

# Constabulary

JUNE 2008

BRITAIN'S LARGEST CIRCULATED PUBLICATION WRITTEN BY POLICE FOR POLICE FOUNDED 1979

## INSIDE

News 2

Force News 4

Tackling Drugs Week successes, first force rolls out major-crime-review training course and science cuts crime



Coaching 6

Technology 7

Politics 8

The Liberal Democrats approach to policing focuses on what works, not whitewash, so cuts crime more effectively



Drugs 9

SOCA 10

SOCA attacked the world's strongest criminals where they are the weakest and made significant seizures



Lifestyle 12

Safe Drivers 15

## Total breach of faith

Jan Berry lays into Jacqui Smith for betraying the police, tells her that not honouring the pay award was a breach of faith and then challenges her to be brave and agree to a full pay review

The Home Secretary faced a barrage of criticism for how she handled the pay negotiations and police reform as Jan Berry pulled no punches and laid into Jacqui Smith, who sat solemn-faced throughout the speech at the Police Federation Conference.

Referring back to her first speech at conference as chair, Jan Berry recalled how she pledged to take up the challenge to fight for the rights of police officers using common sense and working in partnership with government.

She said: "I have tried to be true to those words but I feel let down. Too often the door has been slammed in my face and only opened when decisions have already been taken."

She then flagged up the criticism to come and alluded to Jacqui Smith's admission that she smoked cannabis years ago saying: "Home Secretary, I admire your courage, you didn't have to come here today and I know conference will treat your office with the respect it warrants.

"I am sure that when your private secretary reminded you of today's event you felt like reaching for the nearest stab-proof vest and perhaps slipping into old habits and lighting up to calm your nerves.

"But, as you have reassured us, you have moved on from these past indiscretions – your recent crimes have been more for the serious fraud office than the drug squad!"

Jan Berry then spoke of the "momentous" demonstration in January when 25,000 disciplined, proud and honourable officers marched the streets and

pointed out how it also demonstrated a government at its worst – acting with opportunism rather than integrity.

"We met in your office at the House of Commons that night and you were faced with one direct question – one direct plea from one very direct police officer," continued Jan Berry.

"Constable Kath Kane looked you right in the eyes and asked 'Home Secretary, who speaks up for the police in government?' You could not answer her then but I hope you will answer her today because you need to rebuild trust with Kath, with the Police Federation and with the entire Police Service."

### Betrayal

Looking at the Home Secretary, Jan Berry then said: "Your decision not to honour the pay award was a breach of faith. It was a monumental mistake and I do not say this lightly when I say you betrayed the Police Service.

"You will say that you could not take any risks with inflation by conceding on police pay, but let me ask you this. How was it that the Government found £2.7 billion to dig itself out of a tax hole in advance of a by-election but couldn't find £30 million to honour our pay deal?"

"When teachers went on strike, the Prime Minister and the Education Secretary's response was to say that it would be 'irresponsible' to override the settlement recommended by their independent pay-review panel.

"So it suited Mr Balls to defend the teachers' panel deal but it didn't suit you to do the same for us. Home Secretary,



Berry lays into Smith: police wanted a hero, what they got was a scandal, Home Secretary betrayed them

what is it that Mr Balls has but you do not?"

Jan Berry then reminded the Home Secretary that for 29 years we had a system that provided fair and honest pay deals – based on trust. "That system is now broken and how did you offer to build bridges – by offering a multi-year pay deal based on an index of rigged and misleading pay rises.

"This government, with a crunch in its own credit rating, has the cheek to ask us to sign up for a pay deal on 'the never-never'. Appropriately, Home Secretary, under the terms you are proposing, that is exactly my response – never, never!"

She called for the Home Office to restore police confidence and pointed out that Sir Clive Booth's recommendation

for a pay-review body did nothing to restore confidence.

She said a Police Negotiating Board that was free to negotiate was needed – without Home Office bullying and interference and when decisions are reached at arbitration, they must be binding.

### Ballot results

Referring to the police ballot, Jan Berry said that whilst many did want the right to strike, many would only ever consider that step if arbitration did not become binding on all sides.

In the ballot, 93% of officers felt that the independent Police Tribunal should be binding and 83% voted, in absence of arbitration, for the Police Federation to start lobbying for a change in legislation that would give officers full industrial rights.

The Police Federation wants a genuine independent review of policing and no more "partisan studies, agreed in advance by the Prime Minister and watered down from their most sensible findings."

Jan Berry then challenged Jacqui Smith saying: "Be brave, call my bluff, agree to a full independent review, we will support you, we will take an active part, we will accept and abide by its findings – even the ones we don't like. Together, we can rebuild trust and confidence."

She also called for the Home Secretary to convert all 16,000 PCSOs into sworn police officers and give them training and full powers; and then pointed out how the inept management of modernisation was nothing short of a scandal.

POLICE mortgages.co.uk



ONLINE MORTGAGES FOR THE POLICE SERVICE  
FREE callback until 9.00pm,  
7 days a week at [www.policemortgages.co.uk](http://www.policemortgages.co.uk)

- First Time Buyers
- Free Valuation\*
- Free Legals\*
- Re-mortgage schemes

\*available on some schemes. Founded by Ex-Police – we work for you!



National enquiry line

0845 1306 121  
[enquiries@policemortgages.co.uk](mailto:enquiries@policemortgages.co.uk)

Policemortgages.co.uk is a brand of the mortgage service offered by Hatch Mortgage Services Ltd, which is part of The Hatch Associates Group. Hatch Mortgage Services Ltd is authorised and regulated by the Financial Services Authority. YOUR HOME MAY BE REPOSSESSED IF YOU DO NOT KEEP UP REPAYMENTS ON YOUR MORTGAGE.

# Swish your way to a new you

This month Tim Roberts teaches us a powerful versatile technique that can change unwanted behaviours and emotions

Recently I have become a You Tube convert. I'd discovered that You Tube offers many excellent learning video steams in bite-size chunks. I often kick back for a few minutes with a coffee and learn from one of these videos.

Just this morning I was watching a clip of motivational speaker Tony Robbins being interviewed on CNN by Larry King.

Towards the end of this interview Robbins said that just going after what we want usually doesn't work. Instead, it's when we start to change and become the person who would be comfortable with that which we seek that we attract it to us.

In my own experience, I think this is accurate – although I can't rationally explain why it is like this.

Part of becoming the new you is letting go of those unhelpful behaviours and emotions that so often prevent us being fully who we can be.

One change technique that can change these behaviours is called the Swish Pattern. Many people teach this technique in a

number of ways but the common theme is that it replaces negative mindsets with positive ones.

You might like to learn it because the greater understanding it offers can help you make better decisions about how you experience your thinking – and everything in your life depends on the quality of your thought.

When you've read this you might like to go to You Tube and watch Derren Brown, among others, as they use their own versions of this pattern. The way people use the Swish Pattern and the results they create are different and fascinating.

Another very good reason to invest time in learning the Swish Pattern is that it can help you to help others.

Last night, one of my children was very worried about school. Attempting to soothe her fears in the conventional way – using data, parental logic and reason – is surprising useless when someone is suffering a strong emotional reaction.

Instead, the Swish Pattern offers flexibility and power that fits with the individual's own thinking. The result was that in a couple of minutes my daughter

discarded what was upsetting her and embraced greater confidence.

The Swish Pattern is so-called because we can swish one less than useful behaviour away by replacing it with another more useful one. We find that the thinking that used to give rise to the old behaviour will now kick-start the new behaviour.

## Learn to swish

The instructions that follow are for helping those people who are thinking visually, although with a little adaptation you can help people when they think in sounds or feelings. You can also adapt it to work on your own thoughts.

To begin with, identify the problem, which might be behaviour, thought pattern, an emotion or habit that we want to replace with a more resourceful, powerful state of being.

Ask the other person which specific picture triggers the unwanted behaviours. This might be, when they think about going to school they actually make a quick and unconscious image of walking through the school gate.

Ask the other person to imagine this trigger picture as if they are in their own body looking out at the image. This is called being associated with the image. So, they would see what they expect to see as they walk into the school or room. They do not see themselves walking into the school or room. This is called being dissociated.

Identify two of the most important submodalities – or qualities – of this trigger picture. Most people find that these are brightness and size of the picture that they are recalling. Ideally, you need to help them find submodalities that they can increase in their imagination continuously.

The next step is counter-intuitive but very important. This is called breaking state. Change the thinking or the conversation to take them away from this intense concentration on the trigger image. You might ask them about something unrelated, such as shoe size.

Next, you must elicit a picture of how they would like to be, their most desirable state in this situation. You might ask:

- How would you be if you were free of this problem?
- What sort of person would not have this problem at all?
- How would things be for you if you had more choices and more skills?
- What would all of this look like?

Your role here is also to make this new picture of ideal capability motivating and to fit with their values. When they create this ideal image make it dissociated (see above). Once again,

break state. Once again, return to the original problem image. Make it bigger and brighter.

Keep it associated. Now, ask the other person to keep this big, bright, associated picture and in their mind's eye to pass onto it, in a corner, their desired self-image.

If the submodalities of the problem picture are bigger and brighter then use the opposite for the ideal state, make it small, dark and dissociated.

Now comes the swish that gives this technique its name. Speed is of the essence here. Expand the small, dark image to fill the frame and make it bright and big. Simultaneously, ask them to make the problem image smaller and darker and to shrink it to nothing.

Instruct them to do this very quickly and to imagine a sound that supports this movement, such as a loud swish! Break the state again. You may ask them to look at something else.

Help them to do this at least six times. It is crucial that you break the state between each swish. The reason for this is that you may unwittingly reinstall the problem image if you do not break state.

Finally, the proof of the pudding is in asking the person to step into the problem state once again. Ask them what has changed and what is now different. You may notice that they may be unable to locate the initial problem image.

They may seem confused about what the problem image was. They may describe the problem image in the past tense or in vague and unemotive terms.

These suggest that the hold that the past state had on them has been considerably weakened.

So, to recap, you are helping them to search for a trigger that starts the problem state. They then build an experience of how they want to be. You help them to represent this trigger in heightened terms using submodalities and to make it associated.

They create the desired image and paste it onto the original image in the opposite submodalities. They then speedily swish in the new pattern while swishing out the old pattern, swapping the submodalities.

So the problem picture fades and shrinks to nothing and the new one grows in brightness and size (or whichever submodalities are crucial). Remember that breaking state at this point is vital. Repeat so that you have done this five times, breaking state after each time.

## Helping others


If you are serious about helping others, and yourself, to change their lives this one simple and profound technique can be a huge help.

Rehearse it until it is seamless, relaxed and comfortable. Try it on yourself. Experiment with others, always exercising a duty of care.

Start with inconsequential problems and when you have mastered this, move up to more significant ones. If you are in doubt, refer to an expert.

Enjoy learning and developing your abilities to help others and yourself.






**NOW YOU CAN BUY  
DIAMONDS & JEWELLERY  
AT WHOLESALE PRICES  
DIRECT FROM  
THE MANUFACTURERS**

We supply retail shops with a vast range of beautiful diamond jewellery and have been serving officers of the Met for the last 18 years. We are now able to extend this offer to police officers and civil staff on production of their warrant cards or staff passes.

**For Example:**

<p>18ct. gold diamond solitaire 1/3 carat size Retail price £750 Wholesale price £350</p>	<p>18ct. gold diamond solitaire 1/2 carat size Retail price £1500 Wholesale price £725</p>
---	--

Call us first for a private appointment  
**ALAN BICK JEWELLERY**  
Suite 211, 100 Hatton Garden, London EC1N 8NX  
**Tel: 020 7242 5831**



## European police forum

A new online portal has just been launched by the Italian police magazine *AtlasOrbis*.

The new portal will include a forum exclusively for European police officers who can discuss a wide range of policing issues and share advice and information.

The new website will be announced at a press conference, attended by politicians, police authorities and journalists.

This online forum will focus on police news and photographs submitted by police officers from throughout Europe and other contributors.

These contributors include Marius Ionesc, editor of the Romanian Border police magazine *Frontiera*; Christopher Locke, editor of *Constabulary* magazine in the UK; Colonel Vladimir Kislukhin from the IPA Kirov



Russian Federation; and John Russo from the National Law Enforcement and Corrections Technology Centre in the USA.

In addition to police news, *AtlasOrbis* also contains information about international sports events and leisure.

It also has a section covering law-enforcement issues, which is

written in English.

The website is [www.atlasorbis.org](http://www.atlasorbis.org) and the magazine will continue to be published in the printed form.

Pictured left to right are Editorial Director Gianluca Guerri, Dottor Masi and Fabrizio Locurcio, director of *AtlasOrbis*.