

# Formal Response To Concerns Raised By Police Officers In Relation To The Proposed New Police Headquarters At Green Street.

Chairman,

This report details the findings by the Police Association Committee into concerns raised by their members as a result of a canvass of the membership being undertaken by the Police Association.

This action was instigated due to the Police Association being made aware of a possible enquiry by the States Scrutiny Panel seeking the Association membership view on the proposed plans for the new police headquarters.

In late October 2012 all States of Jersey police officers were contacted by email seeking their view either positive or negative, which they had regarding the Green Street plan. It was felt that the only way the membership's view could be given was by asking them for it. In total there were 21 responses, representing approximately 10% of the current membership.

These concerns were forwarded to the SOJP PHQ project team, Deputy Chief Officer Barry TAYLOR and facilities manager, Rob MOY inviting their response and also several meetings were arranged with them to discuss the content of the concerns. This was felt necessary by the Police Association prior to any meeting with Scrutiny, as it was only fair to give them an opportunity to answer the questions asked. This has been an extremely positive and informative process and has resulted in nearly all of the issues having been addressed to the satisfaction of the Association and also some minor modifications to the plans being identified.

It is important to outline the remit of the Police Association during this process. The Association agreed that it was only appropriate that we would address issues relating to the welfare and efficiency of officers, and not the wider management issues such as public parking, traffic flow and public access etc. This being pursuant with our *raison d'être* as outlined in the Police Force Jersey Law. In general matters relating to operational management were also considered not to be of concern to the Association, but there was a caveat to this, that if it was identified to be an operational failing that could impact on welfare, efficiency or loss of officer morale then it would fall back onto the Association's radar.

On Tuesday 20th November 2012 the Police Association convened an extraordinary committee meeting, which was attended, by DCO TAYLOR and Rob MOY. The purpose of the meeting was for the committee to assess the answers provided by Mr. TAYLOR. The committee then addressed the members concerns and the answers given one by one and voted on each concern as to whether it had been addressed to satisfaction. This was assisted greatly by the committee being able to ask further questions and to probe the Deputy Chief Officer and Mr. MOY more in depth where necessary.

Now follows the issues that were addressed:

The concern relating to the length of the corridor in custody was raised and the DCO and RM assured the committee that it was designed especially to assist in non-compliant prisoners, holding cells placed along it for violent detainees and that it mirrored best practice in UK. The project team had actually visited UK custody suites and seen it in live time. The majority of the Committee accepted this. (Committee Vote 6 – 1 with one against)

The concern regarding there being sufficient toilets was raised. The DCO stated that those shown on the plans were the minimum amount that would be there and that there were more than legally required. There was likely to be more in final plans. (Committee vote – all satisfied)

The concern regarding insufficient canteen facilities: DCO stated that there was a general canteen with the facility to have a franchise serving limited meals and also canteen eating areas on all floors. (Committee vote – all satisfied)

The concern regarding the lack of interview rooms and the rooms in operational areas being used by the public: The plans show sufficient interview rooms for both detained persons and witness recording and the rooms in operational areas are not for public use but available as meeting and quiet areas for officers. (Committee vote – all satisfied)

Concerns over storage areas for exhibits and property in operational use: There are several areas for these purposes and it was felt that they were ample. (Committee vote – all satisfied)

The concerns over the lack of meeting rooms, briefing areas and lecture room facilities: The plans show that there are numerous rooms available for these purposes and the DCO explained how the area on the top floor could be separated into different units or used as one room for lecture style presentations similar to the current Henry Le Brocq Hall at Rouge Bouillon, in fact slightly larger than this. (Committee vote – all satisfied)

The concern regarding parking for officers called in to work is an issue that has not been resolved at this time: Whilst there is public parking available in the area at numerous locations, the concern is that they may not be available at the relevant times and the time taken to locate one.

Concern over light tubes and no natural light: DCO stated that the light tubes do in fact provide natural light and that they are home office compliant. He has documentation to that effect. Jon Breeze asked for a copy of that documentation and this was agreed by DCO. (Committee vote – all satisfied) Documentation since received and appears to comply with Home Office requirements and an email from the Home Office appears to verify this. This would seem to be a good use of the latest technology available.

Concerns over office space for staff: RM stated that the plans allowed for 6msq per unit as opposed to the regulations of 4.3msq. The committee accepts that if this exceeds the British Council of Offices standard, which it appears to, then we are content with this. (Committee vote – all satisfied)

Concern that the new station has got smaller than the original plans: The plans clearly show this not to be the case and that the station has in fact increased in size with the new layout. (Committee vote – all satisfied)

Concern of the lack of secondary pedestrian access: The plans clearly show various points of pedestrian access areas for staff. (Committee vote – all satisfied)

Issue identified that there is no direct access from the enquiry desk to custody to facilitate movement of persons arrested at the desk without going outside: The committee agreed that this was not acceptable and this was also agreed by DCO. RM to look to address this issue. The committee feel that this must be rectified as it represents an officer safety issue if they were to have to escort a person detained at the front office back out the front door and down the side of the building next to moving vehicles, also would force the handcuffing of detainees for this purpose whereas that might be avoided if they are escorted in through the front of the building as at present. There are a quantifiable amount of persons arrested under these circumstances at present.

Concern over the location of the forensic garage and it not being on site: DCO stated that CSI department had been consulted and that they were happy with the proposed area for their examination area. Committee could see no issue with it being off site. (Committee vote – all satisfied)

Concern that there was not enough storage for documentation and archives: The area at La Collette provides more than sufficient areas for storage and Kevin McKerrell who is responsible for this area has checked this. It is also intended to start using a scanning process to reduce the amount of storage required. (Committee vote – all satisfied)

There is a lot of concern over the lack of parking for officers: The concern is for officer safety, them having to return to vehicles during night time, away from PHQ and coming across aggressive persons they have just dealt with in the street. Whilst there is no dedicated officer parking, there will be an additional 50 spaces for pedal cycles and 50 spaces for motorcycles opposite the police station, which is greatly welcomed. RM has also agreed to speak with TTS as part of the travel plan to explore the idea from Jon Breeze that officers be given free bus travel when to and from work. This will also encourage more officers onto buses where possible, added security for public traveller's, driver also having an identified officer on the bus. Would have no impact on bus fare takings given small amount of officers involved and is a concession, which UK officers receive. This subject remains a concern.

Concerns over the lack of expansion opportunities: The DCO states that there will be opportunities to expand and the committee agreed that this was an issue for management and not the members. However was noted at recent States presentation meeting it was muted that there was potential that if expansion was needed then maybe when Green Street car park was demolished then opportunity there. Also it is accepted that due to the nature of policing at present we are reducing as opposed to expanding. (Committee vote – all satisfied)

Concern that operations and intelligence wings in JFCU need to be separate: DCO agreed and this is already in the plans. (Committee vote – all satisfied)

Query as to why we can't revert back to the Summerland option: DCO stated that this has already been signed over to housing and also raised the issue over a part of the land needed only being available at huge expense (ransom strip). (Committee vote – all satisfied)

Concern over the size of the gym: DCO stated that whilst members can use the gym its primary function is for the fitness tests and officer safety and it is fit for purpose for that. Committee agreed that officers who felt it was not suitable for their needs could get a gym membership somewhere. (Committee vote – all satisfied)

Concerns regarding the public having access to upstairs areas amongst operations: DCO confirmed that this would not be the case and that the

intention was always to ensure maximum security in operational areas.  
(Committee vote – all satisfied)

Concern over officers attending panic alarms into custody having to go through so many doors: When compared from the plans to current practice, there appear to be no difference and would be standard in most UK police stations. (Committee vote and 6 – 1 one against)

Having covered all the areas of concern, a general discussion took place about the way forward.

DCO raised a concern that he had about the fact that a member had stated in their concern that the architects were not qualified or experienced to carry out the plans for the station. The DCO stated that this is certainly not the case. Jon Breeze apologised on behalf of the unnamed and misinformed officer. (Jon Breeze has since researched the architects and they are clearly more than qualified). The President is happy to apologise on record in public to the architects, Taylor Young of Bury, who clearly have a history of designing public buildings and in particular police buildings.

This concludes the issues that were addressed and a potential drop in day for **all** officer's to come and question the project team and the architects about the proposed plans has been scheduled for the 12th December 2012 at Rouge Bouillon.

Submitted respectfully on and behalf of the States of Jersey Police Association.

Jon Breeze  
President  
States of Jersey Police Association