

States of Jersey Police

Annual Performance Report 2014

Prepared by the Jersey Police Authority - March 2015



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1. CHAIRMAN'S FOREWORD

This year's Annual Report for the States of Jersey Police, is presented by the Jersey Police Authority (JPA) in collaboration with the States of Jersey Police (SOJP). It is the duty of the Police Authority to provide a review of – (a) the manner in which the provisions of the Annual Policing Plan for 2014 have been addressed by the SOJP; and (b) the performance of the States of Jersey Police Force in general.

The JPA must also ensure that the SOJP is an efficient and effective police force who can deliver the key aims and objectives referred to within the Plan and within the resources available to them.

This year's report covers the first full year that the JPA has overseen the performance of the States Police. It represents a very positive year for policing in Jersey and the JPA is confident in the work that the SOJP and, in particular, its senior officers have done in order to ensure that policing is carried out in an effective way and one which meets the needs of our Island residents. The JPA is conscious of the fact that the States of Jersey Police has to provide a wide range of services and, on many occasions, has to "multi-task" as it is required to provide a wide range of services across a very varied spectrum. It does this well although it is likely to come under additional pressure as a consequence of the savings that are being sought across all government sectors.

As the Chief Officer mentions in his statement below, the approach which the JPA has adopted in conjunction with the States of Jersey Police to establish clearer benchmarks and performance measures will make it easier to measure and report on performance in the future. We are lucky to have a highly experienced and committed team of professionals leading the SOJP, and this provides a strong platform for the delivery of high quality policing across the Island. This, in turn, has led to a further reduction in the overall levels of recorded crime. It is also encouraging to see work being done in order to ensure appropriate succession through the senior team as well as within the organisation in general.

The Authority is determined to act as a constructive and critical friend of the SOJP. The JPA will support the police as and when it delivers an excellent service but will be constructively critical when it feels that there is a need. The need for constructive criticism has not really arisen since the JPA came into being because of the excellent and committed job that the SOJP continues to do.

My first year as Chairman of the JPA has been both educational and insightful. We, as an authority, have spent time getting to know the staff within the States Police and we have also spent time learning and understanding many of the key areas of work involved in policing our Island. Some members have even spent time on shift experiencing the challenges of night time policing in St Helier. We are impressed by what we see and we will continue to spend time working alongside the States Police to ensure they are fully supported in being an efficient and effective Island Police Force.

2. THE CHIEF'S FOREWORD



Despite seeing a further 2% reduction in the overall levels of recorded crime, there has been no corresponding reduction in the demand for Police services during 2014. Furthermore, whilst our communities have benefited from a 32% decrease in recorded crime over the last 5 years, the demands for Police services and the number of incidents we have attended have remained unchanged. As such, there are considerable dangers attached to simply assessing Police activity from the single viewpoint of recorded crime levels.

The States of Jersey Police provide a full spectrum of public safety activities, ranging from community policing through to counter terrorism. It includes specialist investigation skills into domestic violence, rape and child sexual exploitation. It involves complicated multi-jurisdiction economic crime investigations. It requires us to manage a raft of intelligence both to prevent crime locally, as well as to protect our Island from terrorist threats, drugs barons, paedophile networks, and modern-day slavery and human trafficking. In recent years, this breadth of work has become increasingly complex, challenging, global and technologically enabled. This work also largely takes place behind the scenes, allowing law abiding residents, visitors and workers to go about their lives in as safe and secure an environment as possible.

We manage this broad spectrum of responsibilities by deploying our officers and staff flexibly to meet peaks in demand, coupled with their good-will and pride in public service. Our activities and performance have also been supported by successful partnerships that collectively address broader community safety issues and solutions. For example, the relationship with our Honorary Police colleagues continues to strengthen, and the multi-agency work undertaken by the Safeguarding Partnership Board has had a profound impact on the Police's work and responsibilities.

I am pleased that the Jersey Police Authority has started to benchmark our services and can independently verify our performance. We have amongst the lowest levels of crime, highest detection rates and a broadly similar workforce profile (relative to population size) when compared to UK Police Forces. The 2014 Jersey Annual Social Survey also identified that 93% of Islanders feel safe in their local neighbourhood, the fear of crime has halved between 2010–2014, and over 80% of local people think we are doing a good job. Whilst running a small Police Force will always be slightly more expensive without the same opportunities for collaboration or economies of scale that exist for much larger UK Forces, I am tremendously proud of the way my officers and staff have responded to the current financial challenges and constraints, and their determination wherever possible to drive out waste and find more efficient ways to meet the needs and expectations of our communities. Throughout the year we identified and implemented a number of efficiency projects and, towards the end of 2014, developed a new performance framework against which we (and the Jersey Police Authority) can more easily identify opportunities for improvement, as well as more readily be held to account for our activities and performance.

During 2014 we also had to plan and prepare for a further, and unexpected, 2% budget reduction which took effect on 1 January 2015. This meant reducing our workforce by 9 posts and was achieved by managing vacant posts as well as not replacing retiring officers. We have now exhausted all our non-staff savings options, and whilst there may be some savings in the future that can be achieved through new technology and greater collaboration both locally and with Guernsey, further budget cuts are now likely to translate directly into fewer people and subsequently a reduction in the services and protection we can provide.

Whatever our budget I am confident that my officers and staff will continue to do the best they can for the people of Jersey.



Mike Bowron, QPM
Chief Officer of Police

3. PERFORMANCE AND DELIVERY AGAINST 2014 POLICING PLAN

3.1 BEING VISIBLE AND RESPONSIVE

High visibility policing

The States of Jersey Police maintained their high visibility approach to policing, ensuring there was a physical Police presence at known busy times during the day and at night, as well as policing Island-wide activities and events in partnership with their Honorary Police colleagues. Some of the major events in 2014 included Jersey Live, the Queen's Baton Relay, as part of the build up to the Commonwealth Games, the Football World Cup, and World War I centenary events.

Equally, visible and responsive policing is no longer just about seeing a Police Officer in person. During 2014, the Police launched their new website and further built on their social media presence, which has now developed into an important aspect of their community policing effort.

Responding to emergencies

On average, the Police attended 999 emergencies within 5 minutes in the St Helier area, and 8 minutes for everywhere else in the Island. This is well within the expected timescales.



Service commemorating WWI centenary

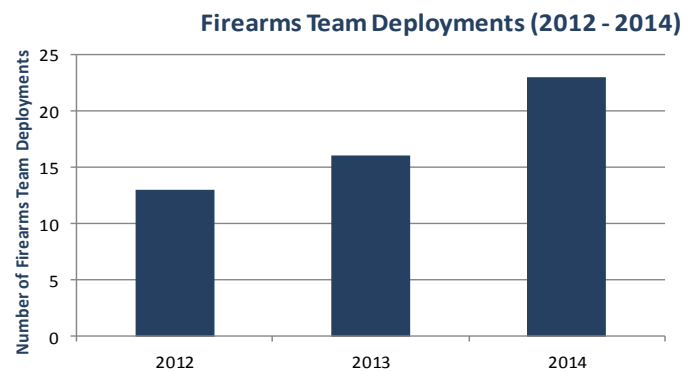


Figure 1 : States of Jersey Police Firearms Team Deployments 2012-2014

Firearms and Taser Deployments

During 2014, the States of Jersey Police responded to 23 incidents with a Firearms Team. On each occasion a peaceful and safe resolution was achieved. Tasers became operational on 13 July 2014. Between this date and the end of 2014, Tasers were withdrawn from their holsters on 11 occasions, which included 'red dotting' people on 6 occasions. No Tasers were fired operationally during 2014.

Policing the night-time economy

The Police maintained an enhanced presence in St Helier on Friday and Saturday nights as well as continuing with their rolling programme of licensee visits and checks. During 2013 there was a 32% reduction in night-time economy related violence and 2014 saw a further 4% reduction. The Police continued to develop effective relationships and a range of joint initiatives with the licensing trade and key stakeholders, in order to improve public safety after dark.

Anti-social behaviour strategy

In 2014 the Police also took a fresh look at anti-social behaviour (ASB) and, working with the Building a Safer Society (BaSS) partnership, drafted an Island-wide strategy, which is due to be discussed and debated in 2015.



Police Officers take part in Friday-night football at Millennium Park

Community Policing

The Police spent much of 2014 refreshing and improving their approach to community policing. They developed a new Community Engagement Strategy as well as an Equality and Diversity Strategy. As a result, work has now started to ensure all sections of the Island's communities - irrespective of age, gender, disability, nationality, faith or sexuality - feel both included and able to approach the Police with their issues, concerns and knowledge of criminal intent or activity.

The Police will continue this work and in January 2015 they made a number of changes to further support community policing. These included re-introducing a dedicated schools liaison officer, re-directing the dogs section to support community policing, as well as maintaining their dedicated town and licensing teams.

CASE STUDY – Community Policing

In early 2014, there were continuing reports of anti-social behaviour (ASB) relating to Millennium Park. The Police identified that enforcement efforts were yielding limited results and a longer term community based solution was required.

The Police consulted with a broad range of interested groups – local residents, businesses, politicians and young people. This included running focus groups and a live web-chat, as well as informing people about what was going on via local media. The Police also started participating in the weekly community sports activities with young people at Millennium Park; not only was it fun, but it also helped to better understand their needs and requirements.

Support was gained for a 3 month trial to convert the caged ball park into a skate park. Funding was provided by the St Helier Youth Committee as well a generous private donation.

Millennium Park remained a 'hotspot' for regular directed Police patrols, and it was quickly noted that the skate park users were looking after and taking pride in this new facility.

In December 2014, approval was given for the skate park to become a permanent feature and is now being managed by Transport and Technical Services Department.

It is this ability to listen and understand community issues, bring people together and facilitate solutions that is at the heart of our refreshed approach to community policing. It can also be very rewarding for the officers involved.

3.2 PROTECTING OUR COMMUNITIES FROM HARM

Protecting vulnerable adults and children

'Safeguarding' involves delivering services that look after the welfare of both adults and children, and the Safeguarding Partnership Board (SPB) focuses on protecting vulnerable adults and children through specific policies and initiatives, as well as by improving communication and co-ordination between interested parties and agencies.

Many of the developments introduced through the SPB took hold during 2014 and impacted directly on Police work. For example, and from a Police perspective:

- The Multi-Agency Risk Assessment Conference (MARAC), which focuses on victims of domestic abuse, dealt with 177 referrals
- The Multi-Agency Safeguarding Hub (MASH), which provides a single point of contact for all children safeguarding concerns, had 2323 enquiries
- The Jersey Multi-Agency Public Protection Arrangements (JMAPP), which oversees the monitoring and supervision of high risk sexual offenders, considered 67 referrals.

This meant the Police's Public Protection Unit:

- Processed 2,312 Child Protection Notifications (a 35% increase on 2013) and 626 Adult Protection Notifications
- Actively managed approximately 65 registered sex offenders, or people who are known violent offenders, during 2014.

Violence against women and girls

During 2014, the States of Jersey Police developed and implemented specific plans to reduce violence against women and girls. These included:

- ✓ Running the 'Ask, Listen, Respect' media campaign, as well as launching a multi-cultural campaign against domestic abuse locally
- ✓ Developing a joint action plan with the Law Officers' Department in order to improve investigations and prosecutions into rape and serious sexual violence
- ✓ Implementing the Domestic Violence Disclosure Scheme (Clare's law) locally
- ✓ Following the Rotherham report, adopting a 26 point action plan in order to address Child Sexual Exploitation (CSE) locally

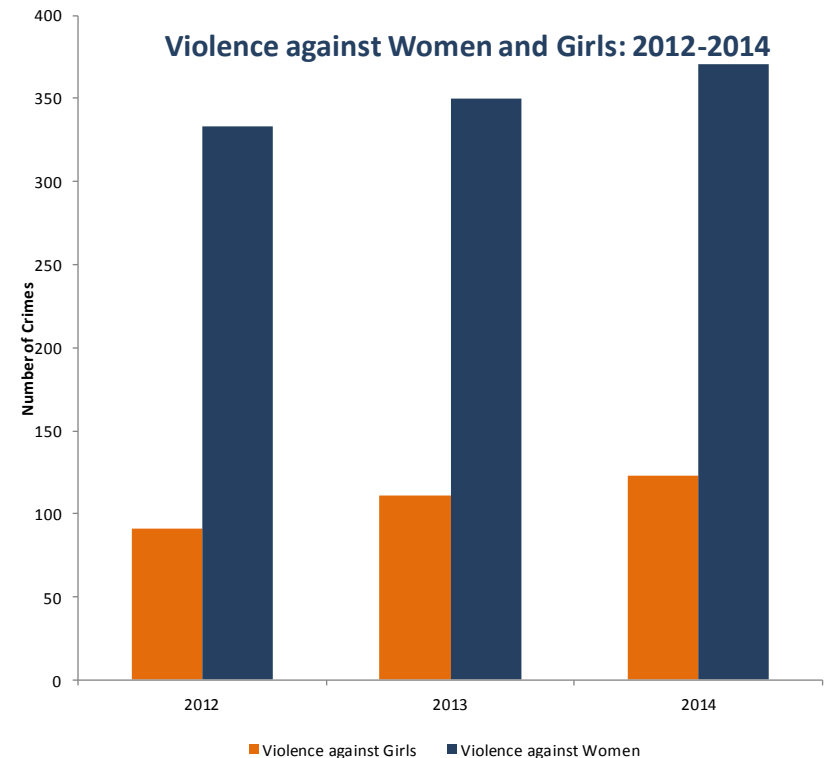


Figure 2 : Violence against women and girls crime trends (2012-2014)

- ✓ Implementing a CSE / Sexting awareness campaign specifically targeted at preventing teenagers becoming victims or perpetrators of sexual violence or abuse
- ✓ Delivering partnership training for frontline professionals (across different agencies) on CSE matters
- ✓ Supporting work of the voluntary sector and independent specialists who support victims of these crimes.

Domestic Abuse and Domestic Violence

During 2014, the total number of domestic incidents that the Police were required to attend increased by 3% (when compared to 2013). A domestic incident does not always involve a crime being committed. During the same period, domestic violence crime increased by 9% and now accounts for more than 11% of all recorded crime in Jersey.

To some extent these increases may be an indicator of increased awareness and confidence that complaints will be investigated and the levels of personal support that are now in place for victims. However, recent research estimates that domestic violence may actually account for up to 30% of all UK crime, and as such it is not yet possible to indicate when we can expect domestic crimes to stop increasing in Jersey.

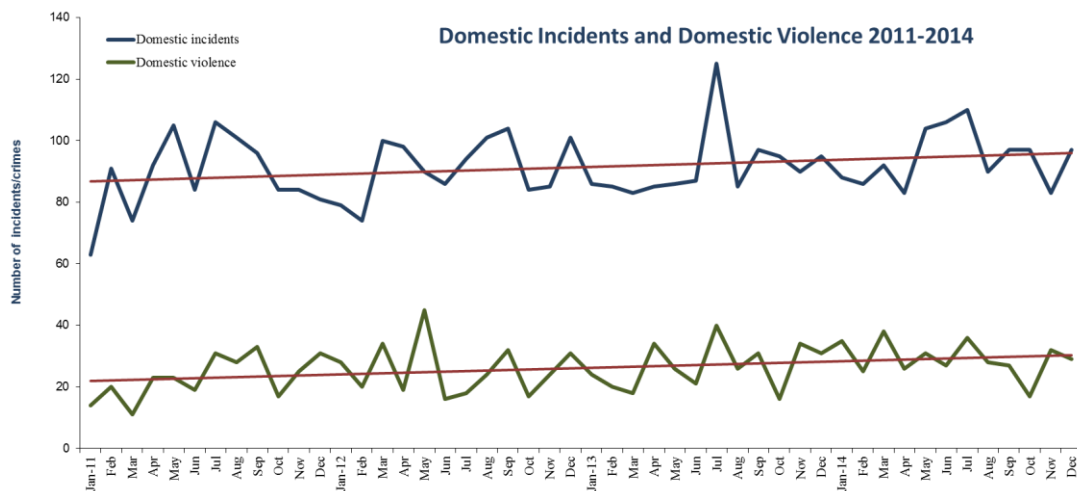


Figure 3 : Domestic incidents and domestic violence crime trends (2011-2012)

CASE STUDY – Domestic Violence

In 2005, Mr Blue (the names have been changed) was placed on an 18 month Probation Order for grave and criminal assault after breaking his wife’s jaw in an act of domestic violence. This pattern of behaviour continued with both acts of violence and threats of much worse. His wife did not report him again until 2013 when she felt that she could no longer adequately protect herself or her son.

Mr Blue was sentenced to 15 months imprisonment for a variety of domestic abuse related charges. When he was released, his wife reported being frightened and was not staying overnight at her home. As a result she was referred to an Independent Domestic Violence Advisor (IDVA).

Within a month of his release Mrs Blue was raped by him at home – she had tried to fight him off. She did not report it because she was afraid for her son. A month later he raped her again and also threatened to kill her; this time she did not resist, but she did make contact with her IDVA and explained what had been happening.

With her agreement, the IDVA helped her to report the rape to the Police. This led to the arrest of Mr Blue, a guilty plea, and a 6 year prison sentence.

	2013	2014	2014 v 2013
Domestic Abuse			
Domestic Abuse Incidents	1099	1133	3.1%
Domestic Violence Crimes	321	351	9.3%

Table 1 : 2014/2013 Domestic Abuse comparison data

Road Safety

2014 saw a number of small changes to the Police’s approach to road safety. Officers were encouraged to focus on the educational aspects of safe driving and road usage, and to use their discretion whether to process an offence or give the driver some informal ‘words of advice’¹. In addition, 2014 saw the first full year for the Vehicle Defect Rectification Scheme (VDRS) – where officers again had discretion to give owners of vehicles a limited period of time to fix their vehicle, instead of always treating it as an offence. Whilst this resulted in a 16% reduction in the number of road safety related offences during 2014, it did lead to 37% more interactions with poor drivers and road users. This is an average of approximately 20 per day.

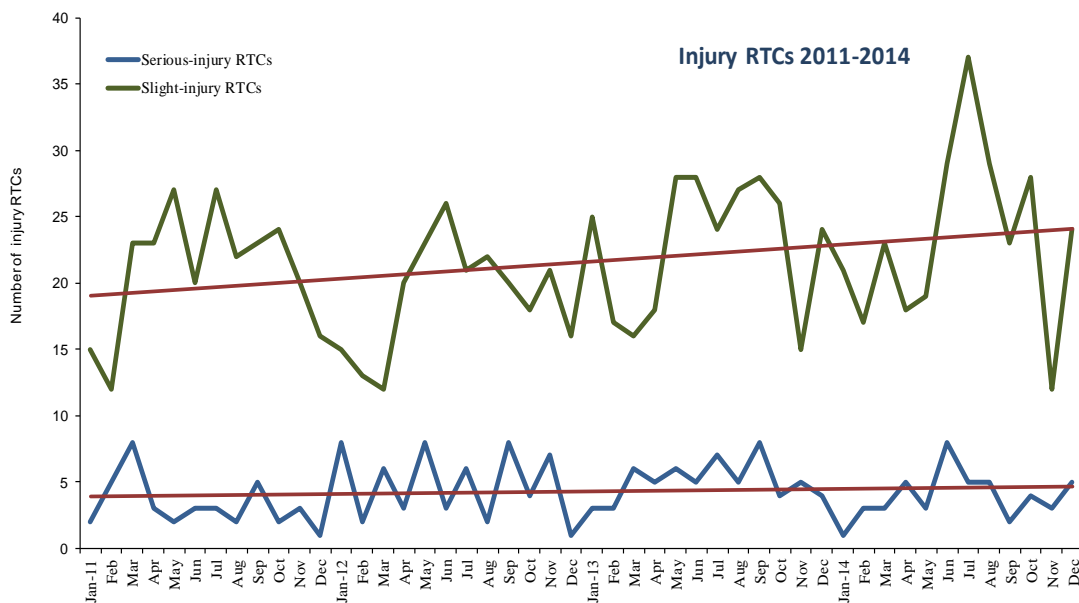


Figure 4 : Serious and slight injuries from road traffic collisions trend (2011-2014)

Traffic Offences	2013	2014	2014 v 2013
Speeding	1,003	829	-17.3%
Drink/drug driving	154	145	-5.8%
Driving whilst using a mobile phone	435	377	-13.3%
Seat belt offences	457	245	-46.4%
Insurance offences	405	510	25.9%
Defective vehicle	648	699	7.9%
Driving licence offences	330	286	-13.3%
Driving without due care and attention	362	336	-7.2%
Traffic sign offences	289	184	-36.3%
Cycling offences	49	51	4.1%
Other traffic offences	656	381	-41.9%
Total	4824	4043	-16.2%

Table 2 : 2014/2013 traffic offences comparison data

In 2014 there were 10 (3%) fewer injuries on our roads than in 2013. This included 14 (23%) fewer serious injuries. However, the 4 year trend (2011 – 2014) identifies a 12% increase and it is too early to tell if this trend is now reversing.

¹ Under crime recording rules, traffic offences are not counted against overall levels of recorded crime, so this change has had no impact on recorded crime figures.

Vehicle and Bike Crime

A number of specific campaigns took place throughout the year – linked to cycle road safety – which focused on bike security; for example, the ‘watching eyes’ posters were placed at bike stands. Early in 2014 the Police also launched a bike marking scheme to help prevent bike theft as well as helping to return recovered bikes to their rightful owners. Building on the education theme, officers also took the opportunity to check bikes for roadworthiness, advise cyclists of good road practice, and also promote the benefits of a cycle helmet – before it became law (on 6 October 2014) that anyone under 14 years old had to wear one whilst riding a bicycle.



Posters used to deter bike thieves

During 2014, there was a 14% reduction in cycle theft (compared to 2013). Similarly, vehicle crime also reduced by 13% (compared with 2013).

Financial crime

The Police’s Financial Crime Unit investigated 30 cases during 2014. As a consequence of being an Offshore Finance Centre Jersey’s economic crime investigations tend to extend across multiple jurisdictions, making them both complex and potentially time consuming. For example 12 of the investigations have been in progress for more than 2 years. Equally some investigations are also led by the Island’s Attorney General (AG) due to their seriousness and also the requirement to use specific AG powers during the investigation process.

During 2014, 10 investigations were completed; 3 secured convictions, 6 investigations resulted in no criminality, and for 1 there was insufficient evidence to proceed.

The Unit also gathers intelligence, processes suspicious activity reports and supports a number of other agencies in the global fight against economic crime. 2014 saw these additional activities increase by 10%.

Financial Crime	2013	2014	2014 vs. 2013
No of Investigations	26	30	15.4%
Investigations Opened	8	12	50.0%
Investigations Closed	8	10	25.0%

Financial Process Activity	2013	2014	2014 vs. 2013
Suspicious Activity Reports	2030	2281	12.4%
Requests for Assistance	511	422	-17.4%
Information Requests	427	549	28.6%
Total	2968	3252	9.6%

2014	Number of investigations
> 1 month	6
> 3 months	3
> 6 months	5
> 1 year	4
> 2 years	12
Total	30

Table 3: 2014/2013 financial crime and financial process activity comparison data

Cyber and internet enabled investigations

The Police definition for cyber-crime is 'the use of networked computers or internet technology to commit or facilitate the commission of crime.' Given the explosion in internet enabled technology in recent years, a significant proportion of all recorded crime would now come under this definition. For example, activities such as vehicle theft and burglary are increasingly becoming technology enabled crimes.

This has required the States of Jersey Police to build its cyber and internet investigation capability considerably and it now has a dedicated Hi-Tech Crime Unit of 7 people who between them provide a broad range of services that include:

- Conducting serious and complex investigations. These range from supporting intricate multi-jurisdictional financial crime investigations, to investigating paedophile networks and complex on-line frauds (scams). During 2014, a member of Jersey's Hi-Tech Crime Team uncovered critical evidence to support a global paedophile investigation that was being led by the FBI
- Intelligence gathering to support covert operations as well as counter-terrorism requirements
- Downloading and analysing data from a variety of sources to support routine investigations – for example, mobile phones, laptops and CCTV camera footage.

As with all other facets of society, technology has enabled criminal activity. Previously, a bank robbery might have involved accessing a premises and stealing cash or assets, or a theft may have resulted from a handbag being snatched. Today these crimes are more likely to take place on-line – where thieves hack into business systems or develop complicated scams or computer viruses to defraud people.

During 2014, the States Police also developed their first cyber-crime strategy and action plan which will drive work and developments in 2015 and beyond. A key strand of the strategy will be a campaign to help individuals, households and businesses to understand the threats posed by the internet, and what measures they can take to protect themselves.

Following the appointment of a specialist Internet Investigator, much of 2014 was also spent educating and training officers in how to investigate cyber and internet enabled crime. In addition, support was given to the Economic Development Department to enhance legislation surrounding indecent and offensive images, as well as cyber-bullying activities.



Cyber Crime prevention leaflet

3.3 BRINGING OFFENDERS TO JUSTICE

Whilst 2014 was dominated by the murder of a local resident, the Police also maintained a tight grip on investigating and detecting all areas of crime throughout 2014. By adopting an intelligence-led approach, so the Force's detectives were able to focus attention and resources to the priority areas.

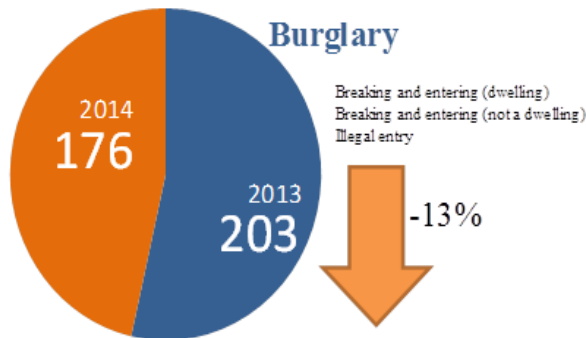
Detecting Crime

There are two categories of detected crime: 'sanctioned' and 'administrative' detections. If a crime has received a 'sanctioned detection' it means that the offender has appeared in Court or attended a Parish Hall Enquiry. An 'administrative detection' means the Police have a suspect but the case does not progress further. An example of this would be where the victim may not wish to proceed with a prosecution.

Jersey's sanction detection rate was 37% for 2014, which is 2% higher than 2013. The overall 'clear up' rate (sanctioned plus administrative detections) in 2014 was 41.4%.

Priority and Persistent Offenders (PPOs) – Operation Crackdown

During 2014, the Police targeted 28 Priority and Persistent Offenders who they identified through intelligence-led policing. 21 (75%) of these targeted individuals received some form of criminal justice sanction during 2014, ranging from prison to community service. It is expected that these actions will have helped to reduce crime in a number of categories – in particular burglary and drugs supply.



Burglary - Operation Hornet

The States of Jersey Police maintained their focus on all aspects of burglary and acquisitive crime through Operation Hornet.

Much burglary and acquisitive crime could be prevented if people took basic personal security measures, such as locking their house or not leaving the keys in their car. In 2014, 47% of burglaries took

CASE STUDY – Murder investigation

Whilst Jersey is a very safe community, occasionally a serious incident occurs. In April 2014, a local resident was murdered at his home address in St Helier.

An incident like this puts considerable strain on a small Police Force and requires a great deal of co-operation and support from all the different teams within the Police. In this case, the States of Jersey Police immediately deployed uniformed officers, firearms officers, specialist negotiators and trained detectives in order to protect the public, identify witnesses, preserve the crime scene and identify a suspect.

Whilst in the UK this type of 'critical incident' would have been handled by a fully resourced Major Incident Team (MIT), Jersey's size means it does not have this type of capability; instead the Police set up a Major Incident Room, staffed by detectives, uniformed officers and specialist civilian staff who were temporarily brought together to support this specific investigation.

The murder investigation was led by two local officers who between them co-ordinated and managed all aspects of the investigation. This included putting in place support for family members and witnesses, gathering evidence from the crime scene, ensuring all evidence and exhibits were properly accounted for, gathering CCTV and telephone evidence, getting statements from people as well as tasking specialist teams to conduct searches and forensic examinations.

The objective was to provide clear and transparent evidence relating to the crime, including who was (and who was not) involved; this also required working closely with the Law Officers' Department.

A man was subsequently sentenced to life imprisonment for the murder, and he will be required to serve a minimum term of 25 years before he is eligible for release from prison.

place at dwellings which had not been secured properly, and 33% of burglaries to non-dwellings lacked adequate security. During 2014, and in addition to bringing these offenders to justice, the scope of Operation Hornet was extended to include education and prevention activities – with the aim being to make it harder for people to commit these crimes.

A total of 176 burglaries were recorded in 2014, which represented a 13% reduction on 2013; this was also the lowest level of burglary since computer records began in 1992. In addition, 2014 also saw a 15% reduction (compared with 2013) in acquisitive crime, which included a 4% year-on-year reduction in shop lifting.

Intelligence-led Police Operations

The Police also progressed a number of other intelligence-led operations during 2014. For example:

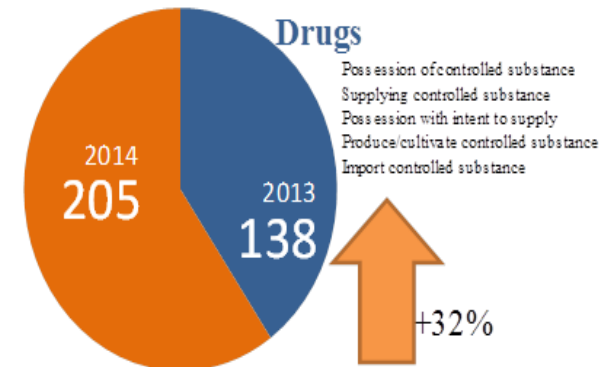
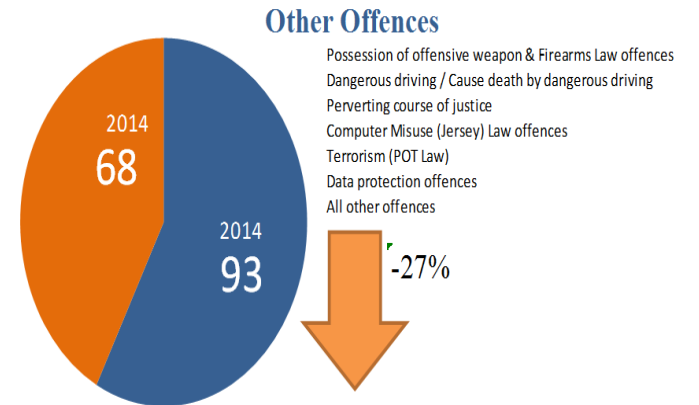
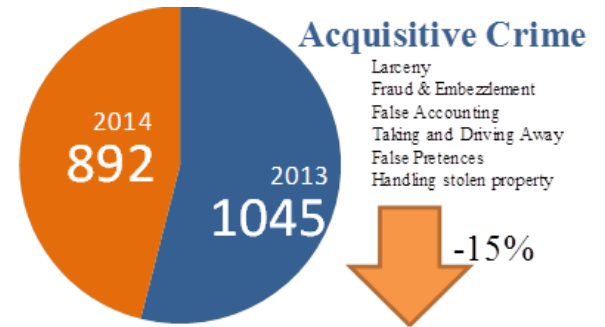
- ✓ Operation Blackwood involved money laundering
- ✓ Operation Poster concerned drugs importation
- ✓ Operation Phoenix dealt with sexual exploitation



New Psychoactive Substances: PMNW awareness campaign

Drugs

Whilst 2014 saw a sharp increase in the levels of drug-related crime, this also reflects increased focus and activity by the Police during 2014. Considerable work was done to raise the awareness and understanding of the dangers of New Psychoactive Substances (NPS) or so called 'legal highs'. In addition to promoting this message on Police vehicles, posters and social media, the Police also worked with the Prison! Me! No Way! And jointly visited the majority of schools to explain the associated dangers.



3.4 ENHANCING TRUST AND CONFIDENCE

Body worn cameras

The Police completed the trial into using body worn cameras (BWCs) in the first half of 2014 and concluded that they should be rolled out to frontline officers. Funding was sourced from the Criminal Offences Confiscation Fund (COCF) and 30 additional BWCs were purchased and introduced towards the end of the year. They have been welcomed by officers as they provide the additional protection of video and audio evidence of their interactions with the public, and can help to resolve disputes in 1:1 situations.

The production of video and audio evidence has already led to an increase in guilty pleas and BWC footage is starting to be used for training, as well as internal disciplinary processes when necessary. In terms of improving the quality of evidence and streamlining criminal justice processes, BWC are currently undergoing a settling in period and a number of processes and procedures have still to be refined before the States of Jersey Police get the most out of this important technological development.



Family, victim and witness care

Work continued during 2014 to enhance the levels of support to families, victims and witnesses. At any time during 2014, the Police's victim and witness volunteers were supporting up to 150 people.

Working with the Safeguarding Partnership Board, enhanced support was also put in place for victims of domestic abuse and sexual assaults,

in addition to the broader family support that the Police already provide. This victim centred approach fits comfortably with the requirement for the Police to extend fully into the community, and it also helps to reassure people to bring criminal charges or give evidence in Court.



Body Worn Video awareness posters

Enhanced communications

During 2014 the States of Jersey Police continued to develop and expand its website and social media communications.



www.facebook.com/StatesofJerseyPolice

They launched their new website in February 2014 and have increased website visits from about 200 per month to over 10,000 visits per month.



@JerseyPolice

Similarly, Facebook 'likes' grew by 40% (SOJP now has in excess of 15,000 followers), Twitter also grew by 60% (to over 6,000), and the Police's dedicated YouTube account has also received more than 40,000 views since it was started.



www.youtube.com/user/statesofjerseypolice

The Police website and social media platforms have become important tools to communicate with local people (and some non-local people) on day-to-day community issues – for example, managing poor weather conditions, road closures and traffic delays. In addition, it is a fast and effective medium to get help finding a missing person as well as keeping people informed and up-to-date when there is a major Police incident.



A social media strategy was developed in 2014 which aims to extend further the scope and use of the Police's website and social media, to help access some of the harder to reach parts of our community, as well as enabling people to get more involved in Police work and Police activities.



Crime recording

During 2014 a review took place into the rules surrounding crime recording. These rules were previously reviewed in 2007 – meaning there has been a consistent comparison of crime data for Jersey between 2007 and 2014. A few minor changes have been made to the crime recording practices – which are supported by the Jersey Police Authority - to align with changes by the Home Office and enable potential future comparisons with England and Wales Forces. The new crime recording rules will take effect from 1 January 2015.

Being part of the community

Officers and staff undertook a wide variety of charity work during 2014. They held an Open Day, baked cakes, ran marathons, climbed mountains and organised a Community Fun Day during the summer. They held 'clinics' at Waitrose, and worked alongside their honorary colleagues to support Island activities that are the hallmark of Jersey's close knit community.

3.5 IMPROVING VALUE FOR MONEY

Budget savings

During 2014, the Police had to identify and plan how to save 2% of their budget for 2015. It required reducing the Police’s overall establishment by 9 full-time posts; this was made up of 6.5 fewer police officer posts and 2.5 fewer non-uniformed posts. These savings were achieved by managing existing vacancies and not replacing staff when they retired.

Performance measurement

During 2014, the Police also looked critically at how they measured and managed their performance and developed a new performance management framework. This now produces greater levels of management information and, in future, will help the Police to understand better how their budget is being spent and where best to allocate resources against the changing patterns of demand for their services.

In line with the more detailed 2015 Policing Plan that was developed with the Jersey Police Authority, the Police have also introduced a framework to ensure these requirements are also monitored and completed. The collective impact of these changes will be to help the Police to better understand and explain the value that their services provide, as well as increasing transparency and accountability surrounding Police services and activities.

Cutting out waste

The Police completed 4 ‘Lean’ projects during 2014. These involved looking at current practices and finding ways to improve efficiency as well as enhancing public service.

Mobile technology and mobile data

Building on the upgrade to CCTV that was completed in 2014, the States of Jersey Police also completed a review into the potential benefits and efficiencies that could be gained from enabling officers to complete the majority of their tasks without having to keep returning to the police station. The review has concluded there are considerable opportunities to use existing consumer technologies to significantly enhance efficiency and effectiveness. This is a long-term project that will now begin in earnest in 2015.

Police Establishment (FTE)	2014	2015	2015 v 2014
Number of Police Officers	230	223.5	-2.8%
Number of Non-Uniformed Staff	118	115.5	-2.1%
Total	348	339	-2.6%

Table 4: Police establishment changes following 2% budget cut for 2015



3.6 INVESTING FOR THE FUTURE

Investing in People

The Police continued to build on the investment into leadership skills and practices that it made in 2013. Leadership training continued and local leaders from within the Island – from a variety of backgrounds – were invited to address the Police’s top managers on their personal leadership experiences. This provided both a richness of experience as well as a breadth of variety to help individuals develop a leadership style that best suits them.

A number of training reforms were starting in 2014 in order to modernise and refresh the historical approach to training. National Computer Aided Learning Technology (NCALT) was introduced and core training requirements started to be rolled out across the Police in this new electronic learning format. More training packages will be introduced during 2015, and the Police will develop the in-house skills to develop their own e-learning training packages for NCALT, to maximise the use and effectiveness of this new system.

Several new people (HR) policies were also introduced, in particular for non-uniformed staff, which formed part of the ongoing States workforce modernisation programme.

In light of anticipated retirement profile, the Police had 2 intakes of probationary police officers during 2014. There was a main intake in May, and a further joint intake with Guernsey probationary officers in September.

New Police Headquarters

Significant progress was made during 2014 with regard to the new Police Headquarters. The final planning permissions were granted, funds approved and ROK/Regal were appointed as the main contractor in October 2014, with work starting soon thereafter. The Force is also planning to take out a lease at La Collette for additional storage and to keep specialist vehicles and equipment.

New Technology

During 2014, the States of Jersey Police also introduced a range of new technologies that are investments and assets for the future; Tasers, body worn cameras, new /upgrading CCTV systems. In addition to mobile data, in 2015 they are also exploring how to automate their administrative processes with the Island’s 12 Parish Halls.



4. HIGHLIGHTS FROM 2014

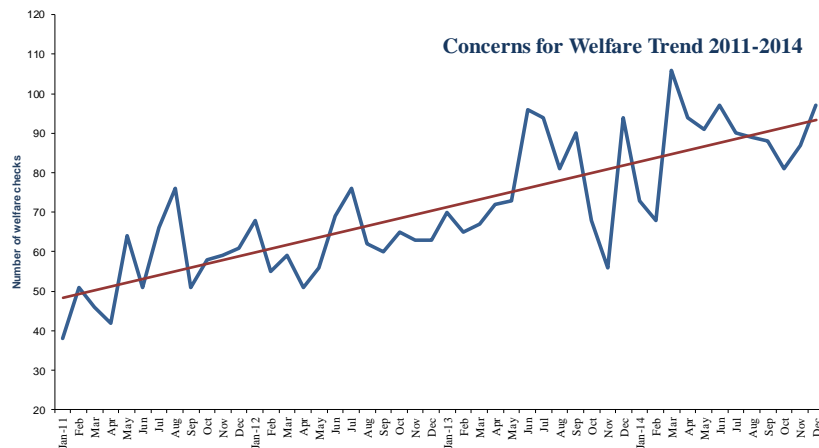
<p>January 2014</p> <ul style="list-style-type: none"> ✓ A States of Jersey Police Officer was seconded to the City of London Police for 6 months as part of succession planning to enable local officers reach senior ranks. 	<p>February 2014</p> <ul style="list-style-type: none"> ✓ A large amount of digital indecent material was recovered, analysed and investigated. This resulted in a conviction and an 18 month sentence for the perpetrator. 	<p>March 2014</p> <ul style="list-style-type: none"> ✓ A man was arrested for importing Heroin (with a street value of £32,000) through the postal system. He was sentenced to 6 years imprisonment. ✓ SOJP introduced the first of its electric community cars. 	<p>April 2014</p> <ul style="list-style-type: none"> ✓ The States approved the proposal for the Police to get Tasers. ✓ April was dominated by the investigation into the murder of a local resident. 	<p>May 2014</p> <ul style="list-style-type: none"> ✓ A complex hi-tech fraud investigation involving the recovery of digital data was concluded and resulted in a conviction and 4½ year sentence. 	<p>June 2014</p> <ul style="list-style-type: none"> ✓ E Shift organised a community Charity Fun Day which was attended by 2,000 people and raised over £4,000 for Police charities. ✓ Officer selected for and attends FBI leadership development programme.
<p>July 2014</p> <ul style="list-style-type: none"> ✓ SOJP launched its Child Sexual Exploitation campaign. This included TV adverts, YouTube support videos, web chat on sexting, and a poster campaign. ✓ Tasers became operational. 	<p>August 2014</p> <ul style="list-style-type: none"> ✓ Jersey Live was one of the many successful major events the Police supported during 2014. It is a good example of how the Police work with the voluntary sector in order to support community events. 	<p>September 2014</p> <ul style="list-style-type: none"> ✓ SOJP introduced a new Equality and Diversity Strategy. This further reinforced the direction and importance of community policing within the Island. 	<p>October 2014</p> <ul style="list-style-type: none"> ✓ Hi-tech crime officer gives evidence in USA for a global paedophile investigation, resulting in prison sentences of 8 years in Jersey and 15–30 years for 13 people in the USA. ✓ Main contractor appointed to build the New Police HQ. 	<p>November 2014</p> <ul style="list-style-type: none"> ✓ Following a review of undetected rapes (cold case reviews), advances in DNA technology led to the arrest and guilty plea for an attempted rape and indecent assault that occurred in 1998. 	<p>December 2014</p> <ul style="list-style-type: none"> ✓ SOJP developed a new performance management framework, and updated its social media strategy, recognising its growing importance. ✓ Introduction of body worn cameras to all operations officers completed.

5. CHALLENGES

Concerns for Welfare

One of the biggest challenges faced by the Police has been the continued growth in the number of ‘Concerns for Welfare’ incidents; these tend to be incidents where no crime had been committed, but there was a concern for someone’s well-being or welfare.

During 2014, the Police dealt with 1,061 such incidents. These ranged from dealing with people who were missing, suicidal or self-harming, child welfare incidents, vagrancy, occupancy checks, and a number of other diverse calls for help and support. It reinforces that the public expect a broad range of services and support from the Police - in addition to simply responding to incidents, or preventing and investigating crime. In the UK, legislation mandates other Government Departments to undertake some of these additional activities – in particular in relation to mental health related issues.



However, in the absence of similar legislation in Jersey, these responsibilities are assumed by the Police - who act as a ‘community safety net’ and the ‘service of last resort’ for people with problems or issues that don’t fit neatly into other States Department boundaries or responsibilities. Quite often the Police respond because no-one else will.

The graph opposite shows the growth in demand of ‘Concerns for Welfare’. In 2014 there was a 10% increase compared to 2013 and 60% higher than 2011.

CASE STUDY – Missing Person

Mrs Green (the name has been changed) was reported missing by her husband. She has a history of mental illness and had not been seen following a medical appointment. Whilst she has no history of self-harming, the Police were concerned for her well-being and her general safety. Mrs Green’s husband was understandably also very concerned and upset.

The Police tried her mobile, checked her home address, the Women’s Refuge, and Orchard House. They went to known areas that she likes and also to places where she has previously been found. A police officer spoke to the people who saw her last and researched what happened the last time she had gone missing.

After 12 hours, the Police escalated Mrs Green’s situation to a higher risk. They obtained a photo of Mrs Green and uploaded this to their website and social media channels. They checked with Liberty Bus (she has a bus pass), taxis, and asked the Honorary Police for support. Police officers were despatched to look for Mrs Green, check the harbours and airport, and CCTV was also monitored.

Mrs Green was eventually found in St Helier at 5pm by an off-duty police officer. She had been missing for 23 hours and the Police estimate a total of 19 hours of manpower time was directed to this incident.

During 2014, the States of Jersey Police dealt with 518 missing person incidents.

Medical Services

Police custody cells are not a suitable environment for detaining people with a mental health condition, or those who are high on drugs (including new psychoactive substances); these are matters for health professionals not police officers. The lack of a suitable ‘place of safety’ means that people with mental health conditions are often detained by the Police on non-criminal matters. Not only is this an inappropriate way to support vulnerable people in our community, but it also increases the risk to the Police, as well as the cost of having to call out specialist medical support to attend to these specific conditions. Between 2012 and 2014 there was a 23% increase in this type of activity.

In the UK, the Health Service is required to provide specialist medical examiners to support the Police. The lack of equivalent practice in Jersey means both increased risk to the Police, as well as increased cost to the taxpayer.

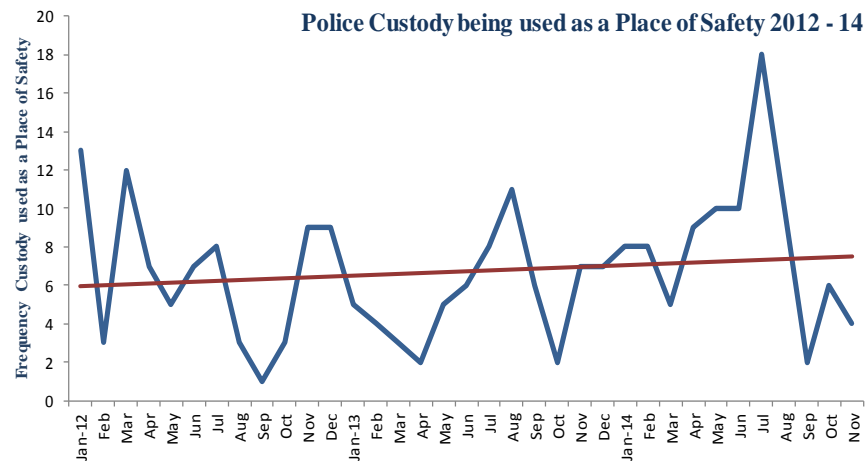


Figure 6: Custody being used as a Place of Safety Trend (2012-2014)

Protecting and supporting vulnerable people

Safeguarding Activity	2014
Child Protection Notifications	2,312
Adult Protection Notifications	626
Sex Offender / Violent Offender JMAPP Referrals	67
Management of Registered Sex / Violent Offenders	65

Table 5 : Safeguarding Activity by the Police in 2014

In recent years there has been a significant change in emphasis and approach to protecting and supporting vulnerable people. This follows lessons learned from high profile incidents – for example, locally with Haut de la Garenne, and externally with the Savile and Rotherham enquiries. The Safeguarding Partnership Board (SPB) now provides general oversight, as well as ensuring key agencies communicate and co-ordinate more effectively. Whilst the SPB aims to improve the safety of vulnerable people, the resultant changes have also required more complex procedures and practices to be adopted. In addition, during 2014 the Police saw a 35% increase in Child Protection Notifications and an increase in violent or sexual offender (JMAPP) case referrals. 2014 also saw 626 Adult Protection Notifications, in its first full year of operation.

As such, in addition to an increase in complexity, the Police have also seen a significant increase in the overall number of related incidents, activities and referrals. Whilst technology has helped to mitigate some of this additional work, these increases have been absorbed internally, either through identifying internal efficiencies, redeploying people from areas where activity has reduced, or simply requiring officers and staff to work harder. Equally, during 2014 the Police were faced with a murder investigation as well as 6 highly complex child sexual assault and child sexual exploitation investigations – each one a major incident requiring a dedicated investigation team.

Financial Savings and Value for Money

The States of Jersey Police has been required to tighten its belt over a number of years in response to a series of budget reductions. Whilst levels of recorded crime have reduced, Police activity has not reduced in parallel. For example, despite a 32% reduction in recorded crime over the last 5 years, the chart opposite shows that there has been no corresponding reduction in the Police's requirement to respond to incidents; the growth in dealing with Concerns for Welfare has played a major part in this.

Equally, whilst relatively simple crimes (for example, burglary and vehicle crime) have reduced considerably, the remaining crime is now significantly more complex to investigate; much of it is also now technology driven and spans several jurisdictions. In addition, the Police have also had to deal with significant changes to terrorist threat levels, and significant additional work in relation to intelligence, financial crime, and measures and practices to protect the most vulnerable in our community.

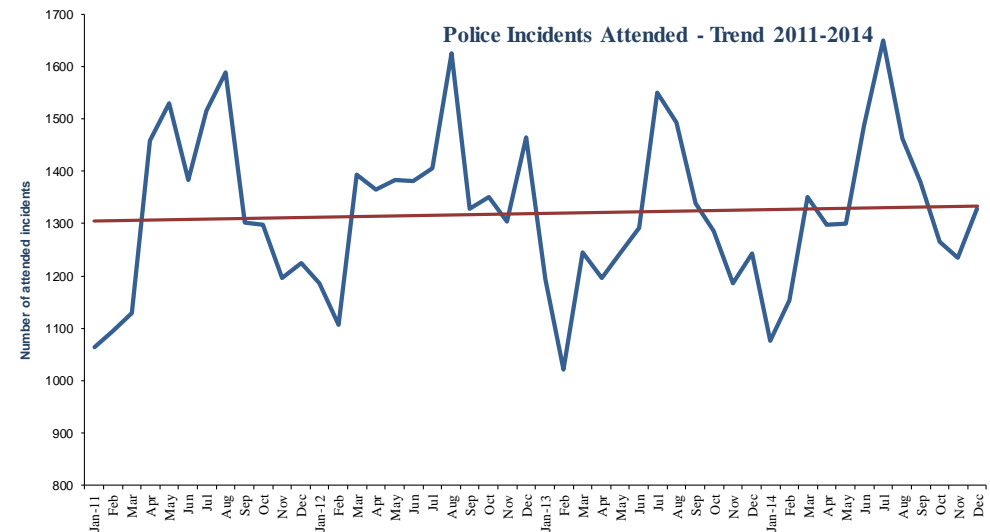


Figure 7: Police Incidents Attended - Trend (2011 – 2014)

Policing is a manpower intensive activity and over 80% of the Police's budget is spent directly on workforce costs, with police officer remuneration accounting for a significant proportion. As such, and having already reduced non-staff costs in previous budget cuts, further savings are now likely to translate directly into fewer officers and staff.

Whilst it is anticipated that additional savings might be achieved through a re-organisation in Government responsibilities (for example, there may be opportunities to centralise all enforcement activities across the public sector within a single law enforcement agency), it may also be advantageous to look how other constabularies have responded to the changing financial situation. For example, in the UK:

- Significant investment is currently taking place in the adaptation of consumer-led technologies in order to improve efficiency of core policing activities and processes, and there may be opportunities for Jersey to benefit either directly or indirectly from these UK developments. In any scenario, the application of modern technology will be a central requirement for Jersey's Police and this will need to feature in both its technology strategy, as well as any longer term capital expenditure programme.
- The Winsor reforms addressed a number of outdated practices and sought to modernise police officer terms and conditions of service – and it may be beneficial to determine if similar benefits could be realised in Jersey.

6. 2014 IN NUMBERS

6.1 PERFORMANCE OUTCOMES

1. Expectation that >90% of people feel safe in their neighbourhood

2014 performance: 93% of people feel safe in their neighbourhood.

(Source Jersey Annual Social Survey, 2014)

2. Expectation that > 80% of people think that the States of Jersey Police are doing a good job

2014 performance: 81% of people think the Police are doing a good job.

(Source Jersey Annual Social Survey, 2014)

3. Expectation of Police response to 999 calls : Code 1 <10 minutes; Code 2 <60 minutes

Response times 2014	Response Codes	
	1	2
Inside Town	00:04:43	00:09:57
Outside Town	00:08:03	00:15:50
Grand Total	00:06:07	00:12:05

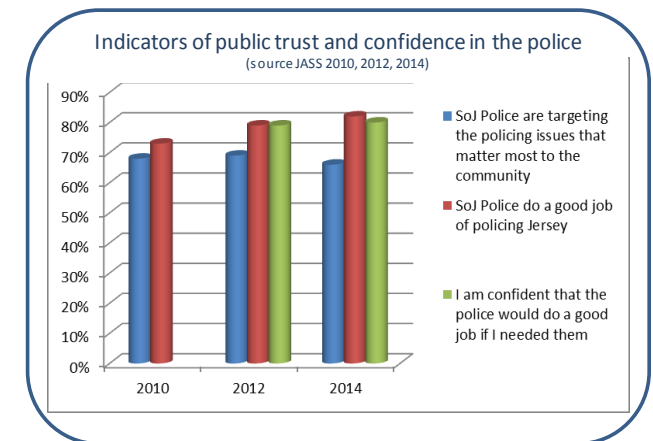
(Source States of Jersey Police IT systems, 2014)

4. Expectation that detections (or other positive outcomes) of >34% for all recorded crime

Sanctioned detection rate of 37% for all recorded crime in 2014.

Sanctioned and Admin detection rate (total clear up rate) of 42.1% for all recorded crime in 2014.

(Source States of Jersey Police IT systems, 2014)



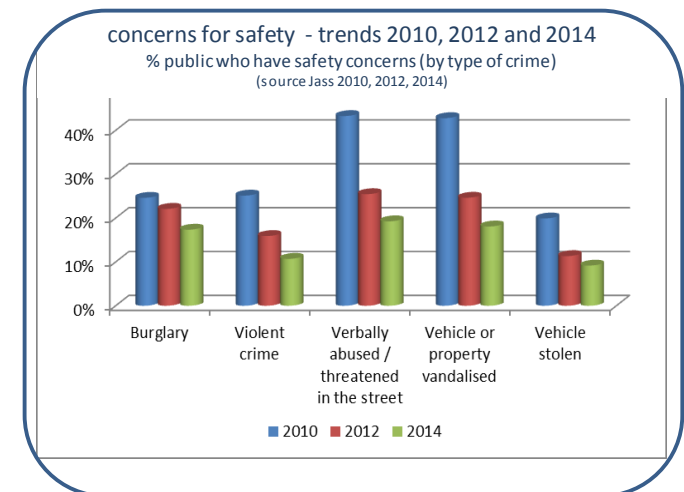
2014 POLICING PLAN - Key Performance Outcome Measures	2013					2014				
	Q1	Q2	Q3	Q4	Jan-Dec	Q1	Q2	Q3	Q4	Jan-Dec
Levels of Recorded Crime										
Number of crimes per 1,000 population	7.76	7.64	8.59	8.28	32.28	7.93	8.58	7.89	6.98	31.38
Levels of the Most Serious Offences										
Number of burglaries per 1,000 population	0.55	0.43	0.55	0.53	2.05	0.41	0.56	0.39	0.41	1.78
Number of grave and criminal assaults per 1,000 population	0.28	0.38	0.56	0.37	1.60	0.34	0.35	0.43	0.34	1.48
Number of robberies per 1,000 population	0.06	0.00	0.00	0.02	0.08	0.02	0.04	0.03	0.03	0.12
Number of rapes per 1,000 population	0.05	0.04	0.05	0.06	0.20	0.08	0.02	0.04	0.07	0.21
Offenders Brought to Justice										
Percentage of crimes solved	35%	36%	34%	36%	35%	35%	32%	41%	20%	33%
Percentage of grave and criminal assaults solved	57%	58%	64%	62%	61%	65%	60%	72%	26%	57%
Percentage of robberies solved	100%	-	-	50%	88%	50%	0%	67%	0%	25%
Percentage of rapes solved	0%	25%	0%	0%	5%	38%	0%	25%	29%	29%
Number of prosecution cases brought in relation to Class A drugs supply	2	1	2	1	6	1	1	2	2	6
Road Safety										
Number of road traffic collisions resulting in injury per 1,000 population	0.71	0.91	1.00	0.79	3.41	0.69	0.83	1.02	0.76	3.30
Number of road traffic collisions resulting in fatal or serious injury per 1,000 population	0.12	0.16	0.20	0.13	0.62	0.07	0.16	0.12	0.10	0.46
Victim satisfaction: Quality-of-Service surveys										
% of crime victims who agree that States of Jersey Police do a good job of policing Jersey	76%	84%	81%	76%	79%	80%	82%	78%	-	80%
% of crime victims who are satisfied with the service provided by the States of Jersey Police**	78%	79%	84%	87%	82%	83%	76%	80%	-	79%

Public Perceptions of Community Safety	2009	JASS		2014
		2010	2012	
% of people who consider their neighbourhood to be very/fairly safe	89%	87%	91%	93%
A set of 'fear of crime' indicators showing the % of people who are worried that:				
(i) they might become a victim of burglary in the next 12 months	30%	25%	22%	17%
(ii) they might become a victim of violent crime in the next 12 months	21%	25%	16%	11%
(iii) their vehicle/property might be vandalised in the next 12 months	40%	43%	25%	18%
(iv) their vehicle might be stolen in the next 12 months	20%	20%	11%	9%
(v) they might be abused/threatened in the street in the next 12 months	39%	43%	25%	19%
Trust and Confidence in States of Jersey Police				
% of people who agree States of Jersey Police do a good job of policing Jersey	70%	68%	79%	81%
% of people who are confident they would receive a good service if they needed the Police	72%	73%	79%	81%

Notes

Population estimates for 2013 and 2014 are 98,900

Detection rates are 'within-year'; i.e., the number of crimes detected during any given year divided by the year's recorded figure. It omits detections within any year for crimes committed in previous years.



6.2 RECORDED CRIME DATA

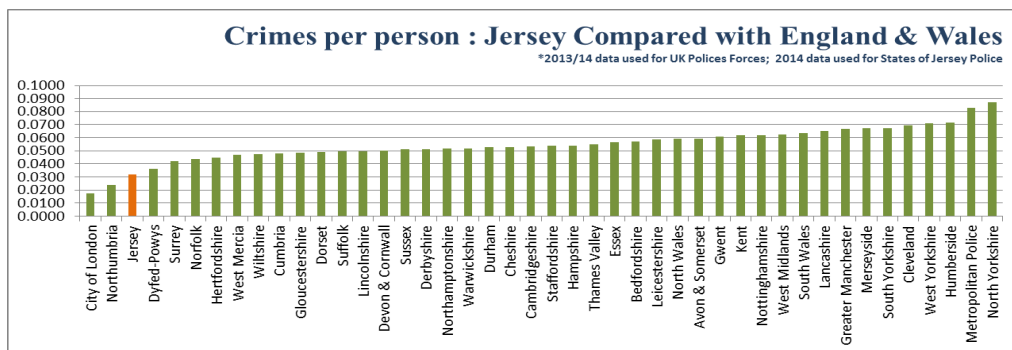
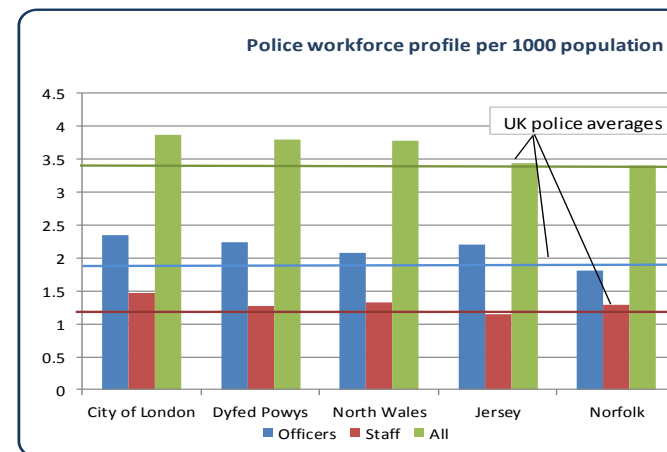
	No. of recorded crimes		No. of detections			No. of recorded crimes		No. of detections	
	2013	2014	2013	2014		2013	2014	2013	2014
Homicide									
Murder	1	1	1	1					
Violence against the individual									
Abduction of child		1		1					
Assault on police/prison officer	55	41	45	35					
Common assault	654	672	209	208					
Cruelty/neglect of children	60	81	19	38					
Grave and criminal assault	158	148	96	89					
Sexual offences									
Buggery		2							
Gross indecency	3	2	2						
Gross indecency with child	1	1	1						
Incest		1							
Incite to commit a sexual act	1	1	1						
Indecent assault on a female	35	42	13	11					
Indecent assault on male	4	7							
Indecent exposure	19	21	16	13					
Possess/distribute indecent images of child	6	10	4	7					
Rape of a female	19	21	1	7					
Rape of a male	1								
USI girl under 16 yrs.	13	20	4	4					
Other sexual offences	1	1	1	1					
Robbery									
Robbery (personal property)	7	11	6	3					
Robbery (business property)	1	1	1	1					
Public order offences									
Disorder/anti social behaviour	99	129	47	53					
Affray	6	3	6	3					
Weapon offences									
Firearms Law offences	23	12	22	9					
Possession of offensive weapon	5	12	4	12					
Drug offences									
Drug (import controlled substance)	4	6	4	4					
Drug (other offence)	9	13	9	10					
Drug (possession of controlled substance)	102	157	99	140					
Drug (possession with intent to supply)	10	21	10	19					
Drug (produce/cultivate controlled substance)	8	8	7	7					
Drug (supplying controlled substance)	5	2	5	2					
Burglary									
Burglary - dwelling	79	78	16	17					
Burglary - non dwelling	124	99	22	27					
Vehicle crime									
Larceny from unattended motor vehicle	141	91	15	14					
Larceny of a pedal cycle	150	130	12	13					
Malicious damage (to vehicles)	270	263	23	28					
TADA (motor vehicle)	45	49	11	20					
Tampering with a motor vehicle	12	4	5	1					
Aquisitive crime									
Blackmail		1							
Demanding money with menaces (personal)		1							
Embezzlement	4	5	3	3					
False accounting	1								
False pretences	15	18	10	7					
Fraud (cheque and credit card)	9	1	5						
Fraud (other)	15	7	2	3					
Larceny (by trick)		1		1					
Larceny (from dwelling)	62	55	7	8					
Larceny (from person)	6	6	1	1					
Larceny (meter/kiosk)	11		2						
Larceny (other)	321	271	41	32					
Larceny as a servant	21	18	8	9					
Larceny by finding	10	13	6	5					
Larceny shop	217	208	153	130					
Other forgery	1	5	1	5					
Postal Service Law	1	2							
Receiving/hiding/withholding stolen property	15	14	13	10					
Criminal damage									
Arson (occupied premises danger to life)		1							
Arson (other)		1		1					
Fire Service Law (statutory arson)	10	25		6					
Malicious damage (to other buildings)	99	77	30	16					
Malicious damage (to other property)	105	132	37	33					
malicious damage to dwelling	73	52	11	6					
Offences against society									
Cause death by dangerous driving	1		1						
Computer Misuse (Jersey) Law offences	3	2		1					
Criminal hoax		1		1					
Dangerous driving	38	19	38	17					
Data protection offences	2	2	2						
Escape from custody/harboursing person unlawfully at large	6	7	6	6					
Going equipped	3	2	3	1					
Perverting course of justice	5	4	4	2					
Prison (Jersey) Law	1								
Terrorism (POT Law)		1		1					
All other offences	6	6	2	3					
Total - all recorded crime	3,192	3,120	1,123	1,106					

6.3 BENCHMARKING AND VALUE FOR MONEY

Recorded crime

In 2014 there were 3,100 recorded crimes. This represented a 2% reduction when compared with 2013, and a 15% decrease on the average for the previous 3 years (2011 – 2013). Over the last 5 years, recorded crime has reduced by 32% (4,564 crimes in 2010). By way of comparison (on a per capita population basis) Jersey has about half the average levels of crime than in England and Wales. This makes Jersey amongst the safest places to live, work or visit.

Only 16% of crimes were committed by 10-17 year olds (compared to 22 – 25% in England and Wales). The 3 months of September, October and November 2014 saw the lowest levels of recorded crime since the Police began recording crime on computers in 1992.

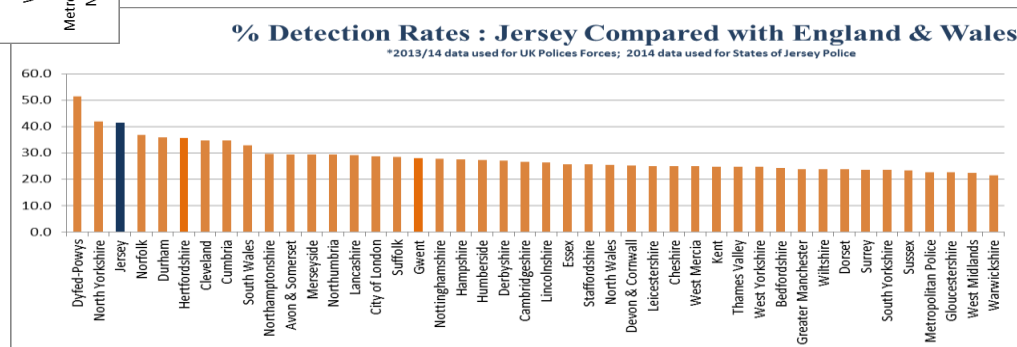


Workforce profile

Jersey's overall workforce size and profile is comparable with police forces in England and Wales, in terms of the number officers and staff per 1000 resident population. This is expected to change in 2015 as UK austerity measures further reduce police forces on the mainland.

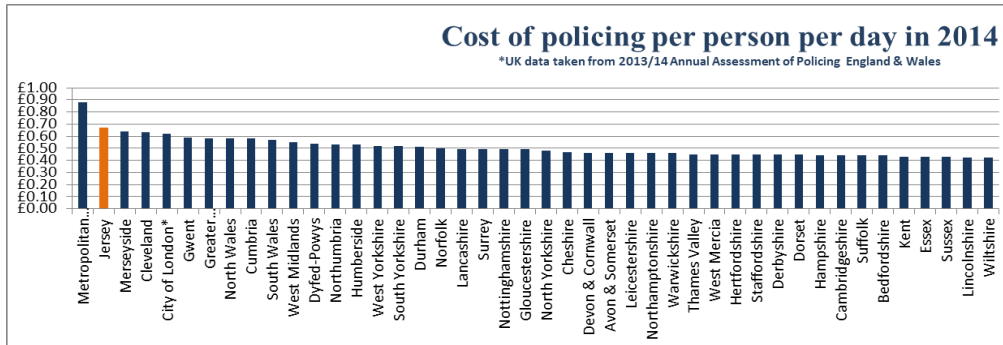
Detection rates

42.1% of all crimes recorded in 2014 in Jersey were detected which means that Jersey has amongst the highest detection rates in England and Wales. Whilst being an Island is an advantage, it still means that there is a high chance of getting caught if you commit a crime in Jersey.



Cost of policing Jersey

During 2014 it cost 67p per person per day to police Jersey. When compared to police forces in England and Wales, only the Metropolitan Police cost more (at 88p), and Lincolnshire and Wiltshire Forces cost the least (each at 42p). The average for all forces in England and Wales was 55p.



budgets were reduced by 20 – 25% over the previous 3 years. Whilst Jersey has also reduced its costs, it does not have the same opportunities to collaborate and share core services with neighbouring forces. As an island force, Jersey Police need to maintain a higher level of self-sufficiency and resilience than forces in England and Wales.

The graph opposite shows Jersey compared with the 11 police forces in England and Wales with the smallest resident populations. It demonstrates that policing becomes more cost efficient as populations rise, and the assumption is that policing larger populations will allow for greater economies of scale and opportunities for savings. However, it also means that it is more expensive to provide policing services to smaller populations.

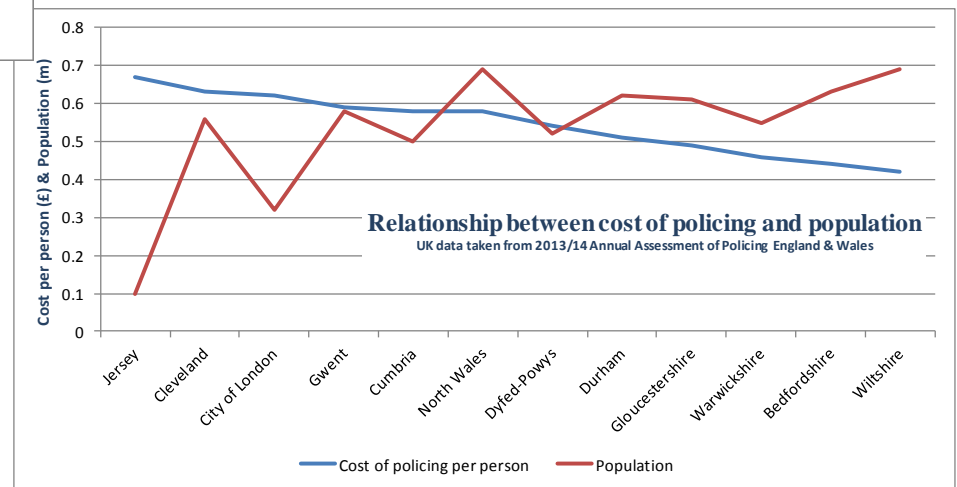
Value for Money

Jersey performs well against England and Wales forces in terms of public confidence, low levels of crime and high crime detection rates. There is also evidence identifying that it costs more to police small populations. The larger police forces can access economies of scale and more readily share with neighbouring forces.

The States of Jersey Police has already been subject to budget cuts in recent years, and whilst it should continue to explore opportunities for further savings and efficiencies, the public must also realise that their Police Service already provides a broad range of community, protection and crime detection services that are at the heart of keeping Jersey safe – and that this comes at a cost.

However, it can also be misleading to place too much emphasis on a direct comparison with UK forces. In Jersey, there are different laws and regulations covering the requirements and activities of policing, different salary scales and no readily available mutual-aid support from neighbouring county forces.

Constabularies in England and Wales have just completed a programme of deep financial cuts, as part of their austerity measures – where on average



6.4 WORKFORCE PROFILE

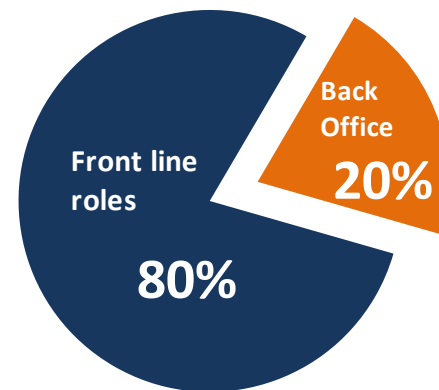
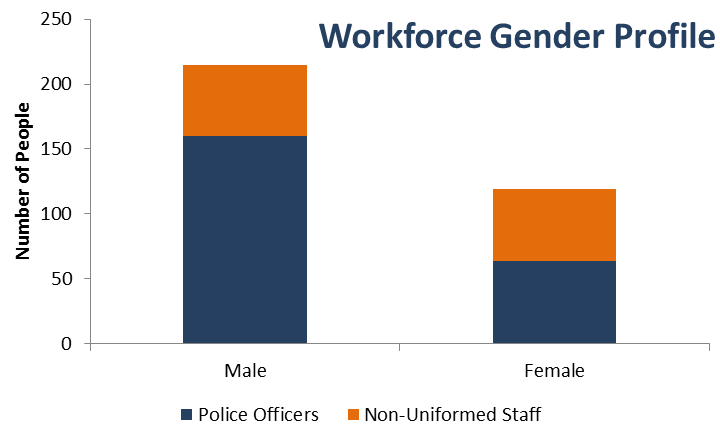
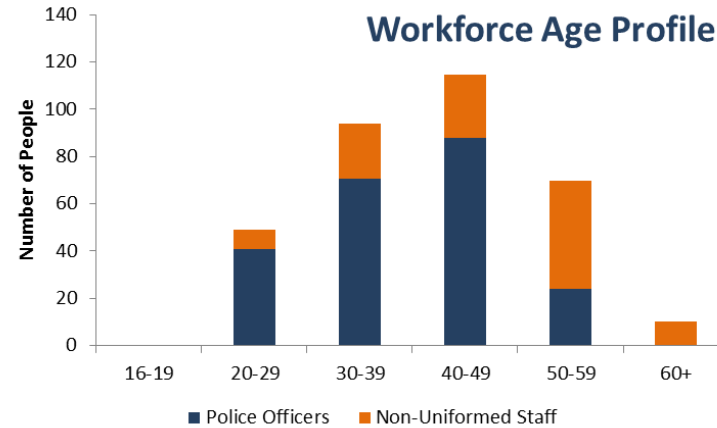
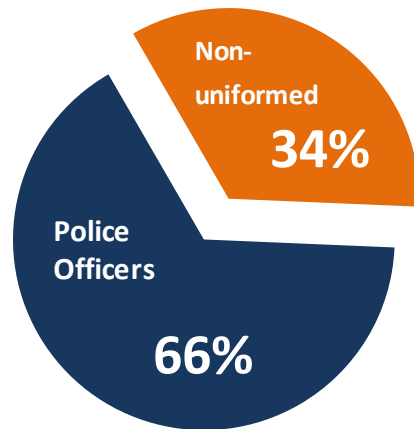
2014 WORKFORCE DATA

Police Officers	Age						Gender		Vacant Posts	Total Establishment (FTE)
	16-19	20-29	30-39	40-49	50-59	60+	Male	Female		
Chief of Police	0	0	0	0	1	0	1	0	0	1
Deputy Chief of Police	0	0	0	0	1	0	1	0	0	1
Superintendent	0	0	0	0	2	0	2	0	0	2
Chief Inspector	0	0	1	3	1	0	4	1	-1	4
Inspector	0	0	3	9	1.87	0	10	3.87	0.13	14
Sergeant	0	2	7.75	27.25	6	0	35	8	0	43
Police Constable	0	39	59	48.5	11	0	107	50.5	7.5	165
Total	0	41	70.75	87.75	23.87	0	160	63.4	6.6	230

Non-Uniformed Staff	Age						Gender		Vacant Posts	Total Establishment (FTE)
	16-19	20-29	30-39	40-49	50-59	60+	Male	Female		
Directors	0	0	0	2	0	0	1	1	0	2
Civil Service (Grades 11-13)	0	1	1	4	3	0	7	2	2	11
Civil Service (Grades 6 - 10)	0	6	16.5	15.8	35.3	7.8	41.8	40.6	3.1	85.5
Civil Service (Grades 1 - 5)	0	0	3.81	1.5	3.89	0	4	5.2	1.5	10.7
Manual Workers	0	0	0	2.25	3	2.51	1	6.76	1	8.76
Total	0	8	23	27	46	10.31	54.8	55.56	7.6	118

Combined Totals	Age						Gender		Vacant Posts	Total Establishment (FTE)
	16-19	20-29	30-39	40-49	50-59	60+	Male	Female		
Police Officers	0	41	70.75	87.75	23.87	0	160	63.4	6.6	230
Non-Uniformed Staff	0	8	23	27	46	10.31	54.8	55.56	7.6	118
Total	0	49	93.75	114.75	69.87	10.31	214.8	118.93	14.23	348

2014 WORKFORCE PROFILE



Gender and Age Comparison

In terms of profile, a key principle is that a police force's workforce should aim to broadly reflect the community it serves.

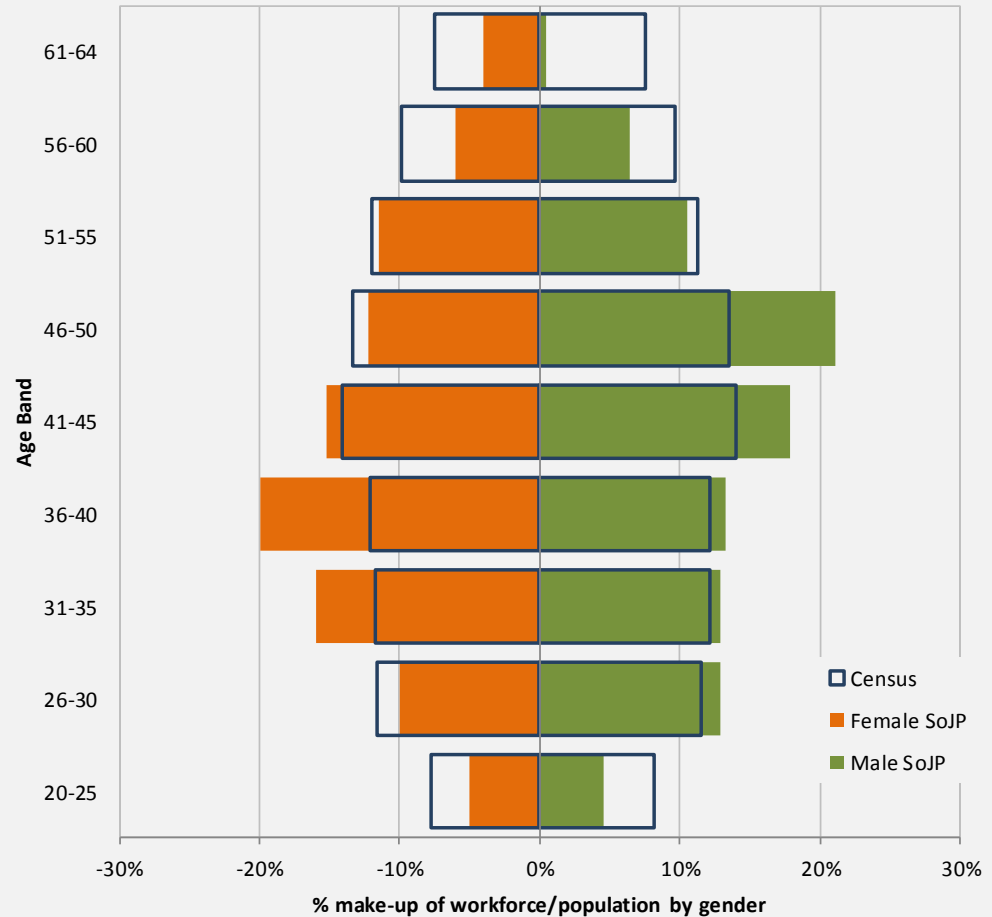
This chart looks at the make-up of the States of Jersey Police's workforce in comparison to the Island's resident population.

It compares the gender and age distribution between SOJP and the Island's resident population.

It uses 2014 data provided by the States of Jersey HR department for the Police's workforce, and uses 2011's census data for the resident population profile.

SOJP Gender and Age Comparison against Jersey's Resident population

SOJP data based on 2014 HR data and includes Officers and Police Staff; Resident population data based on 2011 Census data

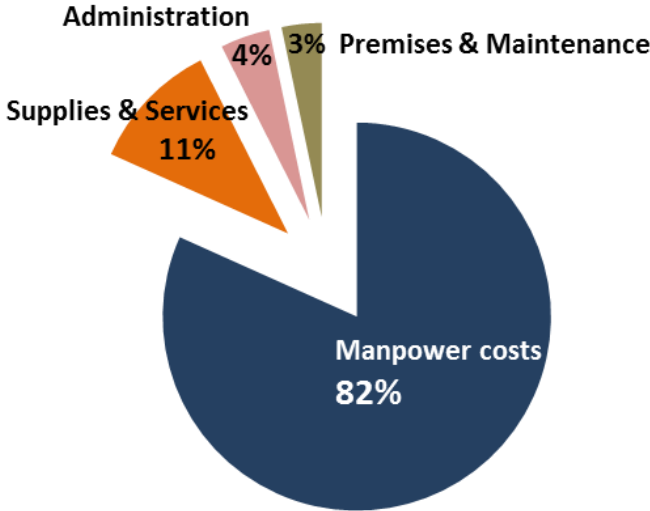


6.5 EXPENDITURE AND INCOME

Actual expenditure for 2014 (net of miscellaneous income of £382k) amounted to £25.3 million, compared to a budget of £25.85 million, reflecting an under-spend of approximately 2%.

Manpower costs of £21 million continued to be the main expenditure item, accounting for 82% of all expenditure, with police officers making up £15.4 million of this amount. Both uniformed and civilian staff costs ran below budget during the year, mainly due to staff vacancies.

2014 Expenditure



2014 Expenditure & Income
£000s

Expenditure

Manpower costs	20,985
Supplies & Services	2,784
Administration	1,060
Premises & Maintenance	852
Total Expenditure	25,681

Income

Income Generated	-381
Net Expenditure	25,300

Supply and services costs amounted to £2.8 million, of which hired services, police doctors' fees, forensic fees and IT costs were the main contributors.

Included in administrative costs of £1.06 million, are the costs associated with training, conference fees as well as travel and entertainment expenditure, which amounted to £662k.

Finally, the premises costs associated with running the operations over a number of buildings amounted to £852k.

6.6 INFORMATION REQUIRING DISCLOSURE UNDER LAW

Under law, the following information is required to be reported in the States of Jersey Police's Annual Report:

Custody

There were 2,215 people detained in police custody during 2014. This figure includes people who were detained more than once and represents a 4% increase compared to 2013.

PPCE Searches

Under the Police Procedures and Criminal Evidence (Jersey) Law 2003 (PPCE) the Police are required to publish information on specific searches:

Intimate Searches and PPCE vehicle checks

- There were no intimate searches carried out by a registered medical practitioner in police custody during 2014.
- There were 22 vehicle checks conducted under Article 13 of the Police Procedures and Criminal Evidence (Jersey) Law 2003.

PPCE Stop and Search

- The total number of searches each month during 2014 for drugs, stolen articles, offensive weapons and for other prohibited items is shown in the Table below. Figures in brackets refer to the number of people arrested as a consequence of having been searched.

PPCE searches 2014

Search relates to:	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Drugs	5 (1)	4 (1)	11	18 (1)	6	13 (1)	7 (2)	10 (3)	12 (4)	19 (1)	4	10	119 (14)
Offensive Weapons	3	2 (2)	1	1	3	1	9	1					21 (2)
Other Prohibited Articles	6 (1)	4	12 (1)	11 (1)	8	7	12 (3)		6 (1)	17 (1)	5 (1)	9 (1)	97 (10)
Stolen Articles	4 (1)	2	4	3 (1)	4	1	5 (3)	5	4 (1)	1 (1)	1	6	40 (7)
Total	18 (3)	12 (3)	28 (1)	33 (3)	21	22 (1)	33 (8)	16 (3)	22 (6)	37 (3)	10 (1)	25 (1)	227 (33)