

**CHIEF OFFICER, STATES OF JERSEY POLICE FORCE:
EXTENSION OF CONTRACT.**

**Presented by the Defence Committee and
lodged au Greffe on 26th January, 1988
by the Connétable of St. John.**



STATES OF JERSEY

STATES GREFFE

175

1988

P.8

Price : 50p

PROPOSITION

THE STATES are asked to decide whether they are of opinion -

in pursuance of Article 9 of the Police Force (Jersey) Law, 1974, to approve the extension until January 1992 of the contract of employment of Mr. David Parkinson, Chief Officer of the States of Jersey Police Force which expires on 1st July, 1988.

DEFENCE COMMITTEE

NOTE: The Establishment Committee supports this Proposition.

Report.

Mr. Parkinson joined the United Kingdom Police Service in 1953 and served with distinction in a number of police forces. He was Sub Divisional Commander for Harlow New Town, Essex (population 80,000); Deputy Divisional Commander for Watford, Herts (population 75,000); and Divisional Commander for Stevenage New Town, Herts (population 75,000). In all these areas he was responsible for all aspects of policing, uniform C.I.D., police prosecutions, community relations and the supervision of up to 400 members of staff at any one time. In 1977, he was appointed Assistant Chief Constable of the Derbyshire Constabulary, a county force serving a population of 1 million people, with a total police and civilian staff of over 2,500.

As Assistant Chief Constable he was responsible to his Chief Constable for all matters relating to the administration, finance, training, personnel and management of the Force.

Some four years later he was appointed Deputy Chief Constable, in which post he was responsible for the day to day operational running of the Force and, in particular, he was personally responsible for all matters affecting the discipline of the Force.

During his career on the mainland, Mr. Parkinson underwent all levels of command and management training at the British Police Staff College, Bramshill, culminating in his attendance on the Senior Command Course in 1976.

In 1980 he was invited back to the Police Staff College as a Director of Studies for the Senior Command Course. In that capacity he was involved in the training of and assessment of the suitability of very senior police officers who were considered to have the potential for promotion to Chief Officer level.

On completion of 30 years service in 1983, he qualified for a maximum pension, which coincided with the advertising of the post of Chief Officer of the States of Jersey Police.

The advertisement referred to offered a five year contractual period with a remit to the successful applicant that during that period he should identify and train a successor from within the States' Police Force.

The Sub-Committee which interviewed Mr. Parkinson and offered him his present position consisted of myself, the then President of the Defence Committee Senator Ellis, the Vice-President Deputy Sir Martin Le Quesne and Mr. Cockerham the Chief of Police. They were assisted by Sir Lawrence Byford, Her Majesty's Chief Inspector of Constabulary.

Mr. Parkinson was unquestionably the most outstanding of the applicants interviewed. In addition to his obvious all-round extensive professional experience, it was clear that he was a man with great strength of character; a forthright man with a very forceful, assertive personality, he had an impressive record as a leader of men. Above all he was quite clearly a man possessed of the very highest standards of honesty and integrity.

The Sub-Committee was completely satisfied that Mr. Parkinson was the right man for the job and he was offered the appointment.

Turning now to the reason for the present position.

Immediately upon taking up the post Mr. Parkinson interviewed the most senior officers of the Force and found that the Superintendent and two of the Chief Inspectors were already firmly committed to retiring from the Force upon attaining the age of 50 years. The third Chief Inspector stated that although he could retire on 5th October 1985, he would not be in a position to make a decision until June or July of 1985.

Thus, with that one exception, all the senior officers would have retired by the end of June 1985.

Mr. Parkinson made these facts known to the then President of the Defence Committee, pointed out the consequent problems for the Force and suggested that a possible short term solution might be the

secondment of further experienced senior officers from the mainland.

In December 1984 Mr. Parkinson reiterated (this time formally) to the Defence Committee the impending retirements of the senior officers and emphasised that the loss of these experienced officers would create a serious management problem and that it was important that steps were taken to provide time for younger, less experienced senior officers to be trained and to gain the additional experience to fit them for higher rank. He recommended that immediate steps be taken to fill two vacant Superintendent posts with suitable senior officers from the mainland, either on secondment or on a short term contractual basis. Mr. Parkinson's view was that such support would be needed for up to three years to provide the opportunity to identify and train suitable officers from within the Force to fill, in the first instance, the Superintendent posts and in the longer term, if Committee policy remained unchanged, the position of Chief Officer. In the event the Committee agreed to the secondment of one Superintendent only and arrangements were put in hand to engage him.

In the meantime, in March 1985, Inspectors Simpson and Le Breton were promoted to Chief Inspector.

In May 1985, Superintendent Thompson was seconded from the Hampshire Police and remained with the Force until August 1987. The second Superintendent's post remained unfilled.

Later in 1985, serious complaints were made against senior officers of the Force. The investigations which followed were long and protracted and have only just been brought to a conclusion. During the time of the investigations Mr. Parkinson's own position as Chief Officer was subjected to intense pressure, and it is to his credit that he continued to carry out his rôle in an exemplary manner.

It is clear from the foregoing that due to circumstances entirely outside his control, Mr. Parkinson has been unable to fulfil the remit which he received upon his appointment.

The combined effect of the retirement of his original senior officers and the management problems created by the investigations into affairs within the Force and their aftermath, has meant that little time has remained within Mr. Parkinson's original contract period to allow him to achieve his prescribed objectives.

Mr. Parkinson took over the command of the Force shortly after the troubled period in its history and was very soon faced with more serious problems. Because of his persistence and determination to act completely in accordance with the Law and with his duty as Chief Officer of Police, those problems have been faced and dealt with. Difficult decisions had to be made and he made them.

Despite all this Mr. Parkinson has achieved much with the Force. The morale of the Force is high, made so by Mr. Parkinson's highly professional approach to his duty. His open, honest, caring yet strong management style has heightened the enthusiasm of the Force. The officers now have tremendous pride in themselves and have great hopes for the future, both individually and collectively.

Forward planning has continued apace. The reorganisation of the Force has proved its worth; enhancement of computer support is well advanced; the establishment of a well balanced civilian support structure is going ahead; extensive improvements in communications are imminent; and plans for building development and improvements at Police Headquarters and at the Harbour are well laid and awaiting financial support.

Many recommendations on legislative and procedural changes necessary to strengthen investigative procedures have already been submitted.

With regard to the training of senior officers which has already taken place, prior to their subsequent promotion to Superintendent in May 1987, and October 1987 respectively, Chief Inspectors Le Breton and Simpson attended a Junior Command Course at the Police Staff College, Bramshill, following which they received very good reports on their ability and future potential. From June to September 1986, Detective Chief Inspector Le Brocq successfully completed the F.B.I.

National Academy Senior Officer's Training Course in the United States of America. In addition, senior officers have attended various intensive, specialist training courses of short duration held at the Police Staff College and elsewhere.

Further senior officer training has been budgeted for in 1988, including a Junior Command Course for one of the Chief Inspectors (yet to be selected) and the first of two Intermediate Command Courses aimed at extending the training of the Superintendents.

Financial provision has also been made for the more senior officers to spend short term periods of attachment to selected mainland police forces; again the object being to expand their experience and improve their professional knowledge.

Positive moves have been made to strengthen the co-operation between the Honorary Police and States' Police, to a level which has never previously been achieved.

The extension to Mr. Parkinson's contract will allow the good work to continue and should serve to give him the time, if it remains the wish of the States, to bring through from within the ranks of the Force, an officer capable of succeeding him in the demanding and critically important post of Chief Officer of Police.

The senior officer structure of the Force currently is as follows -

Superintendent Le Breton, aged 42 years: promoted on 1.5.87

Superintendent Simpson, aged 45 years: promoted on 1.10.87

Chief Inspector Le Brocq, aged 39 years: promoted on 1.5.87

Chief Inspector Crowhurst, aged 47 years: promoted on 1.10.87

Chief Inspector Marks, aged 39 years: promoted on 1.1.88

Inspector Holmes, aged 46 years: promoted on 22.5.80

Inspector Joyce, aged 47 years: promoted on 22.5.80

Inspector Fitzgerald, aged 39 years: promoted on 17.6.82

Inspector Riseborough, aged 46 years: promoted on 10.8.82

Inspector Doublet, aged 46 years: promoted on 1.11.84

Inspector Jones, aged 41 years: promoted on 1.3.85

Inspector Garrett, aged 38 years: promoted on 1.6.85

Inspector Le Breton, aged 42 years: promoted on 1.5.87

Inspector Nimmo, aged 46 years: promoted on 1.10.87

Inspector Hopper, aged 43 years: promoted on 1.1.88

Inspector Le Vesconte, aged 51 years: promoted on 1.1.88

Any, or all of these officers can, if they so wish, retire at the age of 50 years.