223.

## New police powers to curb alcohol-related crime

by Carolyn Miles

HAMPSHIRE officers are among the first in the country to use new legislation designed to tackle alcohol-related anti-social behaviour and crime.

Section 27 of the Violent Crime Reduction Act 2006 allows officers to ban people over the age of 16 from specific areas for up to 48 hours if they believe that the person's presence is likely to result in alcohol-fuelled crime or disorder.

Currently more than 30 directions have been

given across the force, with the Isle of Wight obtaining three convictions for those who breached the direction given.

Sergeant Griff Barnes, from the Safer Streets team, said: "This is a great intervention tool that, if used appropriately and proportionally, is likely to reduce alcohol-fuelled crime and disorder in hot-spots across the two counties."

Further information about the new legislation is available from Sergeant Barnes and on the force intranet site.

## Trap cars deployed countywide

FOLLOWING the success of trials in Portsmouth and the New Forest, Hampshire Constabulary is rolling out its trap-car initiative countywide in a move to catch car thieves and cut vehicle crime.

Trap cars, which look like any other vehicle, are filled with valuable items, such as laptops and sat-navs, and then parked in areas hardest hit by vehicle crime. If the car or equipment is stolen, state-of-the-art video technology is activated, alerting officers and subsequently providing them with hard evidence to help prosecute criminals.

Covert trap cars used in Portsmouth and the New Forest have been so successful they are now being deployed countywide and could be located anywhere in Hampshire.

A high-impact countywide billboard campaign will run throughout November.

Each of the seven sites chosen to run the billboards – Portsmouth, Basingstoke, Gosport, Fareham, Winchester and two locations in

Southampton – will display a 3.5 metre x 7 metre landscape poster with the slogan ‘Not all police cars have flashing blue lights’.

The initiative aims to deter potential offenders by advertising the fact that police are using surveillance equipment in or near cars.

Detective Inspector Dave Brown from Western OCU said: “Police officers can’t be everywhere but their crime prevention messages can.

“Vehicle crime is going down and detection rates are going up.

“We intend to keep it that way.

“This campaign focuses on the criminal.

“Rather than advising the public that their belongings may be stolen if they leave them on display, we are telling the thief that they may be caught on hidden cameras and will be prosecuted.

“We are leaving expensive items on display in unmarked vehicles – so if it looks too good to be true to the thief, it probably is.”

## SARC helps nearly 300 victims in its first year

by Gaetana Prassede

A victim-focused facility which has helped nearly 300 victims of rape and sexual assault since its opening celebrates its first anniversary this month.

Hampshire and the Isle of Wight’s first Sexual Assault Referral Centre (SARC) is a year old on November 22.

Known as the Treetops Centre, the facility is based in Cosham, Portsmouth, and is a one-stop location where male and female victims of rape and sexual assault can receive support and direction to appropriate medical services and counselling 24 hours a day, seven days a week.

Since its opening, 23 of the 293 victims who have attended Treetops have been self-referrals, and 29 of the total referrals have been male.

Anyone aged 16 or over can access the facilities provided by Treetops.

Victims can choose to undergo forensic examination by one of the centre’s female doctors, which could provide evidence to support a potential prosecution.

When an individual is referred to Treetops by the police, a dedicated Sexual Offences Interview Trained (SOIT) officer will also travel to the facility with the victim to interview them.

Treetops also offers an out of hours service to victims aged 13 to 16.

Before Treetops opened, victims of sexual assault were taken to one of the county’s Victim Examination Suites (VES) but these facilities did not come with the support of project workers or sexual offence-trained female Forensic Medical Examiners (FME) as Treetops does.

Some VES facilities are still used as an overflow facility to accommodate victims on the rare occasion that Treetops is oversubscribed.

Force SOIT co-ordinator and Portsmouth OCU Targeted Patrol Team inspector, Fiona Voller, said: “The number of people accessing Treetops in its first year clearly shows just how successful the centre is proving to be, and we have received extremely positive feedback from the SOIT officers using the facility.

“Treetops serves both counties,

and although some OCUs have to travel further to access it than others, the benefits far outweigh the disadvantages in terms of travelling time.

“Treetops provides a very professional, victim-focused service, with access to a wide range of support and advice, and it is for these reasons, we believe, that we have more reporting in this county compared to elsewhere.”

Those victims who do not wish to report an incident to police can self refer as well as access the same help and support facilities at Treetops.

Victims are asked if they wish for forensic evidence and information to be passed onto the police before they leave.

The centre is a Primary Care Trust (PCT)-led project that is joint-funded by Hampshire Constabulary and Portsmouth City Council. Centre manager Mary Bridgman oversees the running of the facility and works in conjunction with a team of project workers employed by the Portsmouth City Council Early Intervention Project, and a dedicated team of female Forensic Medical Examiners.

Southampton OCU SOIT co-ordinator, Sergeant Melani Morgan, said: “The Treetops centre is extremely valuable.

“The fact that it is away from police premises and is staffed by professionals who are dedicated to victim care, but who are also forensically and evidentially aware, is a great asset.

“I joined when victims were taken to police stations to be interviewed and the improvement is phenomenal. The SOITs on this OCU are full of praise for the building and the staff.”

SOIT co-ordinator for Western OCU, Inspector Darius Hemmatpour, said: “The feedback from Western OCU is that Treetops works very well.

“The service received is exceptional.

“There has been clear benefit for the victim attending Treetops in terms of accessing support and being signposted to other services if appropriate.

“From an investigative perspective, SOITs have found that Forensic Medical Examiners are both efficient and profession-

al, and have quickly come to understand the forensic evidence process required for prosecution cases.

“There’s certainly been a vast improvement in service and care.”

SOIT officers also play a vitally important role in the process of victim care when working with sexual assault and rape victims, and are a valuable resource for the force.

SOIT co-ordinator for Portsmouth OCU, Tom Light, has been responsible for expanding his SOIT work within the unit, and regularly works with partner agencies and businesses within the community to deliver safety advice to people aged 16-25.

He has also liaised with partners to help secure improved safety measures as part of Portsmouth’s night-time economy by identifying venues in need of additional lighting.

Tom said: “Dealing with sexual offences was always essentially seen as a female domain, but things have changed.

“More male officers are taking on SOIT roles, and becoming a SOIT is a great way of developing interpersonal skills.

“There is a lot of value in SOIT work, with a vast amount of formal recognition, and it is a role which you can get a lot of job satisfaction from.

“SOIT work is also worthwhile if you are looking at going down the CID route.”

SOIT officers are given health and welfare checks after every five deployments, as well as receiving an additional £700 a year through Special Priority Payments.

There is currently a shortage of SOIT-trained officers across the force, and officers are encouraged to apply for this role

An officer with a minimum 18 months’ service, who is still within their probationary period, will be considered for a SOIT post.

Anyone wanting to find out more information should contact the following SOIT co-ordinators in their area:

- 1 OCU Insp Jane Hart
- 2 OCU Insp Owen Kenny
- 3 OCU DC Lucy Davis (764)
- 4 OCU PC Tom Light
- 5 OCU Sgt Melani Morgan
- 6 OCU Insp Darius Hemmatpour

## Question Time at AGM

by Emma Apter

DRUG screening, INCA, and a lack of resources – just some of the topics under scrutiny at this year’s Federation Annual General Meeting.

More than 300 police officers from across the force gathered at the Rose Bowl in Hedge End to directly question the panel on issues affecting them.

This year’s panel consisted of Chief Constable Paul Kernaghan; Steve Price, chairman of Hampshire Police Federation; Jacqui Rayment, chair of Hampshire Police Authority; and Alan Gordon, vice chairman of the National Federation. A number of ACPO members were also on hand to assist, including new ACC David Pryde.

Steve Price opened the evening by commemorating fallen colleagues with a special DVD compiled for the National Police Memorial Day.

Special tribute was paid to Hugh Moroney, a serving Hampshire officer who died earlier this year. He was remembered with a moment’s silence.

Next, Alan Gordon was invited to give an update on the current situation regarding this year’s pay claim.

Following a breakdown in pay negotiations at the Police Negotiating Board (PNB), this year’s pay claim has been taken to arbitration.

For the first time ever the police service is being treated like other public sector workers, with the government wanting to alter the way pay claims are awarded each year.

The current offer on the table stands at 2.35 per cent, despite the federation pushing for 3.9 per cent.

However, the lengthy arbitration process may not see an end to the dispute, with the home secretary unable to guarantee that this

year’s pay claim will be received in one lump sum - instead it could be paid in two stages.

Chief Constable Kernaghan backed the federation’s stance, and gave his full support to the staff association’s negotiations.

As the evening moved on a number of emotive subjects were raised – concerns around the current scorecarding systems emerged, highlighting that this was increasingly leading to tensions among shifts.

Mr Kernaghan highlighted that work was currently underway to enable the force to look at the quality of work being undertaken, rather than the amount of work.

He highlighted that scorecard systems were designed to enable supervisors to challenge people who weren’t working effectively.

Jacqui Rayment said she was conscious of the amount of data the police authority asks for, and promised to look at better ways of looking at the quality of the work being carried out across the force.

Lengthy discussions were held around resources and Safer Neighbourhoods, with officers raising concerns that teams were understaffed.

However, despite the calls for more police officers the chief constable bore the bad news that although he would like to increase teams every penny allocated by the Home Office is used to fund officers, and that it was unlikely that there would be an increase in resources over the next three years.

He acknowledged the work that PCSOs were doing in improving the public’s perception of the police service, which was met with criticism from the floor that PCSOs are limited in the work that they can do.

Alan Gordon offered reassurances to the audience that the increasing pressures being faced by the roll out of

neighbourhood policing were being mirrored in every other force.

Mr Kernaghan said he knew more resources would mean that a better service could be offered, but outlined that, despite the lack of resources, Safer Neighbourhoods was having a positive impact on communities and that the public’s feedback so far had been good.

The next topic discussed was the random drug and alcohol testing of officers.

Mr Kernaghan said that it was important that officers understood why it was being put in place.

The force represents a large proportion of society and statistically it is entirely possible that the force may therefore inadvertently recruit someone with a drink or drug problem.

These tests enable the force to be transparent and prove that their officers are in a fit state to carry out their roles and be held accountable for their actions.

Alan Gordon then paid tribute to Steve Price, who will leave the federation as chairman next year.

Recent elections saw Geoff Crowe win the position, which he will take over in January 2008.

Steve, who has been chair for four years, was presented with the federation plate, the highest award the National Police Federation can give to a branch board chair. An emotional Steve closed with a short speech about his time as chairman.

Speaking after the meeting, Mr Kernaghan said: “I relish the opportunity to address officers’ concerns head on. I hope I was able to kill off some rumours and replace partial information with the definitive position.

“I was particularly pleased to have an opportunity to set out the background to the substance misuse screening policy.

“Too often partial information and media coverage sets the scene as opposed to the full facts and crucially my views as chief constable.

Commenting on Steve Price, the chief said: “I will be sorry to see Steve move on. I will miss his quiet, reasoned and committed approach to the welfare of his members.

Federation representatives were delighted with the number of officers who attended the event and were impressed with the quality of questions raised. Steve Price said: “All the main issues affecting our members were debated. We hope that as a result some changes will be made for the good.”



IN THE HOT SEAT – Alan Gordon, Steve Price and Chief Constable Paul Kernaghan field questions at the AGM.

## NoW careers day

by Liz Harding

THE first Network of Women (NoW) Careers Day was held in Portsmouth recently.

Following the success of the NoW launch in January, the careers day was the next step after professional development was found to be high on the agenda for many people.

The aim was to provide advice, guidance and support for all visitors.

The event was held at Fratton station’s conference room and welcomed all officers and staff, not just women, to come along

and view their options for future career paths. Serving officers and staff were on hand to describe their roles and responsibilities.

Heather Cracknell, who leads Portsmouth’s Network of Women, said: “Though we are working hard to address the issues faced by women working as officers and staff within Portsmouth, we are aware that some matters affect everyone, and that is why we took the decision to invite both men and women to the careers day, because every member of staff is important.”

A range of stands were set up to provide information to visitors, including the Force Support Unit, Roads Policing Unit, Facial Imaging, CID, TPT, Public Protection Unit, Safer Neighbourhoods teams, Finance, Training, and Personnel.

More than 50 staff members paid a visit to the careers day, which has been hailed by all involved as a great success.

The momentum of NoW within Portsmouth OCU has prompted other OCUs to follow suit, and some are now setting up their own networks.

## Meet the Media evening a success

by Nicola Strong and Siobhan Lincoln

AFTER the success of last year's event, Hampshire Constabulary's Media and Corporate Communications department once again hosted an evening function designed to strengthen relationships between the media and the force.

Both national and local media representatives attended Netley on Wednesday, September 12, where they enjoyed an informal evening of networking and learning more about the work of the force.

All aspects of the media department were represented, including the HQ press office, OCU media teams, the PR and Marketing team, Internal Communications, 101 and Call Management, the Media Production Unit and the force photographer.

Senior officers from across the force attended, including Chief Constable Paul Kernaghan, who personally acknowledged and thanked all those present in using their role to highlight the work of the force to the wider public audience.

Ben White, the new head of Media and Corporate Communications, was delighted with the response.

He said: "Establishing, maintaining and strengthening our relationships with regional and national journalists is a vital part of the work of the Media and Corporate Communications department.

"This requires ongoing and sustained contact, even when there is no specific story to discuss.

"The stronger those relationships the greater the chance of positive and balanced coverage

for Hampshire Constabulary.

"The Meet the Media event provided a great opportunity to renew old acquaintances, discuss ongoing issues and allow senior officers the chance to spend some time with our regular correspondents in a relaxed setting, away from the daily pressures of news deadlines and the business of keeping the people of Hampshire and the Isle of Wight safe.

"As a newcomer to the force I was encouraged by the generally positive view expressed by the majority of the journalists present about Hampshire Constabulary's open and helpful approach to media relations.

"We will continue to develop and foster this in order to further strengthen the force's reputation and standing in the communities we serve."



**MEDIA MAGNATES** – Detective Chief Superintendent Ray Webb; Lucy Panton, crime correspondent, News of the World; Deputy Chief Constable Ian Readhead; John Twomey, Daily Express, and treasurer of the Crime Reporters Association; and Avril Macdonald, constabulary news manager.

## ILET drive for better checks on non-UK suspects

by Kennet Pike

THE International Liaison Enquiry Team (ILET) has launched an initiative to improve the handling of non-UK suspects.

The non-UK prisoner checklists, introduced in 2006, were devised to help strengthen court cases by getting previous conviction information from prisoners' homelands.

With a full background check, ILET can push for longer sentences and possibly extradition if previous convictions are found.

While Hampshire Constabulary makes more use of the checklist system than many other police forces, there is scope to further extend use of the system.

Of the 1,405 cases of detention of non-UK nationals in Hampshire and Isle of Wight custody cells since the start of the project, 130 record checks

have been made in their home counties.

These checks returned records of previous convictions in 30 cases, a hit rate of 23 per cent.

As an example, checks were made on a Polish national who was discovered to have attempted rape, robbery and assault convictions in Poland. This without doubt assisted in securing a 10-year sentence for rape in Portsmouth.

Detective Constable Bob Ashton, head of ILET, said: "It is impossible to conduct checks in every case, even if the forms are filled out correctly, because some countries simply don't have the infrastructure to help us.

"Nevertheless we can and should use the system more.

"The more successful criminal record returns we achieve, the greater the chance of improving our conviction rates.

"Equally important is the greater number of correctly filled out forms we get back, the better

our chances of removing potentially dangerous offenders from the two counties' streets."

When a person check is carried out through Police National Computer (PNC) the non-UK status of the prisoner will be flagged up and an email will be sent to the person carrying out the check.

It is then the responsibility of the officer in case to ensure the form is filled out correctly.

Personal emails have been sent to individual officers who returned incomplete forms explaining the importance of the form, and new posters are being introduced to raise awareness of the potential benefits of these checks and to encourage increased use of the system.

Initial responses to the campaign have been positive, and people wanting to get more information on how to help should go to the ILET intranet pages.

## Operation Minneapolis helps convict gang of pensioner's murder

by Liz Harding

ON September 6, 2005, 68-year-old Brian Kitching was walking through the rock gardens on Southsea seaford, Portsmouth, when a drunken gang wrongly accused of him of being a paedophile.

Seconds later the four gang members attacked Mr Kitching, brutally kicking and beating him to the ground before stealing his wallet and then walking to the sea to wash his blood from their clothes and shoes.

The attack left Brian Kitching with severe brain damage, 18 rib fractures, two fractures to his eye sockets and a punctured lung.

Despite surviving the ordeal he was no longer able to walk, talk, or even perform basic functions such as swallowing.

Five months after the attack, Mr Kitching was transferred from hospital to a nursing home, where he required round-the-clock care.

On March 7, 2006, just over six months since the day he was attacked, Mr Kitching choked to death.

Hampshire Constabulary set up Operation Minneapolis after a witness called 999 in the minutes following the attack on Mr Kitching.

Three of the gang were later arrested at The Strand in Southsea.

The fourth, a girl of only 16, visited the local police station that night to check on her friends and was also arrested.

Amie Bartholomew and Lewis Hoare, both 18 at the time, and 16-year-old Melissa Conran (who married before the case went to trial and became Healy) were all charged with grievous bodily harm with intent.

The fourth member of the group, 25-year-old Paul Dewar, failed to return on bail.

The court process began as Mr Kitching finally left hospital. Following his death, the investigation took a sudden shift as the case was reclassified and the charges were raised to murder.

Until this point, the then detective constable but now Detective Sergeant Tony Lewis and the CID team at Southsea had conducted the investigation, but Mr Kitching's death meant the Major Crime Department was required to take over the case.

Detective Inspector Nigel Niven was appointed as the senior investigating officer.

A full and comprehensive file

of the investigation to date was prepared and transferred, as enquiries continued.

DI Niven said: "The work done by Tony Lewis and his team was impressive.

"Likewise, the response of the patrol officers on the night was also excellent."

Work with the media began to raise the profile of the case in order to trace Paul Dewar, who was still on the run.

Intelligence suggested he was in Taunton, and so with the help of Avon and Somerset Constabulary - and specifically an officer who spotted Dewar - he was arrested and brought back to Hampshire, where he too was charged with murder.

All four of the defendants blamed each other during extensive interviews, and as the court date approached three of them maintained their innocence of murdering Mr Kitching.

Hoare made a last-minute plea of guilty, however, and agreed to give evidence against his friends in court.

The three-week trial at Winchester Crown Court attracted national attention, particularly because of the young age of Melissa Healy at the time of the incident.

Twenty months after the incident which led to the death of Brian Kitching, his attackers faced the consequences of their actions in court with all receiving life sentences.

Paul Dewar, who was 27 at the time of the trial, received a minimum of 16 years.

Amie Bartholomew, whose 20th birthday fell on the same day as her sentencing, May 4, received a minimum of 15 years.

Melissa Healy was told she must face a minimum of ten years, the first of which was to be spent in a young offenders' institution because she was still only 17 at sentencing.

Lewis Hoare returned for his sentencing a week later, having pleaded guilty, and will serve a minimum of eight years.

Deputy senior investigating officer, Detective Sergeant Toby Elcock, said: "Lewis Hoare assisted the prosecution in the case and his reduced sentence sends a powerful message to others who are thinking of giving queen's evidence."

Brian Kitching had only one surviving relative, a daughter he had never met, having separated from her mother when the girl was still very young.



His daughter said: "I never had the chance to see and talk to him, and due to the senseless actions of these young people, I have been robbed forever of that possibility."

This was a long investigation which incorporated the skills and resources of many different departments, including Major Crime, OCU CID, Scenes of Crime, Media and Corporate Communications, the surveillance unit, and forensic, intelligence and interview teams. Avon and Somerset Constabulary also helped in securing the convictions.

It is with the tireless determination and team work of all these departments that a successful conviction was achieved, bringing a great result and setting a high standard in Hampshire for operations using police staff investigators.

DS Elcock said: "We were pleased with the impactful result following such a barbaric and unnecessary crime.

"Working with some excellent teams both within the constabulary in Hampshire and our colleagues in Avon and Somerset, we were able to carry out a comprehensive and detailed investigation.

"To all those who were involved I'd like to say thank you for your assistance and commitment."

Chief Superintendent John Campbell said: "As a police service we can never stop all tragic incidents such as these occurring.

"However, our response and team work in this instance, from TPT and CID through to the Major Crime department, has at least achieved some justice for Mr Kitching and his family and friends."



**THE FACES OF MURDERERS** – Clockwise from top right: Brian Kitching's killers Melissa Conran, Amie Bartholomew, Lewis Hoare and Paul Dewar.



# Hampshire officer helping to change the face of policing in Libya

by Lucy Dibdin

A SENIOR Hampshire police officer is helping to rebuild international relations with Libya and shape the future of the country's policing.

Chief Superintendent Bob Rose has visited the country twice as part of a UK policing contingent sent to assist in helping re-establishing ties and providing a sound policing infrastructure.

The work was the result of a visit in 2005 by a party of British politicians led by the then prime minister, Tony Blair, which led to an agreement for the UK to provide assistance in the areas of immigration and policing to Libya.

Ch Supt Rose explained: "The country had been subject to a number of years of sanctions and effective exile from much of the rest of the world in response to the involvement of Libya in the Lockerbie bombing.

"Colonel Gaddafi came to this agreement with Mr Blair to negotiate the way forward in re-establishing ties between the two countries.

"As a result, a delegation from the UK Immigration Service was sent to Libya and I was selected to go by the chief constable,

who was dealing with it on behalf of the Home Office, as part of his international affairs portfolio for ACPO."

In September 2006, Ch Supt Rose made his first visit, to scope what assistance could be provided in the areas of policing infrastructure, forensics, major crime, public order, dog training, and crime prevention.

During his four-day visit to Libya's capital, Tripoli, Mr Rose had meetings with police and ministry officials, and subsequently authored a report making ten recommendations to the Home Office of the way forward in assisting the Libyan police service in the areas under review.

Among the recommendations made were that the Leadership Academy for Policing at Bramshill makes a visit to Libya to establish training requirements and solutions to deliver them; a visit by a senior Libyan police trainer to the United Kingdom to assess UK training methodology; and that similar arrangements are put in place for training in fire fighting and fire investigation.

The paper also recommended that Command Band training be provided at Bramshill for senior officers, including both initial and advanced public order

commanders' courses and the Conflict Management Model.

As a result of that visit and the ensuing recommendations, a delegation of senior Libyan police officers visited the UK, hosted by the staff college at Bramshill and Hampshire Constabulary.

A further follow-up visit was made to Libya between May 9 and 13 this year by a team of specialist officers including Ch Supt Rose, the Metropolitan Police head of Royalty, Protection and Protocol, the deputy director of National Forensic Training, and Supt Stuart Twigg, who is international policing advisor at Bramshill.

During this trip the team paid a series of visits to training institutions and had meetings with members of management teams in specialist policing areas.

The conclusions drawn from that visit formed the basis of a follow-up report, resulting in a number of courses being created to be run at Bramshill and in Libya, including the International Commanders Programme, International Strategic Leadership Programme, Critical Incident Command, Major Investigation, Crime Scene Management, Crime Scene Investigation, Protocol and VIP Protection,

Firearms, and Public Order – all specifically for the Libyan police officers.

"The subsequent acceptance of our recommendations by the Libyan authorities and Colonel Gaddafi highlights their commitment to moving forward in a Western-style policing democracy," said Ch Supt Rose.

"I think that there is some room for development in identifying their purpose and their mission statement, but once identified, the command training that they will receive linking to tactical delivery will potentially be the basis of the future of policing in Libya.

"When I was first asked by the chief constable whether I was prepared to go, I did have concerns with regards to my safety, and I was apprehensive about the forthcoming trip.

"However, my fears were soon allayed by the hospitality and the welcome I received, and in my view, the commitment of senior Libyan police officers to furthering the capability of the Libyan Police Service."

It is likely that the team from the UK will return to Libya to formalise the agreement between the two countries in due course, but possibly without Ch Supt Rose, who retired in October.

# Sarajevo calling

IN edition 127 of Frontline we ran an article on Chief Inspector Mark Wise's move from peaceful Hampshire to war-torn Bosnia-Herzegovina in an effort to bolster the country's police forces.

In January, Ch Insp Wise started working for the European Union Police Mission (EUPM), a squad of police officers drawn from 33 different countries.

The aim of the mission is to oversee Bosnia's 16 different police forces in the fight against organised crime and help wipe out the human trafficking trade.

Before his call-up to serve in Bosnia as part of a year-long secondment, Ch Insp Wise had been on a temporary posting with Specialist Operations, supporting the Criminal Justice Department.

Currently based in Sarajevo HQ, Ch Insp Wise heads the press and public information department and is the only police officer among the team of 12 staff.

In line with the general objectives of the Paris/Dayton Agreement which followed the end of the Balkan War, and initiated under the European Security and Defence Policy, the EU police mission seeks to establish a sustainable, professional and multi-ethnic police service operating in accordance with best European and international standards.

There are currently 180 internationally seconded police officers working on the mission.



Ch Insp Mark Wise

Ch Insp Wise explained: "Police accountability is a major issue as we attempt to improve communication with the Bosnia and Herzegovina (BiH) community."

The EU police mission also supports the current police reform process and continues to develop and consolidate local capacity and regional co-operation in the fight against major and organised crime.

"Bosnia has an extremely complicated and bureaucratic policing system, which is crying out for development, but is continually obstructed by inappropriate political interference in the operational management of the police," said Ch Insp Wise.

"However, progress in the police reform is at a standstill, and the political uncertainty concerning this and the current issues surrounding the proposed UN independence of Kosovo

seriously threaten any possibility for future membership of the EU.

"The mission is about to be extended until December 2009, and the next few months will be extremely interesting to see whether BiH really wants to be part of the European Union or not."

Part of Ch Insp Wise's work involves monitoring the BiH version of Crimewatch, a UK-sponsored project which started a couple of years ago.

"Sadly there still appears to be a reluctance to speak to the press, and local police commanders fail to understand the advantages of using such a media opportunity to detect crime," explained Ch Insp Wise.

"In addition, the public are also still wary of the police and unwilling to come forward with valuable information for fear of repercussions to them or their families."

The mission is working hard in the development of informant and witness-protection schemes to assist improve this situation.

Ch Insp Wise also performs a role as the deputy contingent commander for the UK police officers, although he says this is the easiest part of his job.

Most importantly, in addition to maintaining a vital link with the Foreign and Commonwealth Office in London, Ch Insp Wise provides valuable support and welfare to his colleagues: "People fail to appreciate the personal challenges and difficulties officers face when living and working abroad, and I use my previous mission experience to bring a bit of reality back into the situation."

Ch Insp Wise is due to return from Sarajevo to Hampshire in January 2008, but in the meantime colleagues can contact him via his work email: mwise@eupm.org.

# New records system key to stop alarm bells sounding

by Kerstin Streitenberger

HAMPSHIRE Constabulary has developed a new and improved process to record details of keyholders for audible alarms at businesses and domestic premises.

New or existing record holders are invited to register or update their details.

As a result of this new process, the majority of existing keyholder details will be deleted by the end of this year. Inspector Stephen Fower, Call Management department, said: "We have identified a large number of out-of-date records and are concerned about the accuracy of our database."

The database currently contains 60,000 records.

Approximately 55,000 of these originate from pre-2001 and will be deleted without record holders being notified.

Details originating from 2001 up to December 2004 will be deleted unless the record holder confirms the details with Hampshire Constabulary.

Record holders will receive a letter informing them how to update their records.

Details originating from January 2005 and after will be kept on the system; however, record holders will also receive a

letter with their new reference number and asking them to confirm or update their details every two years.

Insp Fower said: "The keyholder scheme is a service that we want to provide to residents and businesses in order to reassure them that we are able to respond appropriately to incidents at their premises.

"In order to provide the service that is expected from us, we need up-to-date keyholder details."

On being told of an alarm sounding or an insecurity at recorded premises, the nominated keyholders will be contacted.

Should suspicious activity be reported in conjunction with the alarm then a police officer will be sent.

The scheme applies to domestic premises fitted with an audible-only alarm (Type B) and to any commercial premises with or without an alarm.

Those premises whose alarms are linked to a monitoring station (Type A) have their keyholder details recorded by the monitoring company and should not register on this scheme.

A new registration form can be downloaded from the Hampshire Constabulary website and will soon be available from police stations.

# Iraq medals awarded

by Susan Rolling

THE FIRST Iraq Reconstruction Service Medals awarded in Hampshire have gone to one serving and three retired officers.

Those receiving the medals were retired Assistant Chief Constable Colin Smith, QPM; major crime Detective Chief Inspector Jason Hogg; retired Detective Superintendent David Haverly, now a member of police staff; and retired Detective Sergeant Bob Perry.

Another three officers, who are currently serving abroad, will receive their medals at a later date.

Police officers seconded from UK forces comprised a key group who sought to assist

the Iraqi people in making a better life after the removal of Saddam Hussein.

In 2003, it was announced that a special medal would be struck to commemorate the service of civilian personnel who assisted in the reconstruction of Iraq, following the invasion by coalition forces.

In many ways, Hampshire Constabulary was a lead force, given that Chief Constable Paul Kernaghan officially leads on international affairs on behalf of the Association of Chief Police Officers.

However, that role does not guarantee that his officers will take part in international missions, and there are strict criteria applied to their selection, not least the firm limit on

the number the force will release at any one time.

Since 2003, Hampshire officers have occupied a variety of roles in Iraq, ranging from training Iraqi officers to commanding the overall UK police assistance contingent.

Mr Kernaghan said: "Hampshire officers demonstrate a strong thirst for adventure and relish testing experiences.

"Police officers do not normally expect to serve in a country such as Iraq.

"It is a tribute to these officers' professional commitment and courage that they volunteered to do so.

"Hampshire Constabulary and I are very proud of them."



PROUD MOMENT – Left to right, Mr David Haverly, Chief Inspector Jason Hogg, Chief Constable Paul Kernaghan, Mr Colin Smith and Mr Bob Perry.

# Firearms unit's review

by Lucy Dibdin

THEY may have one of the most pressurised jobs in the business, but the officers of the full-time Tactical Firearms Support Unit (TFSU) are already proving their value after a demanding first six months of operation.

The TFSU was 'born' on April 2 this year as a result of recommendations from the Strategic Forward Together process.

Following a launch by ACC SO Steve Watts and representatives from the Hampshire Police Authority, the unit's main business has been counter terrorism, close protection and pro-active firearms operations supporting territorial Operational Command Units (OCUs).

Its officers were also heavily involved in counter terrorism work as part of Operation Oaktree, Hampshire's response to the terror attacks in London and Glasgow in July.

From day one, the unit - which comprises one inspector, five sergeants and 19 PCs - was thrown into the fray, providing armed support for a surveillance operation which resulted in the arrest of two violent males in Portsmouth.

The following week the team provided crucial close protection security detail to the Queen at Milford Lake, and was heavily involved in the major planning and execution of protection operation for Her Majesty's visit to Romsey.

The unit is focussed on supporting territorial OCUs through daily patrols to assist in combating local policing problems and the force's drive against volume crime.

Outside of Hampshire and the Isle of Wight, the TFSU has supported Sussex Police in response to a spontaneous incident in which a man was attempting to commit 'suicide by police' - to get himself killed as a result of the actions of officers.

The man was safely restrained, and the way the incident was handled received widespread praise.

Inspector Elliot Brown, who leads the Netley-based team, said: "We work hand-in-hand with Armed Response Vehicle (ARV) officers, and at least 50 per cent of our deployments are with the ARV.

"As a result, we have cemented strong working relationships with our colleagues from the Roads Policing Unit (RPU) around the county."

In the past few months, the chief constable has enjoyed a patrol day with a Gilcrest counter terrorism patrol car to experience the work they undertake.

Five officers from the team have also been recognised with ACPO congratulations for their bravery and professionalism.

The unit continues to drive the Fake Gun, Real Trouble campaign aimed at stopping the use of BB guns and imitation firearms.

After a high-profile media launch and poster campaign, the unit is developing a teaching resource DVD to go to all secondary schools across the two counties to warn of the dangers young people are putting themselves in by carrying realistic looking weapons and the financial cost to the community of responding to such incidents.

This campaign is also looking at developing day seminars for local schools, and an enhanced public information campaign in the lead up to Christmas.

As part of its ongoing commitment to diversity, officers attended the Portsmouth OCU Network of Women day in September, and the unit is also part of the force uniform trial, with officers currently putting the new black shirts through their paces.

Since its inception, the unit's officers have had to quickly forge good relationships with other Operations OCU teams - not least the Force Support Unit, with whom they share somewhat cramped accommodation.

Insp Brown said: "It would be fair to say that both teams eagerly await the re-development of the Inkerman Building to provide

permanent facilities.

"Our joint working across the 8 OCU portfolio is developing very well, and we have worked extensively with officers from other forces including the Met which is all to the good.

"We are constantly reviewing our work practices and our deployments in order to improve the service to the communities."

An ongoing programme of training ensures that the teams are strengthening and broadening their skills in close protection, MOE (method of entry), dynamic building entry, marine operations, rifle skills, surveillance, CROPS (covert rural observation posts), abseiling, vehicle and foot tactics.

"We are using our intelligence-led operability to forge and develop links with our colleagues in the territorial OCUs, and to use our skills to further enhance neighbourhood policing," said Insp Brown.

"Looking to the future, we are seeking to develop stronger working practices and inter-operability with other forces within the region, bearing in mind the national and international nature of combating terrorism and extremism.

"It is critical that we develop strong working relationships which will form the basis of wider planning leading up to and including the 2012 Olympics.

"We are also reviewing our equipment and skills base in order to step up our service of improving policing across the county.

"It has been a good, solid start - we have built upon a long-established business area for the force and moved it into a full-time environment."

Although successful, Insp Brown admits that the first six months have not been without the customary teething problems.

"It would be fair to say that the current three-shift pattern has provided a challenge for us in resource terms, but that is currently under review and during the next six months and years ahead we will hopefully see that develop further."

# Hart company sponsors constabulary CCTV van

by Julie Jones

THE Hart Community Safety Partnership van has been kitted out with CCTV equipment following a £13,000 donation from Farnborough company Shield Security Services Limited. This is an exciting sponsorship initiative as part of its commitment to making a difference to the community.

The keys to the vehicle were formally handed over to members of the Hart Safer Neighbourhoods team at a special presentation at Fleet police station.

Hart district commander, Chief Inspector Norman Mellors, said: "Hart district is the safest district within the county and community safety budgets reflect this.

"The fitting of CCTV equipment to our partnership anti-social behaviour vehicle will allow an enhanced response to complaints across the whole of Hart.

"The donation of more than £13,000 from Shield Security Services for this initiative is appreciated by the Community Safety Partnership.

"Practical support from businesses in our area will greatly assist in our drive to reduce crime and disorder to ever lower levels."

Adil Hadi, Shield Security's managing director, said: "It's all about taking crime prevention and protection tools



**VANTASTIC** - Adil Hadi, managing director of Shield Security, hands over the keys to the new CCTV van for Hart to PCSO Karen East and PC John Nelson. Picture courtesy of Surrey & Berkshire Newspapers.

to where crime is actually occurring.

"Static crime prevention measures often simply displace crime to other areas; the new CCTV van will directly deter and combat criminal activity and anti-social behaviour."

Caroline Ryan, Community Safety manager for Hart District Council, said: "This is another example of great

community collaboration and it's going to have a fantastic impact on public reassurance and anti-social behaviour."

The donation from Shield Security Services Limited is the first time that a company has donated such a significant amount of money to Hampshire Constabulary to help reduce anti-social behaviour.

# Police give Portsmouth adventure playground a boost

by Liz Harding

STAMSHAW Park Adventure Playground in Portsmouth has had a run of bad luck in recent months, with eight burglaries in around four weeks, but the future looks bright thanks to the efforts of the local Safer Neighbourhoods team.

The team helped arrange a fun day to raise both the profile of the playground in the community and funds for improvements.

Play workers from the council, wardens and the ambulance service all came along to join in.

A BMX competition and football tournament drew in the crowds, along with a bouncy castle and other games.

The Safer Neighbourhoods Team officers ran a food stall, to which Sainsbury's generously donated £20 worth of goods.

The food stall was a great success and raised £188.25 for the playground, which officers presented

to Liz Rivano and Tim Head, who run the facility.

As well as the outside play areas, the adventure playground has an internal room where children can participate in activities.

All children up to the age of 14 are welcome, after school on weekdays and during the day on a Saturday.

Liz and Tim give up their time to run the unit and look after their visitors.

As a result of the break-ins all the windows at the playground are now boarded up, and the entrances have all been reinforced, although the attitudes of those attending the playground remain positive.

Acting Sergeant Jackie Lawrence said: "It is great to be able to raise some money for the Stamshaw adventure playground.

"The facilities here are well used and it gives children somewhere to go and enjoy themselves.

"The fun day was a success that we hope to repeat in the future."

# Criminal damage? Not in my neighbourhood

by Carolyn Miles

HAMPSHIRE Constabulary, in association with local partners, has fought back against those who commit criminal damage across the county as part of the national Not in my Neighbourhood campaign.

Last year, the estimated cost of criminal damage caused throughout Hampshire came to £16.5 million.

From April 2006 to March 2007 there were 45,387 reported incidents of criminal damage.

Criminal damage refers to crimes where a person intentionally or recklessly destroys or causes damage to another person's property.

Often referred to as vandalism, criminal damage includes graffiti, arson and other forms of damage to property, including vehicles.

The Home Office-led Not in my Neighbourhood initiative took place over a week during October.

The scheme was undertaken by crime and disorder reduction partnerships (CDRPs) to reduce the amount of anti-social behaviour, criminal damage and alcohol misuse in particular areas.

Across Hampshire there are only a minority of streets that have an ongoing problem with criminal damage, and it is these areas that have been targeted as part of this campaign.

Even though Not in my Neighbourhood was a week-long campaign, Hampshire Constabulary will continue to combat the issue.

CDRPs are urging residents to record and report any incidents of criminal damage in their area, no matter how small they may be.

Officers will attend the worst-affected areas to hand out record cards for residents to complete, which can then be used as evidence.

Witnesses to criminal damage are also being encouraged to call Hampshire Constabulary or Crimestoppers if they have any information about the perpetrators causing damage in their area.

Partnership Chief Inspector Kory Thorne said: "This is a joint initiative with the police and local authorities and we will be working together across the county to help reassure the public that work is being done to improve their communities and make them safer places for people to live.

"Criminal damage has a huge effect on local residents and we are determined to reduce the number of incidents throughout Hampshire."



**FAIR PLAY AWARD** - Officers and playground staff show off their fundraising efforts.

# Operation Cerberus 2 tackles cross-border criminality



**RULE BOOK** – A Surrey Special constable checks a driver's documents.

by Gaetana Prassede

## HAMPSHIRE Roads Policing officers recently joined forces with Special constables from Hampshire, Sussex, Thames Valley and Surrey in an intelligence-led operation targeting cross-border crime.

Working in partnership, approximately 40 Specials from Hampshire and neighbouring forces joined forces with more than 20 regular Roads Policing Unit (RPU) officers as part of Operation Cerberus 2.

The day-long operation held in October was led by Farnborough RPU, assisted by colleagues from the force's motorcycle unit and with input from RPU officers based at Cosham, Totton, Weyhill and Whitehill. A series of stop-checks and roaming patrols took place along key routes in Hampshire, aimed at disrupting and detecting criminals who use Hampshire's strategic road network to travel in and out of

the county to conduct their criminality. Officers carried out patrols and set up-checks along the:

- A33 at Chineham;
- A30 at Blackwater (border with Surrey);
- A325 at Greatham near A3 (border with Surrey);
- A34 at Tothill (border with Thames Valley);
- A27 (border with Sussex);
- M3;
- A3.

### Op Cerberus 2 resulted in:

● 335 vehicles being stopped and three vehicles being seized as a result of drivers having no insurance;

● Ten drivers being instructed to rectify faults with their vehicles under the Vehicle Defect Rectification Scheme;

● Seven people being given informal advice due to vehicle defects;

● Four people being reported for summons for a variety of motoring offences;

● Six people being arrested for drink-drive offences and assault.

Sergeant Paul Owen, of Farnborough RPU, co-ordinated the operation. He said: "Cerberus 2 was extremely successful and is just one example of the ongoing work carried out by Hampshire Constabulary's RPU as we disrupt cross-border crime and deny criminals from using Hampshire's roads to commit offences.

"The aim of this operation was not only to target those people who flout the law by driving illegally without valid tax or insurance, but also to target known offenders coming into Hampshire to carry out burglary and drugs offences.

"This level of high-visibility policing sends out a strong reassurance message to local communities and shows that we are committed to preventing and detecting those individuals responsible for blighting our neighbourhoods."

Deputy chief Specials officer, Martyn Sharp, said: "We are very pleased to be involved in Operation Cerberus 2 and it is a great opportunity for Special constables to work alongside the RPU.

"Special constables are part-time volunteer officers who have exactly the same powers as regular police officers."

Cerberus 2 is just one example of how the force is dealing robustly with cross border

criminality, targeting those people coming into the two counties from elsewhere to commit offences.

This latest operation in the north of the county follows on from similar Roads Policing operations carried out throughout the force area during the year - detecting criminality and preventing the unlawful use of vehicles within our communities.

Regular high-visibility operations are established to disrupt those people who

choose to ignore the law and travel on Hampshire and Isle of Wight roads despite being untaxed, uninsured and unlicensed.

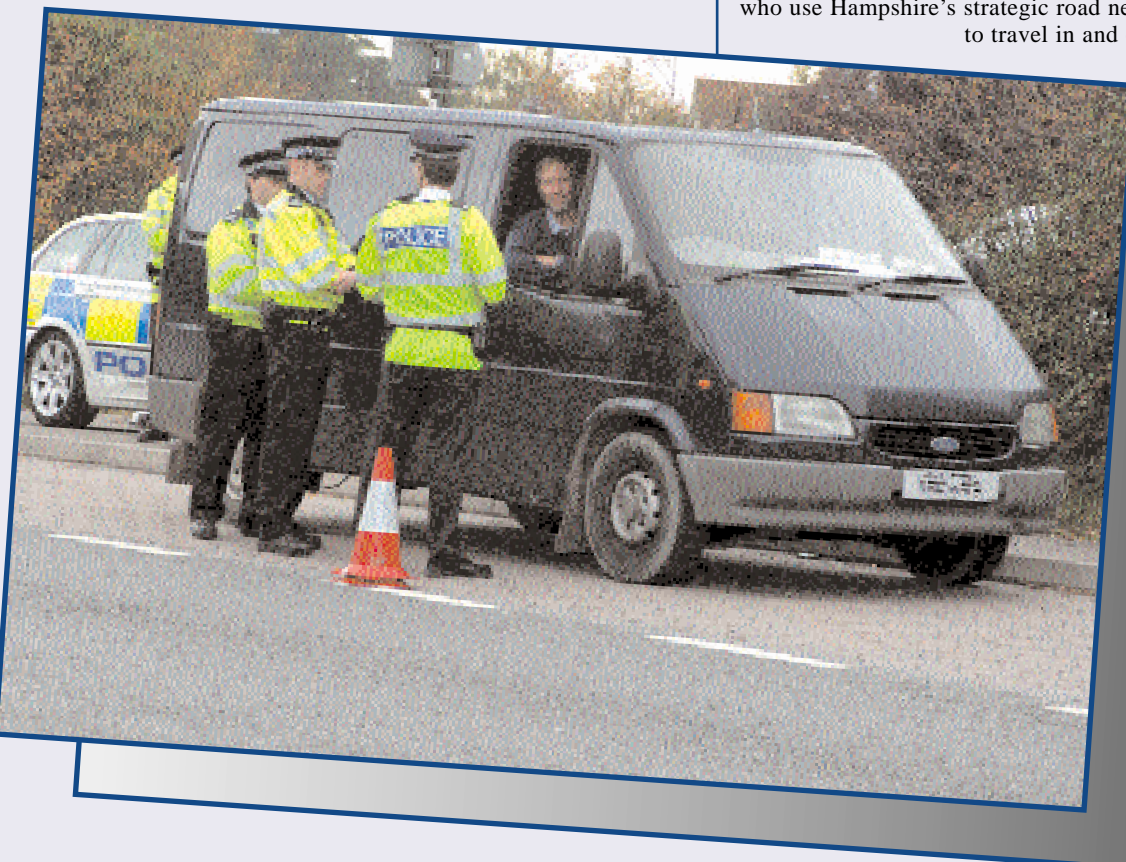
The RPU is also continuing to make use of significant crime-fighting tools such as Automatic Number Plate Recognition (ANPR) to locate and detect those people using the strategic road network to carry out serious crime.



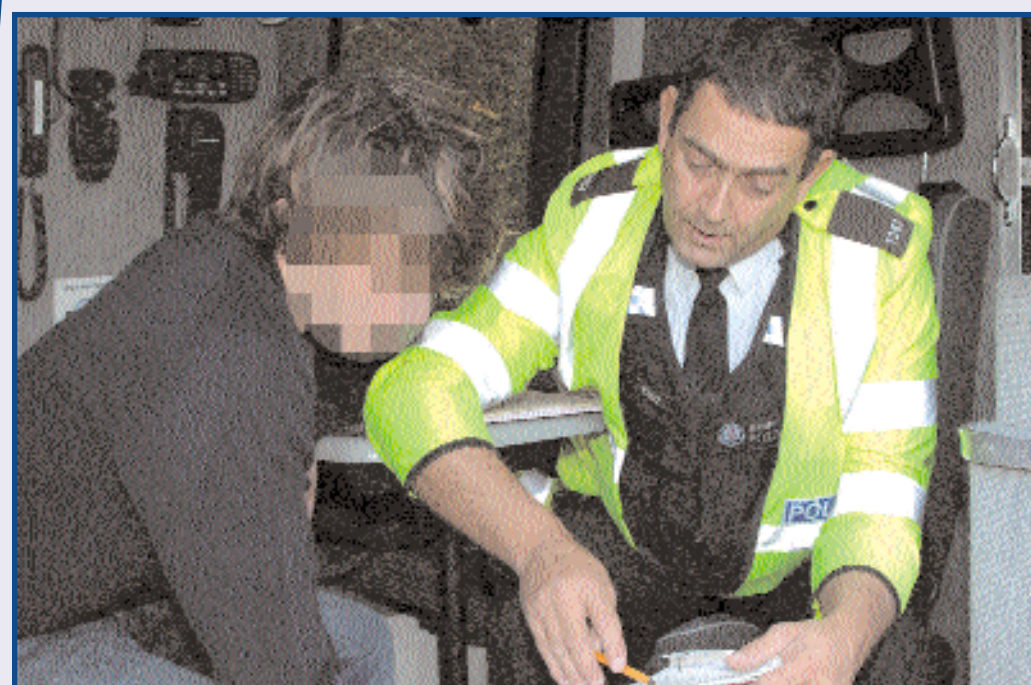
**ON YER BIKE** – This driver seemed somewhat confused as to whether he actually held a driving licence.



**TYRE PRESSURE** – A Thames Valley Special constable examines a vehicle for roadworthiness.



**SAFER ROADS** – This van was one of the 335 vehicles stopped during October's Operation Cerberus 2.



**UNFIT FOR PURPOSE** – RPU PC Alex Bates explains to a young motorcyclist why his bike is unsafe to ride on the roads.



**JOINT OPERATIONS** – PC Stephan West assists Surrey officers at one of the vehicle stop checks.



**ON TARGET** – PS Paul Plews instructs a Thames Valley Special in the use of a laser speed gun.

## Operation Promontory ends in convictions for car cruisers

by Gaetana Prassede

DRIVERS and motorcyclists who tore through the streets of Hedge End at speeds of up to 60mph using souped-up vehicles have been convicted after a successful intelligence-led operation by the Totton Roads Policing Unit (RPU).

Ten defendants have now been through the courts as part of Western RPU's Operation Promontory - a crackdown on car cruisers using Tollbar Way as a glorified race track.

The events took place on four consecutive Sunday evenings last summer, drawing crowds of up to 300 spectators from across the region despite Hedge End and RPU officers carrying out regular high-visibility patrols.

The meetings had been advertised on the internet, attracting drivers from as far afield as Bournemouth and Brighton.

Going on long into the early hours, the races brought misery to the lives of local residents.

As well as racing modified vehicles at breakneck speeds through 40mph zones, drivers executed dangerous stunts in the car parks of local fast food chains and restaurants, posing a real danger to customers of businesses and local road users.

The problem came to a head after Hampshire Constabulary's control room and the non-emergency 101 phone line received multiple complaints. The RPU then set about gathering enough evidence to convict those responsible for the illegal racing.

Realising that traditional, overt policing methods were failing to stop the problem, covert filming by Roads Policing officers took place over a month-long period between August and September.

One resident had even taken to filming some of the racing himself in a bid to demonstrate how bad the situation had become.

After collating a comprehensive package of video footage, which included the filming shot by the local resident, the Crown Prosecution Service was presented with enough evidence to prosecute ten drivers for a variety of offences.

These individuals were sent letters of intended prosecution and a further six people were given formal warnings under section 59 of the Police Reform Act.

Inspector Darren Miller of Totton RPU said: "We worked with a number of our partners to try and tackle the problem and put an end to this illegal racing before someone was

seriously or fatally injured.

"The driving was not only dangerous but extremely anti-social, the noise alone causing misery for nearby residents having to put up with loud exhausts, screeching brakes, handbrake turns, and racing into the early hours.

"Op Promontory has sent out a strong message that Hampshire Constabulary will not tolerate anti-social driving, and the problems have subsided considerably as a result.

"Despite our success we mustn't be complacent.

"The RPU and Western Operational Command Unit continue to treat this area as a priority, and will act robustly to prevent any further problems in and around Tollbar Way."

"As a result of a Problem Resolution in a Multi-agency Environment (PRIME) initiative being established in the local area to respond to the problems, our partners, including Eastleigh Borough Council, Hampshire County Council and local traders, have worked together to find a long-term solution to the problem.

"These solutions include the installation of CCTV, enhanced speed enforcement techniques, erection of warning signs, and road engineering options."

## Freshers fair success

THOUSANDS of new students recently received a welcome from police officers at university freshers fairs across Hampshire.

Police stands were stacked with panic alarms, timer switches and UV pens in an attempt to reduce the number of students becoming victims of crime.

Students were able to chat to their local police officers and police community support

officers. Information packs were handed out containing a student survival guide, emergency and a non-emergency contact numbers and cycle marking equipment.

School liaison officer, PC Dom Chapman, said: "We had a very positive reaction from the students. Many of them were amazed at how simple it was to secure their laptops and mark their property with the free UV pens.

"The aim of the police stands was to provide reassurance to students in their new environments and make them aware of the risks associated with crime."

Hampshire Constabulary had a stand at each of the five universities in the county: Southampton University, Solent University, Winchester University, Portsmouth University and Sparsholt College.



STUDENT UNION - PC Alexandra Hughes and PC Dom Chapman offer Portsmouth freshers security advice, and some mugs with a message.

## Portsmouth cycle-marking scheme stopping thefts

PORTSMOUTH police have been working hard to target cycle crime by marking residents' bikes with a unique traceable code.

The markings make it easy for police to return lost or stolen bikes to their owners.

Any officer in Hampshire can make a stop-and-owner-check call from their Airwaves handset and be immediately called back by security company Retainamark with the results.

Cycle-marking sessions have been taking place across the city, from police workshops to accredited shops.

More than 1,200 cycles have been marked in Portsmouth in the past four months, and the figures are expected to increase when the backlog of forms has been officially recorded.

The aim of the scheme is to security code as many cycles as possible using the Retainamark kits which enable officers instant access to a 24-hour database showing the current registered owner and if the cycle has been reported as stolen.

A tamperproof label provides a serial number for the bike, which can later be traced in the event of a loss or theft.

This is provided free of charge by police, or for the cost price of £2.99 from accredited marking shops Cycle World and Velocity in Portsmouth.

Pioneering the scheme, PCSO Tracy Mann said: "We are pleased so many people are taking advantage of the bike security marking.

"The main issue for the owners of stolen bicycles is that they find it increasingly difficult to recover them because of the lack of identification or information about their bicycles.

"Bike-marking events can have a significant effect on theft rates."

Many arrests have been carried out on those caught with stolen cycles, or being equipped to steal cycles, giving a clear message that cycle crime will not be tolerated in Portsmouth.

Chief Inspector Andy Houghton, who leads the Safer Vehicles campaign in Portsmouth, said: "Christmas is fast approaching, and many

people will be buying or receiving cycles.

"My advice is to get a good quality lock at the same time as a bike.

"Don't give thieves the opportunity to take yours, and ensure it is safe and secure at all times."

People wanting their bikes security stamped should take them to The Hard, Portsmouth, on November 14 or Commercial Road, Portsmouth, on December 12.



UNDER LOCK AND KEY - PCSO Tracy Mann secures Portsmouth student Ken Lowe's bike at the local freshers fair.

## Portsmouth officer holds the key to cracking cycle crime

by Liz Harding

IN an effort to reduce cycle thefts in Portsmouth, PC Dave Fairbrother has helped develop a brand new type of D-lock to protect bikes at the city's university.

Having worked closely with University of Portsmouth for a number of years, PC Fairbrother is well aware of the vulnerability of bikes as thousands of students and staff cycle to work or study.

So, with partnership working and funding, he has taken radical steps to stop bicycle thieves in their tracks.

Eighteen months ago PC Fairbrother came up with an idea which builds on existing D-lock technology. It inspired him to approach SOS Response, an electronic security consultant company in Winchester.

After months of designing and testing the prototype, the concept has now become a firm reality.

So how does it work? When the bicycle owner locks their

bike they send a text to a security office on the campus to trigger the system to guard it.

If someone then tries to move the bicycle a sensor in the lock emits a silent alarm which activates a CCTV camera to zoom in and take a picture.

The sensor also sends an alarm to security staff and flashes up live images from the camera on to their monitors, a security guard can then be sent to investigate.

The technology is proving very effective and has potential for being extended to the rest of the county or even on a national level.

The scheme has cost £6,000, which has been funded jointly by the University of Portsmouth and Hampshire Constabulary.

Portsmouth City Council has also shown support by funding new bike racks to complete the project.

PC Fairbrother said: "Bicycle theft is a huge problem and in the past it was often luck if a bicycle thief was caught.

"Sometimes the CCTV cameras were pointing the wrong way, for example.

"With this technology we will always be watching and any attempted thefts of locked bicycles will result in the thief being captured on camera.

"The motion sensor is bright orange and this will also act as a deterrent.

"I want to make criminals think twice before targeting the campus - I want them to think 'Don't go on university grounds, they've got excellent technology.'"

Managing director of SOS Response, Leonard Weaver, said: "This solution to bike thefts is unique.

"It is the first of its kind and has huge potential for a wide range of applications."

Tony Davis, head of security at the university, said his main concern is protecting the property of those on campus. "Being able to reliably monitor the bicycles will significantly reduce the number that are stolen," he said.

# Winchester Special constables recognised

by Neil Miller and Katie Wilson

SPECIAL constables who work in the Winchester area have received recognition for their efforts at an award ceremony that took place at IBM Hursley in Winchester on Friday, October 12.

The Winchester Volunteer Awards were attended by local MP Mark Oaten and the Mayor Chris Pines along with Inspector Kevin Baxman from Hampshire Constabulary.

The event was organised by the Volunteer Centre in Winchester, which represents 250 not-for-profit organisations.

The awards are a chance for the Winchester community to honour those who contribute to its safe running through volunteer work.

District Officer Beryl Hodgson received a personal award, nominated by Winchester district commander, Chief Inspector Steve France-Sargeant.

Ch Insp France-Sargeant said: "I nominated DO Hodgson in recognition of her outstanding leadership and dedication to serving the public of Winchester for more than 12 years.

"In that time she has promoted

recruitment of Special constables, managed their professional requirements and led them on frontline patrol in uniform and on plain-clothes operations.

"She has averaged 450 voluntary hours per year and that equates to around 6,500 hours of unpaid work for the community in a very challenging frontline environment.

"She has done this with a sharp sense of humour and the highest levels of enthusiasm and professionalism.

"She is a credit to the police service and to the Winchester district she has served so well."

DO Hodgson also received the Volunteer of the Year award and received a certificate, a weekend away and £500 to donate to a charity of her choice.

Winchester Specials received a group award which was accepted by Section Officers Dave Collins and Dave Collins.

Ch Insp France-Sargeant said: "This award was nominated in recognition of the cumulative hours of voluntary service the team had put in over the last 12 months. It also highlights the fact that Winchester district attracts and retains the highest calibre of Special constables who have developed into an outstanding

team with quite diverse skills, from frontline patrolling of the night-time economy to ceremonial duties within the cathedral city at historic events.

"Rural officers regularly patrol extensive areas and proactively deal with every policing eventuality.

"They are an integral part of the overall district policing team."

Insp Baxman said: "For more than 175 years Special constables have been undertaking a whole range of duties supporting policing in Hampshire and the Isle of Wight.

"They provide the welcome and reassuring sight of a uniformed officer on the beat, working with their regular colleagues, reinforcing the link between the police service and the community.

"Being a Special and volunteering isn't about financial rewards.

"It's about getting a real sense of satisfaction from making your community a better place to live, while making new friends and developing new skills.

"I am delighted that they are getting the recognition in the community that they richly deserve."



**SPECIAL EFFECT** – Inspector Kevin Baxman, District Officer Beryl Hodgson and Section Officers Dave Collins and Dave Collins with their awards.

## knight polson advert

# Force bids a fond farewell to Maureen Adamson



Maureen Adamson

by Avril MacDonald

IT WAS the end of an era last month when colleagues and friends filled the bar at Netley to bid a fond farewell to Director of Personnel Maureen Adamson.

Chief Constable Paul Kernaghan spoke warmly about Maureen and her achievements during 13 years with the constabulary and gave her a helping hand to open one of many gifts - a beautiful painting by artist Sue Howells.

Mr Kernaghan said: "Eighty-five per cent of our budget is people - and that's the tricky part in managing a force.

"I don't underestimate the way Maureen came in to a culture where she had two major handicaps: she was female and she wasn't a police officer.

"She has been a pioneer and has helped make things a lot easier today than in 1994."

He thanked Maureen, saying: "You have moved us on, and I'm very grateful."

Jacqui Rayment, chair of the Hampshire Police Authority, said in her speech: "Maureen

has never shied away from making difficult decisions.

"She met all the challenges head on as well as making sure that this force was represented at the highest levels nationally. She was one of the first women to enter the ACPO ranks - no mean feat.

"She has delivered some very difficult policies that were right for the force and she always did it with dignity."

Maureen thanked everyone present and said: "I'm proud of my reputation for being robust and make no apologies for it.

"I've worked hard for 43 years and whatever I've done, I've done it with pride whether in my early working years it was decorating chocolates or sewing knickers and nighties for Marks and Spencer, I've always done the best job that I can."

Thanking her team personally, she ended: "I've loved the breadth of my career but I've never worked anywhere with so many fine people as I have these last 13 years."

Talking to Frontline, Maureen said she began her career in personnel at Plessey in Liverpool in 1972 "when they employed 30,000 people, and left in '79 when there were only 3,000, due to massive redundancies.

"The engineering industry continued its decline, so I moved down south with my husband Stuart and sons to work with Britten-Norman on the Isle of Wight.

"I spent six happy years there from '85 to '91 before joining Hampshire County Council as deputy to the chief personnel

officer, based in Winchester." Maureen joined Hampshire Constabulary in 1994 and was one of the first civilian heads of personnel nationally for a force.

Talking of those early days she said: "I built up what was initially a small personnel team to what it is today, a professional team with many highly committed staff.

"We've also moved from an 'equal opportunities' attitude to a situation where real welcoming of diversity is fast becoming an integral part of what we do."

Under Maureen's guidance, the force was the first to introduce adoption leave, which is now a national provision.

She also helped the constabulary to reach 11th place in the annual Stonewall Workplace Equality Index, which showcases the UK's top 100 employers for gay and lesbian people.

And the secret of her success? "I've always lived by the adage 'Grant me the courage to change the things I can, the serenity to accept the things I cannot change, and the wisdom to know the difference.'"

Maureen concluded: "I believe that Hampshire is the best force in the country.

"I am leaving behind a team of dedicated, committed people in personnel and training departments and am proud to have played a part in identifying and nurturing their talents."

She says she plans to spend her retirement having more time with husband Stuart and sons Tony, Tom and Ian, playing as much golf as possible, both here and overseas, as well as doing voluntary work.

# 'Dutch' Holland

by Susan Rolling

ONE OF Portsmouth's best-loved police constables is to be remembered with a memorial plaque at Fratton Bridge.

PC Alec 'Dutch' Holland was renowned for controlling heavy 1960s and early 70s traffic from six directions, making it flow easily over Fratton Bridge.

His abilities were often praised in the letters pages of the Portsmouth Evening News.

Motorists and cyclists appreciated his ability to get them to work or Fratton Park in time for the kick-off and back home without delay.



323 Alec 'Dutch' Holland

## Obituaries

The chief constable deeply regrets to announce the death of the following retired police officer:

**Police Constable Martyn John King**, who died on September 26, 2007. He served with Hampshire Constabulary for 27 years, retiring on February 28, 1997. He served at Headquarters, Fareham, Aldershot, Alton, Basingstoke and control rooms.

To prevent unnecessary pain to Dutch's ankles during an eight-hour tour of duty, a wooden platform was made.

Atop the platform, Dutch seemed like an orchestra conductor, directing vehicles instead of strings and horns.

Although it was against police regulations for an officer to accept gifts of any kind, it was a regular sight at Christmas for Dutch's platform to be surrounded by gifts, many of which appeared to be lightly disguised bottles.

Now, Portsmouth resident Martin Chalk has received permission to erect a plaque in Dutch's memory on the bridge.

"Dutch is a fond memory for many Portsmouth residents,

and he deserves some lasting recognition," Mr Chalk said.

A 30-year-old PC Holland joined Portsmouth City Police on November 20, 1948, after leaving the Royal Marines.

He retired on September 3, 1973. He died on November 21, 1999, at the age of 81.

## Spotlight

### Inspector Chris Robinson

*What do you currently do?*

I work in the Custody Policy and Development department based at Southwick Park. Most of my work involves supporting OCUs with facial identification methods, such as video identification, photo ID etc.

*How long have you been with the constabulary?*

I joined as a police cadet in 1978 when the resident training school was based at Bishop's Waltham.

*Tell us a little about yourself and your job history:*

After Cadet training school, I was based at Winchester until I became a constable in 1980 and then went to Southsea where I undertook attachments such as the Street Offences Squad (OM), Ports Special Branch, Southsea mini drug squad and 14 weeks with the miners' strike. Promotions took me to Cowplain and then to Portsmouth Central. I was the last live identification parade inspector at Southsea before being transferred to the Custody Policy and Development department in April 2006.

*What attracted you to working*

*for a police service?*

Not the doggy bags as my colleagues stated when I told them I was answering this question! I can't recall exactly but it may have been what the cadet activities provided, which included good fitness level, Outward Bound courses, climbing Mount Snowdon, and so on. I earned about £131 a month when I joined and I thought that was a good salary. So that would undoubtedly have been a consideration.

*What are you most likely to be heard saying?*

'Mucker' when addressing colleagues and friends. I say that a lot at the moment.

*What annoys you?*

The price of a pint in the pub and the cost of an evening at a decent restaurant. It appears that the more expensive the meal, the less food you get.

*What makes you happy?*

Either when my colleague Adrian Dadd makes the coffee or I love an evening of laughter and entertainment and seeing family and friends in a merry and content state. Another favourite is to be curled up in front of the 42" plasma with the wife, watching a

good film, accompanied by a decent bottle of wine and a roaring fire.

*Favourite smell:*

Sea air on a sunny day, country air, a real log fire, mulled wine on a cold frosty day/night, and a barbecue.

*Who would play you in a film?*

Everyone else would say either Ricky Gervais or maybe Peter Sellers in his Inspector Clouseau days.

*Back to the past, or forward to the future? Where would you go and why?*

Apparently forward by two years and eight months when I retire but not sure if that's my preference or my colleagues'.

*Top three dream dinner party guests:*

For laughter and a fun evening Dawn French and Lenny Henry, and then the wife has asked for Goldie Hawn - before her lip job!

*Chocolate or vanilla?*

Rum, rum and more rum.

*What did you want to be when you grew up?*

I only ever desired to be comfortable and happy.

*What would your dream job be now?*



Chris Robinson

To be a professional wine taster, and to have a successful business encouraging the cooking of natural charcoaled barbecue food.

*If you could do one thing to improve the force, what would it be?*

Make sure that managers and supervisors are subjected to frequent refresher management courses/assessments both in line management skills and efficient management of workloads.

*Tell us one thing about yourself that no-one reading this will know:*

I was once banned by an inspector from leaving the area car on the grounds that my uniform, freshly issued by stores, was too big. The situation is totally the opposite now.

*Who would you like to see in the Spotlight next?*

The force control room's Inspector Russ Kavulok.

## PCSOs given fast track to regular force

by Scott Turski

FROM November 1, 2007, Hampshire's police community support officers (PCSOs) will have the chance to take a quicker and simpler route into the regular force.

After 12 months experience a PCSO should have acquired many of the competencies that need to be evidenced on the full police application form.

Recognising this, the fast track scheme uses a much shorter and simpler application form for PCSOs to submit along with a report from their line manager.

If they meet the eligibility criteria, PCSOs will automatically be invited to the national police recruitment assessment centre stage.

Superintendent Julie Earle, force Safer Neighbourhoods project manager, commented on the scheme: "The fast track scheme has been designed to benefit our PCSOs with a shorter application process.

"The scheme also benefits the community by creating continuity and the constabulary retains its staff, albeit in another role, and reduces training requirement for PCSOs compared to other candidates.

"The scheme offers lots of benefits and has no disadvantages, so I am delighted that it is being introduced."

PCSOs will continue to play

an integral Safer Neighbourhoods role and it is important that Hampshire Constabulary continues to recruit and retain them.

Supt Earle explained: "Police officers and PCSOs perform a different but complementary and equally important role.

"However, we understand that a percentage of PCSOs join with the intention of applying to become police officers later.

"Others see the police officer role in action after joining and decide that they would prefer to undertake this role."

PCSO Carl Boxall has decided to follow the fast track path.

He said: "This is a great opportunity for me and other PCSOs to further our careers within Hampshire Constabulary.

"I've been a PCSO since March 2005.

"It is a fantastic role that has enabled me to build excellent working relationships with schools, businesses, residents and individuals from all walks of life.

"I have dealt with many challenging incidents, tutored new PCSOs, received letters of praise and won awards.

"I would now like to use this experience to give me a head start towards becoming a PC."

The first PCSOs through the fast track scheme will be invited to the next assessment centre.

## phil williams advert

## Southampton Specials ranks bolstered

by Duncan Henderson

EIGHT new Special constables are taking to the streets of Southampton.

Six Specials passed out from Netley Police Training College in October after getting through their rigorous training while two more have been transferred in from other areas.

Special constables have the same duties and powers as police officers, but work on a voluntary basis often carrying out full-time jobs outside the constabulary.

Specials perform a wide range of activities from emergency response patrols to talking to

residents on a local beat.

Specials have carried out considerable work across Southampton in the past, helping to combat anti-social behaviour.

Using a mobile CCTV van and local dispersal orders in Bitterne and Shirley, they have made a number of arrests and seized offensive weapons and alcohol.

Special constable Richard Simms said: "I work for a logistics company as an operations manager.

"I always wanted to be a police officer when I was younger and now I'm able to do this in my spare time.

"Because of the training

I feel more confident within myself."

District Officer Stevphen Perry said: "Special constables are an excellent asset to the city and contributed more than 15,000 hours collectively during 2006.

"It's great to have an extra eight Special constables on the streets of Southampton."

If you are interested in becoming a Special constable you can contact Jenni Eustace on extension 71-3382, or alternatively visit the Specials section on the constabulary website: [www.hampshire.police.uk](http://www.hampshire.police.uk)



NEW IN POST - From left to right: District Officer Satbir Giany, Special Constables Richard Simms, Dave Tyrrell, Donna Walker, Gareth Mahoney, Martyn Packer, Ben Hume, Tammy Mounsey and District Officer Stephen Perry.

# Home2Rome charity race completed in an old banger



**WHEELY GOOD FUN – DCs Adrian Fretter, Nigel Crockford, Jerry Whitmarsh with 'temporary DC' Churchill and DS Ray Massie photographed in St Mark's Square.**

by Gaetana Prassede

**QUESTION:** What do you get if you cram four detectives from the High Tech Crime Unit into an old banger and ask them to drive from Calais to Rome?

**Answer:** A lot of laughs, and a lot of money raised for good causes.

On September 20, madcap fundraisers Ray Massie, Nigel Crockford, Jerry Whitmarsh and Adrian Fretter departed from Dover to take part in the Home2Rome car rally in a £50 banger bought at a Southampton auction.

Every year teams from all over the UK take part in the Home2Rome challenge, competing in cars that must cost less than £100 to buy.

The aim of the race is to drive from Calais to Rome in just four days (hopefully with-

out breaking down).

The constabulary team from Netley completed the race in a treasured 1988 Honda Accord 2.0 automatic, raising £1,500 for their chosen charities, Leukaemia Research and the Aplastic Anaemia Trust.

Before setting off on their adventure, the 'High Tech Cake Unit' as they were affectionately known, carried out some vital repairs to ensure they'd get from A to B.

As well as notching up some vital mileage on each day of the tour, our intrepid team also had to take part in a series of crazy challenges set by the rally organisers.

One task involved the four detectives dressing up as St Trinian's girls, parking their trusty Honda on the outskirts of Venice, removing its spare tyre, catching a train into Venice and a water taxi to St Mark's

Square, before having their picture taken with the spare tyre.

"The rally was one of life's unforgettable experiences," explained Nigel.

"We covered 3,113 miles of motoring in a 20-year-old car that never missed a beat, burnt any oil or lost any water.

"We didn't win, but we did raise £1,500 for two good causes.

"Special thanks should go to Mark and Alan of MJ Motorsport Garage Services for the use of their facilities and wisdom, and Pro Parts Motor Factors of Waterlooville who supplied us with the few parts needed to transform a £50 banger into the wonder car we used to complete the rally."

The exultant team finally made it back to Netley on September 26.

# Police back campaign to highlight domestic abuse

HAMPSHIRE Constabulary police officers and staff are being encouraged to wear white ribbons to support the international day for the elimination of violence against women on November 25.

Wearing a white ribbon symbolises that the wearer will not commit, condone or remain

silent about violence against women.

Deputy Chief Constable Ian Readhead is backing the campaign and is keen to see all staff wear the ribbon and break the silence.

White ribbons will be available to buy from Constabulary HQ and front offices in the weeks leading up to November 25.

# Constabulary working to reduce youth crime

by Scott Turski

IN recent years it seems to have become impossible to pick up a newspaper or switch on the TV without seeing another headline about young people committing more and more serious offences.

Chief Inspector Cliff Williams, Hampshire Constabulary's member of the Wessex Youth Offending Team management board, believes that alongside its partner agencies, the force can have a positive impact on the lives of young offenders and their potential victims.

Ch Insp Williams said: "It's not simply a matter of administering punishment.

"Research proves that young offenders who are dealt with before reaching the court system generally don't re-offend.

"Most take the opportunity to choose a better, more socially acceptable path in life.

"We want to ensure support and intervention is available to those who will benefit from it."

As part of this work, Hampshire Constabulary has recently updated its policy on reprimands and final warnings.

The policy aims to make the process for dealing with young offenders more transparent and consistent for the offenders, the victims and for the inspectors who administer the disposals.

But it's not just about reinforcing correct procedures.

All around the two counties Hampshire Constabulary and its partners are developing

innovative ways of guiding young people away from crime.

Caution clinics are now being used in several locations to administer final warnings and reprimands away from custody areas.

Offenders under the age of 18 don't even need to be arrested but can be interviewed at home by an officer and required to attend a caution clinic at a later date followed by an intervention programme where necessary.

Dedicating specific time to young people's disposals saves time for officers in custody and improves the quality and consistency of the intervention by allowing inspectors more time to prepare the correct disposal.

Caution clinics were introduced to Fareham by Inspector Jim Pegler in 2006 and have since been passed to Acting Inspector Sam Dunlop who now holds two clinics a month, seeing 20 young people for around 45 minutes each.

A/Insp Dunlop administers the disposals in the presence of a parent or adult who lives with the young offender. She said: "We insist on meeting a parent or guardian.

"We find this is more effective as we can be more challenging and work with the family to really get to get to the bottom of why the child behaves they way they do."

Sam works alongside Sally Chapman, anti-social behaviour officer for Fareham Borough Council, whose role is to generate intervention

programmes.

The pair believe the key to their success is not just what happens in the clinic. Sally explained: "By doing our homework before each clinic we find out everything we need to know about the child: their background, who they hang around with, previous warnings and school attendance record.

"This gives us a good idea about whether their crime was part of a pattern of negative behaviour or a one-off that can be quickly dealt with."

Before the young offenders and their parent leave the clinic Sam and Sally ensure an intervention programme is in place.

Fareham's Chief Inspector Steve Wallace said: "Young offenders attending caution clinics are encouraged to admit other offences they have committed under a single final warning or reprimand, so the clinics help to increase the number of detections we achieve.

"The clinics also provide the opportunity to talk to young people about general crime trends and rumours we otherwise wouldn't hear about."

Fareham is just one example of the success of caution clinics. Central OCU also provides them in Waterlooville and Gosport and there are others running in North and East OCU at Basingstoke and Farnborough.

It is hoped that Hampshire Constabulary will introduce many more clinics areas across the county.

# BikeSafe protects two-wheeled riders

by Mick Gear

HAMPSHIRE and the Isle of Wight's road safety initiative for motorcyclists, Edge 44, has recently been rebranded. The rider awareness scheme, aimed at reducing the unacceptable number of motorcyclists killed and seriously injured on the two counties' roads, is now known as BikeSafe.

Recently the government requested that the Driver Standards Agency implement a post-test training register to regulate motorcycle training providers.

As a result, Edge 44 is being realigned with the more nationally focused BikeSafe initiative led by ACPO.

Edge 44 was established in January 2003 and was run as a partnership initiative

between Hampshire Constabulary Roads Policing Unit (RPU) and Hampshire County Council's Road Safety team, supported by the Motor Cycle Industry Association. Edge 44 revved its engine for a final time in October.

BikeSafe will commence in March 2008, aiming to continue the work of Edge 44 in reducing the number of casualties as a result of motorcycle and power two-wheeled vehicle collisions. Power two-wheeled vehicle riders are a high-risk user group who can benefit from better education and awareness of hazard perception.

When the Edge 44 scheme launched, it was being operated by off-duty RPU motorcyclists on their rest days.

Taking out a maximum of

two riders at a time, Edge 44 focused on areas of the participants' riding in need of improvement, to reduce the risk of being involved in a collision.

Since Edge 44 launched it has taken almost 700 bookings and has received very good feedback from those attending.

BikeSafe will take on a new format consisting of a morning classroom-based session covering hazard awareness and collision causation followed by a practical rider assessment in the afternoon by 'on-duty' RPU motorcyclists.

These workshops will run six to eight times a year between March and October.

Further details will be available on the force intranet and at [www.bikesafe.co.uk](http://www.bikesafe.co.uk).

# Christina's flying high for charity

POLICE staff member Christina Kimbrough is feeling on top of the world after enduring a 17,000ft skydiving experience recently - an act she braved to raise money for a very worthwhile cause.

IT Helpdesk team leader Christina, who works at police headquarters in Winchester, was inspired to jump from an aeroplane over the Kent countryside after hearing about the story of six-year-old Sacha Skinner, who suffers from a degenerative condition called Batten's disease.

Named after the British paediatrician Frederick Batten who first described it in 1903, the disease affects one in 30,000 children born in the UK.

There is no cure.

Without treatment Sacha, who was diagnosed with the disease in July, is not expected to live beyond the age of 12.

There is hope yet for the Sussex youngster in the form of stem cell treatment, but this is currently only available in China. Paying for the treatment costs thousands of pounds for travel and medical expertise.

Christina stepped in to try and raise some much needed cash for the treatment.

Recalling her jump, it was a mixture of fear and excitement Christina had to contend with during the ascent: "I love flying, but with the continuous 45-degree angle we flew at, in a tiny plane which I could barely stand up in, we sat in silence for the 15 minutes it took to climb into the sky!"

"I tried not to think about the jump itself and just did as I was told 'Head back, body forward, legs together and back...'"

"Next thing we were in the air and falling fast - 120mph to be exact!"

"The fall was amazing, the Earth doesn't rush into your face as you imagine, and we had a great view of the English Channel and the Kent farmland.

"After my parachute opened it took about six minutes to float to the ground."

With her feet firmly back on the ground, Christina is now turning her attention to collecting more money for Sacha's cause: "I have already collected a great deal of money, but there's plenty more to come.

"Every penny counts, it really does. Anyone wishing to sponsor me who didn't get a chance before the jump, it's not too late."

Please contact Christina at headquarters if you would like to make a donation. You can read more about Sacha online at: [www.sachastory.co.uk](http://www.sachastory.co.uk)

# Workforce modernisation project takes shape



**CHANGING TIMES** – Detective Constable Ant Tenison, project support officer Julie Cloke and Detective Sergeant Mark Hickson are modernising the workforce.

by Gaetana Prassede and Scott Turski

THE Crime Operational Command Unit (OCU) has been undertaking a workforce modernisation project to transform the shape and working practices of its workforce.

The aim of the project is to increase efficiency and deliver a better, more consistent service to the public through a diverse, flexible workforce.

Detective Chief Inspector Tony Harris, who heads the project, explains the rationale behind workforce modernisation: "We want to increase Crime OCU's capacity and capability, address the growing complexity of modern policing, and make the best use of the constabulary's greatest asset - its people."

"It's about creating more

efficient ways of working by getting things done by people with the right skills."

The three main strands of workforce modernisation all aim to increase the number of detectives working in Hampshire and the Isle of Wight:

### Investigators Professional Development Unit (IPDU)

The Crime OCU has traditionally recruited existing detectives transferring from the six territorial OCUs.

However, due to the shortage of detective constables in all areas of the CID, fewer detectives are making the move, leaving existing officers with a higher workload and less flexibility.

Now, for the first time, uniformed police constables will have the opportunity to join the Crime OCU direct, supported by the new IPDU and led by

Detective Sergeant Mark Hickson, with Detective Constable Ant Tenison.

Fourteen successful applicants will be eligible to join the Major Crime team, the Serious and Organised Crime Unit, Special Branch or the Specialist Investigations Department once they have completed their Initial Crime Investigators Development Programme (ICIDP).

DS Hickson said: "This is an exciting and innovative opportunity for Hampshire Constabulary officers to enter the ICIDP during 2008 within the Crime OCU," said DS Hickson.

"As part of their development, successful candidates will complete a substantial part of their workplace attachment within a Territorial Operations CID environment before returning to the

Crime OCU to gain further experience and to develop skills pertinent to their new role within the Crime OCU portfolio.

"This is a wonderful chance for officers to work within some of the most challenging and complex areas of the force."

Officers entering the Crime OCU through the new IPDU will not fill all the vacancies so existing TO CID staff will still be able to apply for CID posts within the Crime OCU in the usual way.

Six ICIDP courses will take place at Southwick Park throughout 2008.

### Police staff investigators

Over the years, many tasks previously carried out by police officers have become police staff roles.

Creating police staff positions is not designed to put officers out of a job but to free up their time and return them to the duties they have been trained and empowered to perform.

Hampshire Constabulary currently faces a shortage of detectives and while police staff investigators (PSIs) are not a new concept, utilising their knowledge and skills to a greater extent can ensure that during particularly demanding times the standard of investigations remains high.

Some existing PSIs are retired police officers while others are civilians who enjoy the role and want to help prevent or solve crime.

All are trained to help with

searches, take statements, perform house-to-house inquiries and deal with exhibit handling and intelligence development.

### Temporary workers bank

Unpredictable workloads of certain police staff posts mean that they are best filled through short-term or casual contracts recruited through employment agencies.

A temporary workers bank will bring this short-term recruitment in-house, providing a savings solution to the inflated costs and agency fees while retaining the skills of our temps and building loyalty between them and the force.

Initially, the temporary workers bank will recruit a number of retired police officers who can be called upon to work as PSIs during times of particular need.

When a temporary PSI's case has closed or their services are no longer required, they will return to the bank for future deployment.

As well as the cost benefits, the temporary bank of PSIs will help to maintain the high standard of investigations by allowing permanent detectives to remain attached to their cases.

The first employees will be available through the temporary bank by the end of November.

If this initial period proves successful, the scheme will be rolled out to include all temporary police staff positions.

Although the workforce modernisation project is run by the Crime OCU, it has the full sup-

port of Territorial Operations.

In the mission statement, Assistant Chief Constable, Territorial Operations, Simon Cole, says: "For several years now the force has attempted to increase the number of detectives trained to fill vacancies both on Territorial OCUs and within Specialist Operations."

"This year a concerted effort has been made to recruit and increase numbers across the CID. The opportunities provided by Specialist Operations via the establishment of the Investigators Professional Development Unit will clearly assist us in helping to achieve our aims."

"If we can sustain this additional training over the next two years we will almost certainly be able to fill existing vacancies both on OCUs and within specialist Crime OCU departments."

Assistant Chief Constable, Specialist Operations, Steve Watts added: "Specialist Operations is committed to providing an efficient, effective and meaningful service in protecting the people of Hampshire and the Isle of Wight."

"Our work in partnership with territorial OCUs seeks to endorse this remit by exploring innovative ways in which appropriate resilience levels are maintained in the area of crime investigation."

For more information on the workforce modernisation project visit the Crime OCU intranet site.

## Contact Frontline

- This newspaper, produced by Hampshire Constabulary, is made available to serving officers and police staff, Specials and pensioners in Hampshire and the Isle of Wight.

Frontline is published every six weeks and appears in its entirety on the Hampshire Constabulary website: [www.hampshire.police.uk](http://www.hampshire.police.uk). If you would prefer to receive the paper version for a year's subscription (nine editions) you can join the Frontline mailing list by sending a cheque for £10 sterling, made payable to Hampshire Constabulary, and addressed to Media and Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, SO22 5DB. Clearly mark your letter 'Frontline subscription', and don't forget to include your own name and address.

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- FRONTLINE On Tape** – the talking version of the force newspaper – brings all the latest Hampshire Constabulary news to subscribers who are blind or visually impaired. The paper is produced on tape by volunteers from Winchester Talking Newspapers for the Blind using the recording equipment in the studios at the Royal Hampshire County Hospital at Winchester. It is edited into a speech-friendly format by group volunteer retired superintendent Keith Vincent. If you would like to subscribe to Frontline On Tape, please contact Keith on 01962 884088 or by email at [keith.vincent@uwclub.net](mailto:keith.vincent@uwclub.net)

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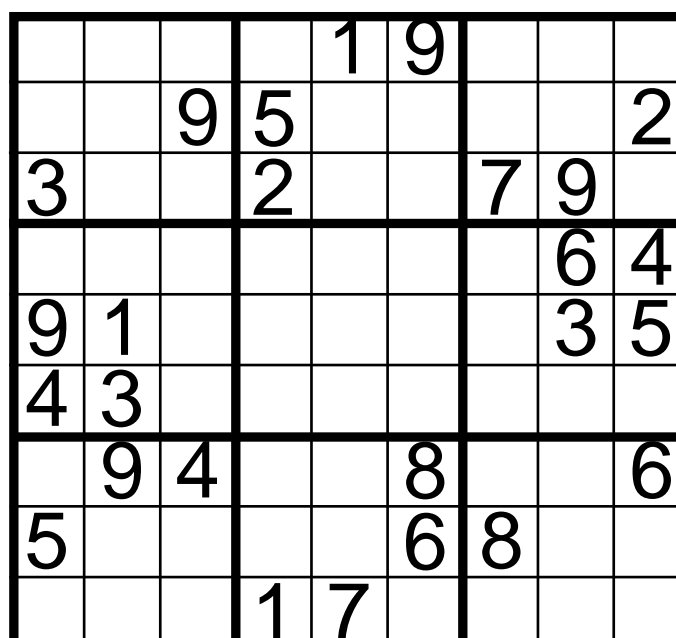


# SUDOKU PRIZE PUZZLE 133

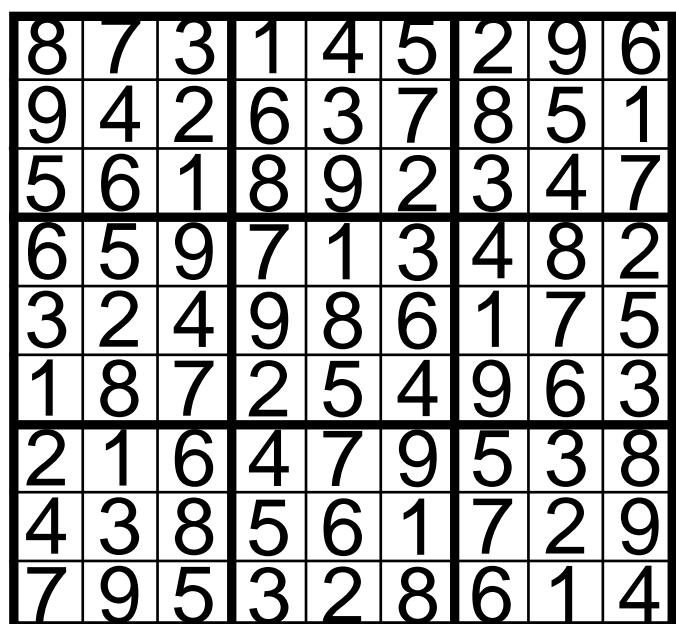
**THIS month we have a special Sudoku Prize Puzzle.**

The winner will receive a copy of the BBC spy drama *Spooks* (season one) on DVD. To enter just complete the grid to the right by filling in every column, row and 3x3 square using only the numbers one to nine. Each number must only appear once in every row, column and square. Send completed entries to Sudoku Prize Puzzle, Frontline, Media and Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB. Closing date December 5.

The solution to puzzle 133 will appear in edition 134 of Frontline along with a new puzzle for Sudoku fans. The winner of puzzle 132 was Mr John K Head from Dorset.



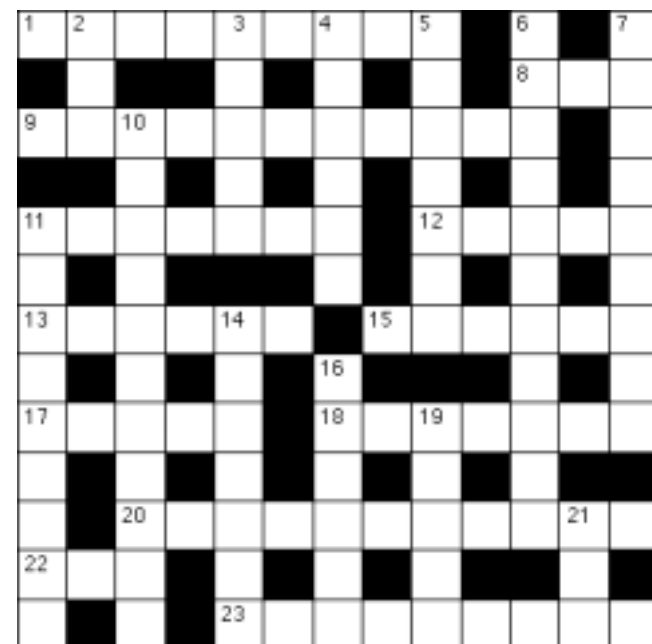
Shown below are the answers to Sudoku Prize Puzzle 132.



## Prize Crossword no. 133

WestQuay  
Southampton

FANCY buying yourself something special for the coming winter? Why not have your food shopping delivered to your door! Here's your chance to enjoy the coming season with a little help from Frontline. We will award the sender of the first all-correct crossword entry to be drawn from the hat a £25 gift voucher to spend at John Lewis or Waitrose stores throughout the UK courtesy of WestQuay shopping centre in Southampton. You can also spend the voucher online at johnlewis.com and ocado.com. Send completed entries to Prize Crossword, Frontline, Media and Corporate Communications, Hampshire Constabulary HQ, Romsey Road, Winchester, Hampshire, SO22 5DB. Closing date December 5. The winner of crossword puzzle 132 was Mr CT Vechelet, Winchester.



### ACROSS

- Auguste, French chef who invented peach melba (9)
- State in W. India taken by Portugal in 1510 (3)
- Landlocked republic in W. Africa whose capital is Ougadougou (7,4)
- Lake in Switzerland fed and drained chiefly by the River Reuss (7)
- Roman goddess associated with the Moon, virginity and hunting (5)
- Broad, flat projecting rim round a wheel added for strength (6)
- The part of a flower's stamen containing the pollen (6)
- The principal Anglo-Saxon god, equivalent of the Norse god Odin (5)
- Léo, French composer of the ballet *Coppélia* (7)
- Women's 4 X 100m and 4 X 400m relay winners at the 1976 Olympics (4,7)
- Tall evergreen tree of the pine family (3)
- Wading bird of warm regions with a long horizontally flattened bill (9)

### DOWN

- Former French coin of low denomination (3)
- Tuck, character in the Robin Hood stories (5)
- Vicente Blasco, Spanish author of *The Four Horsemen of the Apocalypse* (6)
- Ray, 1973-76 world professional snooker champion (7)
- Pathological fear of open or public spaces (11)
- Aromatic tree of North America with dark blue fruits (9)
- American actor who starred in 1990 film *Pretty Woman* (7,4)
- German Air Force (9)
- First book of the Old Testament (7)
- In music, a slow movement, such as in "--- for Strings" by Samuel Barber (6)
- Sophia, actress who won an Oscar for 1961 film *Two Women* (5)
- A score of nothing in certain games (3)

### SOLUTIONS TO 132

**Across:** 1 Pestle; 4 Trojan; 9 Lady Bountiful; 10 Ed Asner; 11 Fargo; 12 (Queen of) Sheba; 14 Macy's; 18 Aisne; 19 Aspirin; 21 Brenda Blethyn; 22 Arnold; 23 Harris.  
**Down:** 1 Palmer; 2 Saddam Hussein; 3 (Von) Laban; 5 Ratafia; 6 Jeffrey Archer; 7 Nelson; 8 Quire; 13 Brendel; 15 (The) Gambia; 16 Mambo; 17 Ananas; 20 Pieta.

### Crossword scribble pad

## Past Times

by Clifford Williams

THE photograph featured in this edition shows Hampshire police officers attending the opening of Gosport War Memorial Hospital in 1923. The officer wearing the cap is Superintendent Abel and we know that one of the police constables in the photograph is PC 78 TW Bulpitt. None of the waiting crowd looks happy.

The hospital was opened on April 28, 1923, by the local MP Sir John Davidson.

In the same year a war memorial dedicated to those members of Hampshire Constabulary who had fallen for their king and country was unveiled at headquarters in Winchester by the Lord Lieutenant. The memorial took the form of a monumental approach to the flight steps leading to the headquarters building. Placed on either side of the steps were two stone pillars inscribed with the names of the 21 officers killed during the First World War. The memorial was designed by the county architect, Captain AL Roberts.

Ian Watt reports on the unveiling ceremony in *A History of the Hampshire & Isle of Wight Constabulary 1839-1966* (2nd Edn 2006, published by Phillimore): The proceedings were favoured with beautiful weather and attended by a large and distinguished company representative of the county, the constabulary, the armed services and families and friends of the

fallen. Each division was represented by the superintendent, one sergeant and a detachment of constables. In addition there were several contingents of Special constables and a large number of ex-sergeants and ex-constables of the force, as well as many of the general public. The Duke of Wellington, in his capacity as chairman of quarter sessions (for younger readers these were criminal case hearings at court), invited the Lord Lieutenant, Major General JEB Seely to unveil the memorial.

The Lord Lieutenant paid tribute to the services of the constabulary during the war and pointed out that many more officers were ready and anxious to enlist than it was possible for the constabulary to let go, as

they had important duties to perform in the county. That was especially true in Hampshire where there were so many great military camps. The Lord Lieutenant went on to say: "I have seen from the testimony of the officers commanding those various camps of Canadians and Americans and of our own troops that you were vitally important in fulfilling many duties of maintaining order and other duties especially devolving on the police. I have always thought and said that Hampshire is the best ordered county in England. If that is so, and I make bold to say it is, it is largely due to the Hampshire Constabulary and it must be a pleasure and delight to you, Major Warde, after nearly twen-

ty-nine years service as chief constable, to reflect that the force which you have so ably commanded should have rendered such valued service in the Great War."

This war memorial was removed when the new Constabulary Headquarters were built in the mid 1960s.

However, we do not know where the memorial pillars went and their current location is a mystery. Can any readers help?

You can read more about the memorial at the Force History Society internet website: [www.hants.gov.uk/hchs/memorial.html](http://www.hants.gov.uk/hchs/memorial.html)



# Trials and tribulations of force's triathletes

by Steve Wallace

AT the end of a successful season, members of Hampshire Constabulary's Triathlon section are in general agreement that it was cheap French red wine which helped them yield favourable results.

Here we take a look back over the past year:

● The Hart Leisure Sprint Triathlon in May was a suitable starter race for the year.

A good turnout saw six constabulary members competing.

● Milan Desai 'warmed up' for the season in May by running the Edinburgh Marathon in a little over five hours.

● Mike Sizer-Green and Gemma Sizer-Green competed in Dorset's Try a Tri race in June.

Gemma finished an excellent third woman and 23rd overall. Mike finished 12th overall out of 100 entrants.

● Sam Moore entered the massive London Triathlon in August.

Following a great start in which she emerged out of the water in 20th place, Sam then

suffered in the heat on the run and also stopped to help a woman who had collapsed!

● On August 26, the Southampton Fast Twitch Sprint Triathlon also hosted the force championships.

Tony Moores retained his title as force champion. Also competing were Milan Desai, Dave West, Steve Wallace and Holly Crane.

The first three force finishers all claim red wine contributed to their success!

Dave West also competed at the Littledown Tri in Bournemouth in September.

● On September 9, Debra Masson finished in style competing in The Vitruvian at Rutland Water, Leicestershire.

This was a Half Iron(wo)man event with a 1,500m swim, 90K bike and then a gruelling half-marathon.

Debra completed the course in a superb time of 5hrs 18mins, which was ninth place in her age group in this National Championship event.

Red wine (Rioja the night before) is again suspected!

It is now time to look ahead

to next year, so if you fancy a 'multi-sport' experience the Triathlon section is keen to hear from you.

Triathlon is not particularly elitist, it is often organised to include staggered starts, and there is always lots of support for newcomers.

Some common questions:  
Q. I can't swim very well. Does this matter?

A. No. The swim is usually the shortest element and slower swimmers start first. Breaststroke is acceptable.

Q. Do I need loads of kit?

A. No. Swimming kit, a bike and some trainers are all you need to try out an event.

Q. Will I lose weight?

A. Quite possibly as the 'all round' workout is good for burning fat.

Q. Is it expensive to join the club?

A. A fiver per year!

So if you want a challenge for 2008, need to find out more about next year's triathlon events or have any questions please contact Tony Moores, Debra Masson, Milan Desai, Mark Little or Steve Wallace.

# Force badminton tournament beckons

MEMBERS of Hampshire Constabulary's Badminton section are meeting next month to compete in the annual force tournament.

This is a fun event and players of all standards are welcome.

After the success of last year's event, the 2007 force tournament will again be held at the Netley gym on Thursday, December 6, with play commencing at 5pm.

Players can compete in a maximum of three of the following events:

- Ladies' singles;
- Men's singles;
- Ladies' doubles;
- Men's doubles;

● Mixed doubles;

● Ladies' Vets doubles - 35 years and over;

● Men's Vets doubles - 40 years and over;

● Mixed Vets doubles;

● Ladies' Super Vets doubles - 40 years and over;

● Men's Super Vets doubles - 45 years and over;

● Mixed Super Vets doubles.

Winners of the events will go through to represent the force in the South East Region Police Sport UK Championships, which will be held in Kent on February 5, 2008.

Winners from the regional heats will go on to play in the

National Championships to be held in Exeter later in the year.

The Badminton section is always looking for new players. Anyone wishing to enter the tournament should email either Detective Constable Sarah Mackett or Inspector Chris Kirby.

Do not worry if you do not have a badminton partner as we can arrange something on the day.

The Badminton section's AGM will be held at Netley on December 6 shortly before play takes place.

Anybody wanting to volunteer for the role of chairman, secretary or treasurer should email Det Con Mackett or Insp Kirby.

# Gosport police treat youngsters to Pompey FC game

by Julie Knight

A GROUP of 29 youngsters who take part in the crime diversion initiative Oki Street Sixes football league, set up by police in Gosport, were treated to watch Portsmouth Football Club play away against Wigan on October 20.

The free trip was made possible following sponsorship from Sasha Gaydamak and Peter Storrie of Portsmouth FC who provided transport, shopfitters TW Clarke and sons who bought the tickets, and Moto motorway service areas who gave the kids a meal on the way to the match.

PC Gary Boud, who set up the football league which is sponsored by OKI Printing Solutions, said: "This was a great opportunity and a dream day out for the youngsters chosen to go and watch Portsmouth play at Wigan."

"Our thanks really need to go to Mark Mudie of 107.4 The Quay radio station, who has always been involved in the football league and made the day out possible by organising the trip."

"I'm sure it will encourage our football league youngsters to keep up their good behaviour and loyalty to the league."

The Oki Street Sixes football league was set up to provide an activity for children and

encourage good behaviour.

The youngsters get banned from playing in the league if they misbehave in or out of football.

With more than 500 youngsters between the ages of seven to 17 currently taking part in the league, it's a great success story.

Speaking after Pompey's 2-0 victory over The Latics, PC Mark Barber said: "Some of these kids had never before had the opportunity to go to a premier league football match."

"They were in awe of the party atmosphere of the Pompey fans and thankfully had two goals to cheer after such a long

journey to the game."

Stephen Davies, 17, who plays for Lee Road Boys football team in the OKI league and went to the Wigan game, said: "I feel the day was a good treat for everyone - it made all the hard work on the pitch worth every minute."

"We are all very grateful for being part of a close community that loves and encourages young children to play football."

"Everyone gets a fair chance to play and participate in a fun and enjoyable sport."

"None of this would be possible without the help of OKI, the team that runs the league and the police officers."



PLAYING AWAY - Youngsters from the Oki football league at the JBB Stadium to watch Wigan play Pompey.

# Promising start for Hampshire Vets FC

A NEW-LOOK Hampshire Constabulary Veterans side has made a promising start to the football season with a resounding friendly win and a hard-fought match in the first round of the national cup.

The team, which was reformed three years ago under the guidance of Chief Inspector Mark Wise, is now co-managed by Gary Steward and Rich Bateman.

The team has also boosted its ranks with some fresh blood, with Richard Croucher and Darren Ford just two of the 'rookies' providing reinforced strength to the squad.

The season started well, with a flood-lit evening friendly against Gosport Borough Vets at the Gosport ground.

Thanks to some nifty marketing by the club and a £1 entry fee, the game pulled in extensive local support, making the opening fixture a tough prospect in front of a partisan crowd.

Although short of players to select from, Hampshire managed to field a decent 11 and gave the former semi-professional side a tough game from the outset.

In a match boasting hard-working performances from, among others, Chalkie White

and Matt Travers, Hampshire made it clear early on that their opponents were not going to have it all their own way.

After a keenly fought but even 70 minutes, Hampshire broke the deadlock with three goals in the last 20 minutes to run out 3-0 winners and spoil the evening for the home side.

Following this morale-boosting warm-up match, Hampshire entered the first round of the National Police Veterans Cup with a tough away game to last year's losing finalists Avon and Somerset (A&S).

Played on a gloomy October day in Weston-Super-Mare, A&S proved tough opposition, fielding an impressive physically strong side, but it was Hampshire who started the better, playing some good football and maintaining the majority of possession.

New boys Rich Croucher and Darren Ford provided welcome added strength, their skills snuffing out the A&S midfield threat, and it was Hampshire who took the lead with Gary Steward latching onto a corner from Roy Farnan to slot home the first goal.

The lead did not last long, however, with A&S equalising within minutes to make it 1-1

at half-time.

The second half again started well for Hampshire, who had the better of the chances, with 'keeper Neil Jenkins pulling off some good saves between the sticks.

A foul on Darren Ford just outside the box led to Hampshire re-taking the lead, when Terry Kimber stepped up and hit the post with his free-kick, only to see the ball slotted home by Martin Foster.

With victory on the cards, unfortunately the game slipped away from Hampshire in the last 20 minutes.

Having looked comfortable at the back all game with good defending from Mark Ingram and Gary Simmonds, A&S resorted to the long ball and their pacy striker evaded the defence to chip Neil Jenkins in goal.

And with just five minutes left on the clock, Hampshire conceded a sloppy winner, scored with a free header from a corner.

Despite the loss, the team was pleased with a strong performance, which members of the A&S side stated deserved at least a draw.

Hampshire Vets' next game is at home to Dorset Police.

# Two cup finals for HCFC

HAMPSHIRE Constabulary FC are set to play in two cup finals in the next few weeks.

A date of November 28 has now been set for the postponed South Mids Cup Final against Kent Constabulary, to be played at Worthing FC's ground.

In October, in the Senior Services Cup, the constabulary beat HMS Excellent with a

convincing 7-1 quarter-final victory. The goals came from Stu Turner, Mitch While (3) and Adam Robson (3).

Three weeks later the constabulary side travelled to play semi-final opponents Royal Marines Poole. Despite a helicopter landing on the pitch during the first half, Hampshire ran out comfortable 5-0 winners.

A Pete Hanson cross set up Aaron Smith to score the first goal before Mike Ashcroft hit home an unstoppable volley to make it 2-0. Smith made it 3-0 before Dave Ford hit a sublime free-kick for the fourth. Ford then set up Smith to complete his hat-trick. The Senior Services Cup Final will be played on December 5 at Burnaby Road, Portsmouth.