

THE BOBBY

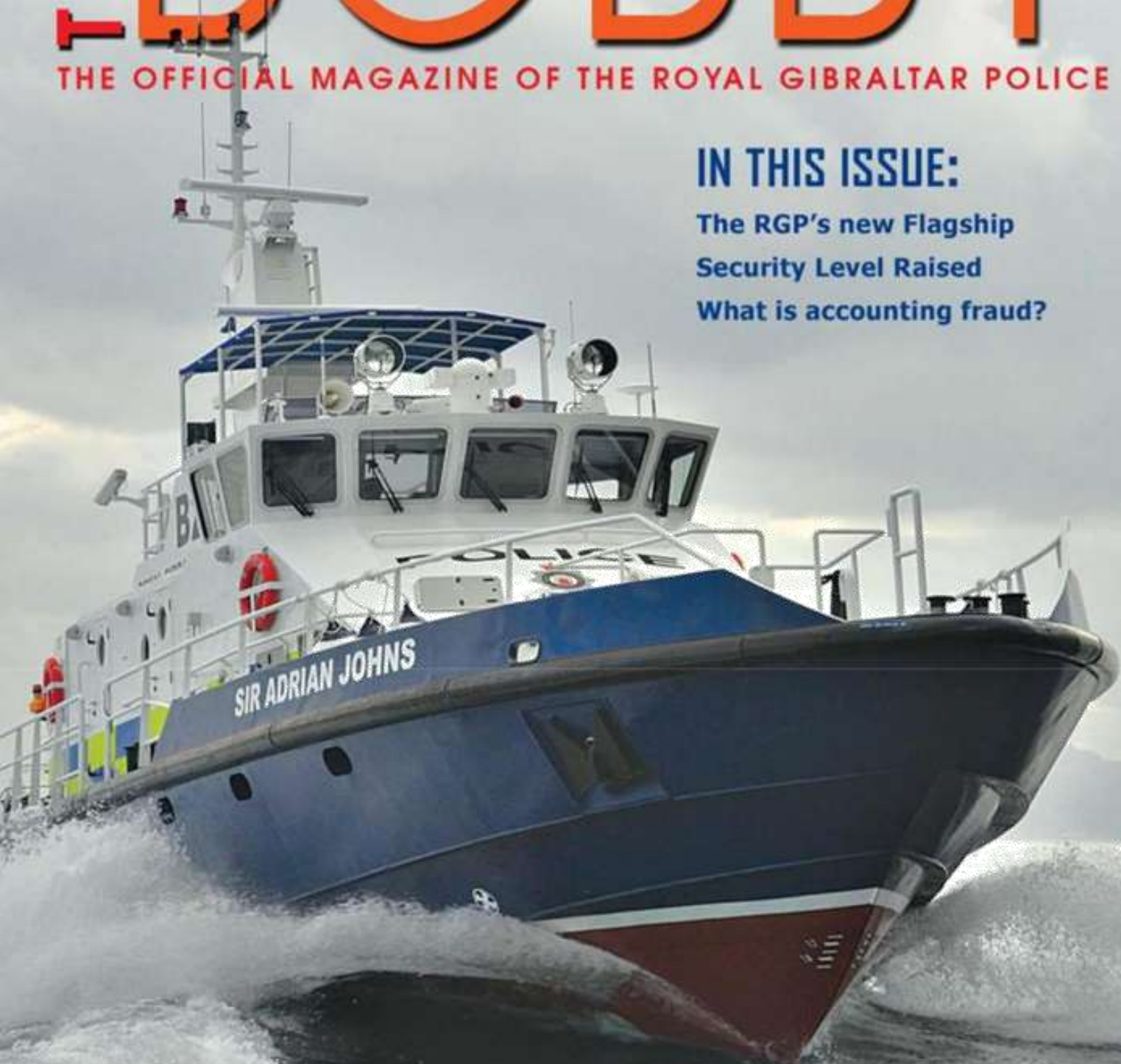
THE OFFICIAL MAGAZINE OF THE ROYAL GIBRALTAR POLICE

IN THIS ISSUE:

The RGP's new Flagship

Security Level Raised

What is accounting fraud?



11 EDITION
FREE ISSUE

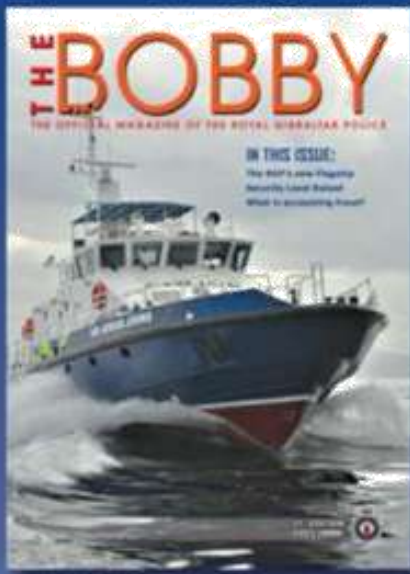


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Commissioner's Foreword



It gives me great pleasure to present to you the first edition of The Bobby for 2015.

The year thus far has brought with it a brand new set of challenges for the

RGP in our constant efforts to keep our community safe. The renewed threat of international terrorism has forced us to raise our levels of awareness and become ever more vigilant. To this end we have embarked on a series of Safety Awareness presentations which have been and continue to be delivered to Gibraltar's private and public sectors. In this edition of The Bobby we are including articles aimed at enhancing our knowledge of Security and Crime related issues.

Also included in this edition will be an update on Neighbourhood Policing, an ever-present subject at the forefront of our policing ethos. It gives me great personal satisfaction to see just how far we have progressed in establishing solid working relationships in partnership with different areas of our community and I look forward to seeing continued excellent results in the coming months.

Another welcome inclusion in this edition is an article from one of our valued sponsors, PricewaterhouseCoopers, on the subject of Accounting Fraud and how it can be prevented. I am sure that you will find it very interesting reading.

All in all, I hope and trust you will thoroughly enjoy this edition of The Bobby. Spring is almost upon us and with it come longer days and, hopefully, more sunshine. Enjoy.

Edward Yome CPM

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A New Beginning



At the end of December 2014, Senior Management

A decision was made to re-introduce the section of Corporate Development and Policy, as part of a new re-structure in the force.

Under the command of Chief Superintendent Mifsud this section comes under the Planning Development and Support Division of the Royal Gibraltar Police. The team comes under the leadership of the Executive Officer Adrian Traverso with Administrative Officer Erika Delaney and Police Constable Mary De Santos.

The New Team on the Block

Mr Adrian Traverso comes from the Department of Social Security where he worked in various Sections, his last being in the Accounts Section. Having been a civil servant for over twenty eight years and worked in various Government Departments he brings onboard a wealth of knowledge especially on Social Security matters.

Mrs Erika Delaney has come back from Maternity Leave and has been internally transferred from the Finance Section. An Administrative Officer with five years of service with a background of the Judicial System having previously worked in the Supreme Court for nearly three years before transferring to the Royal Gibraltar Police. She also brings in experience on HR matters having previously worked as HR assistant in the Gaming Industry. With a degree in Business Studies which will further enhance the expertise of the team.

PC158 Mary De Santos, a Police Officer since 2012 has become the third member of the team after successfully applying for the post. She brings her experience in policing matters and a huge understanding on policy formulation having previously worked in the UK and Gibraltar dealing with such matters. Also with a degree in Sociology, Business Administration and Law making her another invaluable team member.

A new team that is both ambitious and willing to make Corporate Development and Policy an asset to the Royal Gibraltar Police.

The Task of Corporate, Development and Policy

Our task is to help the Royal Gibraltar Police to progress as an organisation, whilst also supporting the force's interests, our people and the community we are a part of and serve.

The section has a number of key functions

- Assisting the Senior Management Team in the development of organisational strategy and Policies
- Analysing performance, surveys and trends, ensuring compliance and managing change
- Supporting and where appropriate, challenging the governance arrangements in place to ensure that the interests of the Royal Gibraltar Police and the people it serves are appropriately considered
- Providing reassurance to the SMT and the Gibraltar Police Authority by regularly carrying out inspections, audits, analysis and building robust business cases for change where this is required

- Act as custodians of data quality – managing effectively, sensitively, accurately and lawfully the information we hold and share so we uphold our duty to protect the public and discharge our responsibilities under the Data Protection Act 2004.
- Preparation of the Bobby Magazine and ensuring that articles and photographs are handed in on time for the publication of the issue. Also administering and updating of all social media outlets and the RGP website.

Our Aim

As Corporate Development and Policy we strive to achieve our goals by creating an understanding of what the Force expects of our people and what our people can expect in return. We also want to introduce a process of meaningful dialogue which we believe is a vital tool to help management and staff build a robust and successful partnership enabling two way conversation and information sharing. We acknowledge that for the force to go forward we need the commitment and input of our people and the community. This will enable us to be more proactive and dedicated to the job delivering the services that are required by those we serve.

A New Beginning

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'Sir Adrian Johns' the RGP's new Flagship



On the 19th November 2014, former governor Sir Adrian Johns named the latest RGP Command Vessel which has been named after him.

he vessel was built in Pula, Croatia by Tehnomont

T Shipbuilders after they were successfully awarded the European Tender. It was originally designed by naval architects Camarc Design, based in Scotland, UK.

The vessel's sister ships include the PB105 Marino Jakomic operated by the Croatian Police, also built by Tehnomont in 2012 and 3 other vessels operated by the Royal Malaysian Police built by Perlis Marine Engineering in Malaysia.

From the very beginning the RGP has had a great deal of input into the final design of the vessel, including the type of engines and hp range that were fitted, the inclusion of a divers wet room on the upper deck, the type of RHIB fitted, the type of deck crane used and the inclusion of an office on the lower deck. These differences make our vessel unique.

The vessel is fully designed to cater for the RGP's divers with dive ladders, diving platform at the rear, onboard diving compressor and the divers wet room on the starboard side upper deck, enabling the diver to hose down and change without having to enter the upper mess area whilst dripping wet!

The vessel also has the capability to be used as an Incident Command Centre should the requirement arise due to a major incident out at sea. It is equipped with the latest navigational aids, radios, transponders and is even equipped with a black box. It is fitted with CCTV to enable the coxswain to have a sight of what is going on in the upper decks and in the engine room as well as a full intercom system.

With a length overall (LOA) of just over 85 feet (26 metres), a beam of 6 metres and a weight of just over 100 tons it becomes the largest in the fleet. Fitted with its own RHIB onboard, a 5.4m Zodiac Searider with a 90hp Mercury outboard the vessel will be able to carry out a multitude of tasks and together with the rest of the RGP fleet, indisputably enhance the daily operational functions of the force.

On the same day, the new Gibraltar Government Marine Service building was also inaugurated by the Chief Minister Fabian Picardo. This purpose-built base located at Ragged Staff Wharf will enhance our operational capabilities.



OPERATION GIBWATCH

Working Together to put Crime between A Rock & a Hard Place



Operation GibWatch consolidates all Royal Gibraltar Police (RGP) crime prevention initiatives, and aims to comply with several targets laid down in the "Tackling Crime" objective of the 2014/15 Annual Policing Plan, namely;

- Put in place measures and strategies aimed at reducing the level of overall crime. This will include developing proactive measures to prevent and detect crime;
- Conduct crime prevention awareness campaigns to educate the public to protect themselves against crime;
- Promote and instil the active involvement in matters of crime protection, crime reduction and investigation across the organisation

Operation GibWatch is spearheaded by the RGP's Crime Prevention & Reduction Unit (CPRU), although their efforts are supported by Crime Scene Investigators (CSI), Neighbourhood Policing & Area Response Teams (ART's/NPT's) and School Liaison Officers (SLO's) under their respective areas of responsibility.

The key business areas that form part of Operation GibWatch are listed below; some of these are already underway, whereas others will be rolled out in the coming months:

1. Advice to the Business Community

- Practical Help & Advice on Fighting Crime
- Commercial Burglary – Advice for Retailers
- Advice for Victims of Burglary
- Business Advice - CCTV
- Business Advice – Doors
- Business Advice - Windows
- Business Advice – Lighting & Alarms
- What to do in a Robbery

2. Your Home (Advice on Residential Burglary)

- Advice for Victims of Burglary
- The CSI Investigation
- Advice on Property Marking
- Advice on Seasonal Burglary
- Advice on Opportunistic Burglary
- Advice on Distraction Burglary & Doorstep Criminals
- Advice on Keeping Jewellery at Home
- Advice on Door Security
- Advice on Window Security
- Advice on Flats/Apartments
- Advice on Lighting & Alarms

3. Cyber-Safety

- Children & Cyber-Safety
- Safety Online – General Notes
- Shopping Online
- 7 Tips for Creating Secure Online Passwords
- A Guide to Cyber-Bullying
- Parents' Guides to Snapchat, Facebook, Instagram & Twitter

4. Personal Safety

- Personal Safety
- Rape & Sexual Assault
- Keep Your Possessions Safe
- Advice on Personal Property and Pickpockets
- General Advice on Mobile Phone Safety
- Domestic Abuse
- Crime Prevention Advice for the Elderly

- Advice at the ATM
- What is ASB / What you can do about ASB / How to report ASB
- Alcohol-related Crime/Disorder

5. Vehicles & Vessel Security

- Advice for Car & Caravan Owners
- Advice for Motorcycles, Mopeds & Scooters
- Advice for Bicycles
- Advice for Boat Owners
- Advice for Motorists on Holiday

How is crime prevention advice delivered?

Delivering the crime prevention advice listed above will take various forms, ranging from reactive/proactive surveys, presentations and leaflets to RGP website/social media content and media releases. Public awareness campaigns are an integral part of how we deliver key crime prevention messages to the community that we serve. Each campaign focuses on priority crime types and is designed to provide advice on how to reduce the opportunity for these to occur.

Some crimes peak at differing times of the year, therefore, the Crime Prevention & Reduction Unit operate 'seasonal' campaigns such as those conducted in the lead up to summer or Christmas. On occasions, CPRU also support and collaborate with RGP School Liaison and Neighbourhood Policing officers and partners from other agencies such as the Care Agency, in relation to school presentations and events organised under the "Drugs Awareness" and "Anti-Binge Drinking" themes.

The various methods of delivery are designed to promote the vision that crime prevention is a collective responsibility that requires effective partnerships in order to achieve success.

What is Crime Prevention?

Part of a speech delivered in 1829 by the first Commissioner of the Metropolitan Police Sir Richard Mayne included the phrase, "The primary object of an efficient Police force is the prevention of crime, the next that of detection and punishment of offenders if crime is committed. To these ends all the efforts of the police must be directed".

Crime Prevention is everyone's business and should always play an important part of our daily routine. There is nothing truer than "prevention being better than the cure" and in relation to crime, prevention should be at the top of everyone's agenda.

Some of the greatest obstacles to successful crime prevention come from not understanding how each of us can play a valuable part in "preventing" crime, or the assumption that crime won't affect us directly. Gibraltar crime-levels remain relatively low when compared to other European cities, however, our geographical location together with the significant number of visitor arrivals by air, sea and land mean that we should not become complacent in our collective approach to preventing crime. Therefore, our collective aim should be to make our community an even safer place in which to live and work.

A World of Opportunities

Opportunities arise when we aspire to see things from a different perspective. The strength of our business is based on global reach, genuine depth in the local market and a high performance culture. These qualities give us the confidence to tackle challenges, search out opportunities and to evolve.

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Problem solving is not always complicated and can be used to address any concern or issue. Police officers operate by way of:

- Scanning - the collection of information
- Analysis - establishing what that information tells us
- Response - What we are going to do to address the particular problem
- Assessment – Considering & Reviewing the success of our actions

Although problem-solving is a very effective method, it requires the public, businesses and organisations to work in partnership with us when addressing

particular areas.

There are several ways in which you can support our crime prevention efforts; these range from protecting your personal property both indoors and outdoors, considering your personal safety whilst going about your daily business as well as ensuring you maximise your safety whilst 'online'.

In addition to conducting site surveys and delivering presentations, the CPO leads and/or supports other RGP departments and partner agencies in various awareness campaigns throughout the year.

The Royal Gibraltar Police (RGP) is fully committed to ensuring that crime prevention remains at the forefront of our efforts to support the community that we serve. However, crime prevention needs to be a shared priority in partnership with our community and other key stakeholders. By sharing our vision and collaborating with others in reducing the opportunity for crime to occur, reducing the number of victims of crime and creating safer environments, we can aspire to make a real impact in reducing crime and make our community an even safer place.

Our Neighbourhood Policing Teams, School Liaison & Crime Prevention officers are trained in various aspects of crime prevention, designing out crime and problem-solving, supporting our Area Response Teams in the development of solutions to community concerns. Our officers are there to work with you, whether you are a member of the public, the business community or partner agency.

RGP – Crime Prevention Officer

The RGP's Crime Prevention Officer (CPO) is available to provide free advice and guidance in relation to reducing crime and the potential for crime to occur. The CPO is trained in problem-solving techniques using specific tools and frameworks with which to address community concerns. Our CPO is there to work with you, whether you are a member of the public, a business or a partner agency.

The involvement of members of the community and partner agencies in this process is extremely important for many reasons. Who better to work with us in developing and delivering solutions to local problems than the residents of a particular estate or residential area, or the businesses that operate within a neighbourhood?

As members of the local community, residents, businesses and other local organisations should be fully involved in developing a safer community in partnership with our officers. This would assist with the supply of information, identifying the causes to problems, developing and implementing realistic solutions and helping to review if they have made a difference in addressing the original concerns. By working together in this manner, we can achieve shared goals for the benefit of everyone living and working in Gibraltar.

For further information contact the CPRU on (+350) 20048039, or Email cpru@royalgib.police.gi



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Keeping it Together

17 year-old Henry Sacramento joined the

A Gibraltar Police as a Police Cadet in October

1977. It wasn't until his 18th birthday, 10 months after joining, that he became a fully fledged Police Officer.

During this time he was deployed to different departments within the force.

It was during his time as a beat officer that he experienced the Prison riots of 1979 where he was able to put his Unarmed Defence Training (UDT) into practice. He was on duty the day Prince Charles and the late Princess Diana came to Gibraltar at the start of their honeymoon in 1981.

In the same year, Henry became the Community Constable for the Glacis and Laguna area and in those days, the Community Constable had to live in the area they patrolled. When he was allocated a flat in Police Barracks in 1982, word spread fast and residents from the Glacis and Laguna community he had served, collected signatures and presented petitions to the Commissioner of Police. It was then decided that he would be the Community Constable for the Upper Town area making his presence felt within his first week by issuing a whole book of parking tickets to illegally parked vehicles especially in

the area of school point he then manned for ten years! On a very cold December night in 1982 Henry was on duty for the re-opening of the pedestrian gate at the frontier. This was an unforgettable event. Another memorable moment, quite possibly one the most trying of his career, were the Riots of July 1995. Officers worked for three days, sleeping when they could on mattresses laid on the floor of the cafeteria at New Mole House Police Station. In hindsight, Henry believes it was difficult times such as these that always united the organization.

Henry was the first FLO (Family Liaison Officer) to train with the West Yorkshire Police from the RGP in 2002. The first FLO job he was assigned was an FLO's worst nightmare, a death in custody. He worked with an investigation team from the Met Police averaging a nineteen hour day for fourteen days!

In July 2006, he was appointed as the RGP's full time welfare officer by Commissioner Wink. This was a new position and Henry knew only too well the importance of this role within the RGP especially as in 1987, his best friend and colleague, PC 44 Richard Macias, suddenly died at the age of 30 of a massive heart attack.





Throughout his career he has continually thought of ways to improve the community's relationship with the police. He joined 2 dance groups at Bayside School and even represented Gibraltar abroad. He became known amongst his rough and ready colleagues as The Dancing Policeman! He maintained this relationship with the community through his work with schools and youth clubs as well as charitable events he organized in his spare time such as keep-fit classes and more recently belly dancing classes. Instead of retiring in 2010 at the age of 50, he decided to mark the event by sky-diving where he raised over £6,000 to build a school in Gambia, a project undertaken by the Royal Gibraltar Regiment and the Royal Gibraltar Police. Henry's charitable work was credited in 2002 when he was awarded the Gibraltar

Medal for services to the RGP and the community of Gibraltar.

'On a very cold December night in 1982 Henry was on duty for the re-opening of the pedestrian gate at the frontier'

Henry has been able to demonstrate the same level of passion and dedication throughout his long service. He is the Vice President of the IPA Gibraltar section and was re-elected as Chairman of NAPWA (National Association of Police Well-Being Advisors) in the United Kingdom for three years running. He will continue to help his retired colleagues as the Chairman of ARPO (Association of Retired Police Officers). Henry retires from the

Royal Gibraltar Police on the 15th June after thirty seven years and ten months service and we wish him a long, happy and healthy retirement. He will be sorely missed.





Security Level Raised

As part of its Counter Terrorism objectives the Royal

A Gibraltar Police (RGP) has a dedicated Counter Terrorism Security Advisor (CTSA). This officer's primary role is to provide protective and Counter Terrorism security advice to support the public and private sectors in reducing vulnerabilities to terrorist threats.

CTSA's are coordinated and trained by the United Kingdom's National Counter Terrorism Security Office (NaCTSO). The CTSA identifies & assesses local critical sites that may be vulnerable to terrorist attack, devising and developing protective security plans to minimize impact to the site & the surrounding community.

CTSA's promote awareness of terrorist threats, developing positive relationships by discussion of changes in the prevailing terrorist threat and commensurate responses.

CTSA's receive comprehensive training in the following areas

- Explosives and pre-cursor chemicals
- Pathogens and Toxins
- Radiological Sources
- Site & vulnerable point surveying
- Business continuity & disaster recovery
- Information and personnel security
- Integrated security systems
- Designing-out vehicle borne terrorism and the threat from Chemical, Biological, Radiological and Nuclear (CBRN) attack.

Following the Threat Level increase in Gibraltar from Moderate to Substantial in mid-January 2015, a presentation and informative leaflet based on the theme "Staying safe from Weapons and Firearms Attack" was prepared. Once the content of this awareness initiative was approved by RGP senior management, an invitation was extended to the Gibraltar Defence Police (GDP) CTSA to participate in the delivery of these presentations across Gibraltar. As at Friday 20th February 2015, a total of 2175 persons from the Public/Private sectors, Essential Services community and Ministry of Defence (MoD) employees have attended this latest round of CTSA presentations.

The information provided is summarized below:

Stay Safe - Firearms / Weapon Attacks

Attacks involving firearms and weapons are a rare phenomenon in Gibraltar, however, given recent worldwide trends in relation to terrorist attacks in Australia, Canada, France, and more recently, Denmark, it is important to be prepared and better equipped to deal with an incident of this nature. This advice will help you plan, and in the event of an attack, consider these four actions:

1. Run

- Is there a safe route? Yes = RUN, NO = HIDE.
- INSIST that others go with you (don't let them slow you down).
- Leave your belongings behind
- Under immediate GUN FIRE – Take cover initially, but leave the area as soon as possible if it is safe to do so.
- Nearby GUN FIRE - Leave the area immediately, if it is possible and safe to do so.
- Do not congregate at normal evacuation points.
- Keep people out of public areas, such as corridors and foyers.



2. Hide

REMEMBER - out of sight does not necessarily mean out of danger, especially if you are not in 'cover from gun fire.'

Cover from Gun Fire

Cover from View

Substantial Brickwork or Concrete Internal Partition

Walls Engine blocks of motor vehicles Car Doors

Base of large live trees

Wooden Fences

Earth banks/hills/

mounds Curtains

IF YOU CAN'T ESCAPE - consider locking yourself and others in a room or cupboard. Barricade the door and then stay away from it.

'Attacks involving firearms and weapons are a rare phenomenon in Gibraltar'

If possible choose a room where escape or further movement is possible. Silence any sources of noise, such as mobile phones, as these may give away your presence.

Move away from the door and remain quiet until told otherwise by appropriate authorities or unless you need to move for safety reasons, such as a building fire.

An advertisement for MH Bland Travel Services. At the top is the logo 'MH Bland TRAVEL SERVICES' with a red circular icon. Below the logo is the text 'We understand how much you value your holiday' in a white, handwritten-style font. The background features a blue dome, a white bell tower, and a cruise ship on the water. At the bottom, contact information is provided: 'Contact us via: tel: +350 200 12750 email: travel@mhbland.com website: www.mhbtravelservices.com'. There is also a 'CruiseClub' logo and a Facebook icon with the text 'The family company you can trust.' and 'Travel experts: Cruising, Holidays, Business'.

3. Tell

If it is safe to do so, contact the POLICE immediately by dialling 199/112, and then provide information shown below:

- Is it a firearms / weapons incident?
- Exact location of the incident.
- What else are they carrying?
- Number and description of gunmen.
- Moving in any particular direction?
- Type of firearm -long-barrelled or handgun.
- Are they communicating with others?
- Number of casualties / people in the area.

The more information you can provide Police with the better, but NEVER RISK YOUR OWN SAFETY OR THAT OF OTHERS to obtain information or pass/communicate it to Police.

Use all channels of communication available to you to inform staff, visitors, neighbouring premises, etc, of the danger.

4. Follow

In the event of an attack involving firearms or weapons, an Armed Police Officer's priority is to protect and save lives.

Please remember that:

- Initially, Police may not be able to distinguish you from the gunmen/attackers.
- Officers may be armed and may point firearms at you.
- Officers may have to treat the public firmly; follow their instructions; keep hands in the air and in view at all times.
- Avoid any sudden movements towards officers, or any pointing, screaming or shouting.

Pre-Planning

- Consider the following when planning for a firearms weapons incident.
- How you would communicate with staff, visitors, neighbouring premises, etc.
- What key messages would you give to them in order to keep them safe?
- Have the ability to secure key parts of the building to hinder free movement of the gunmen.
- Think about incorporating this into your emergency planning and briefings.
- Test your plan at least annually.



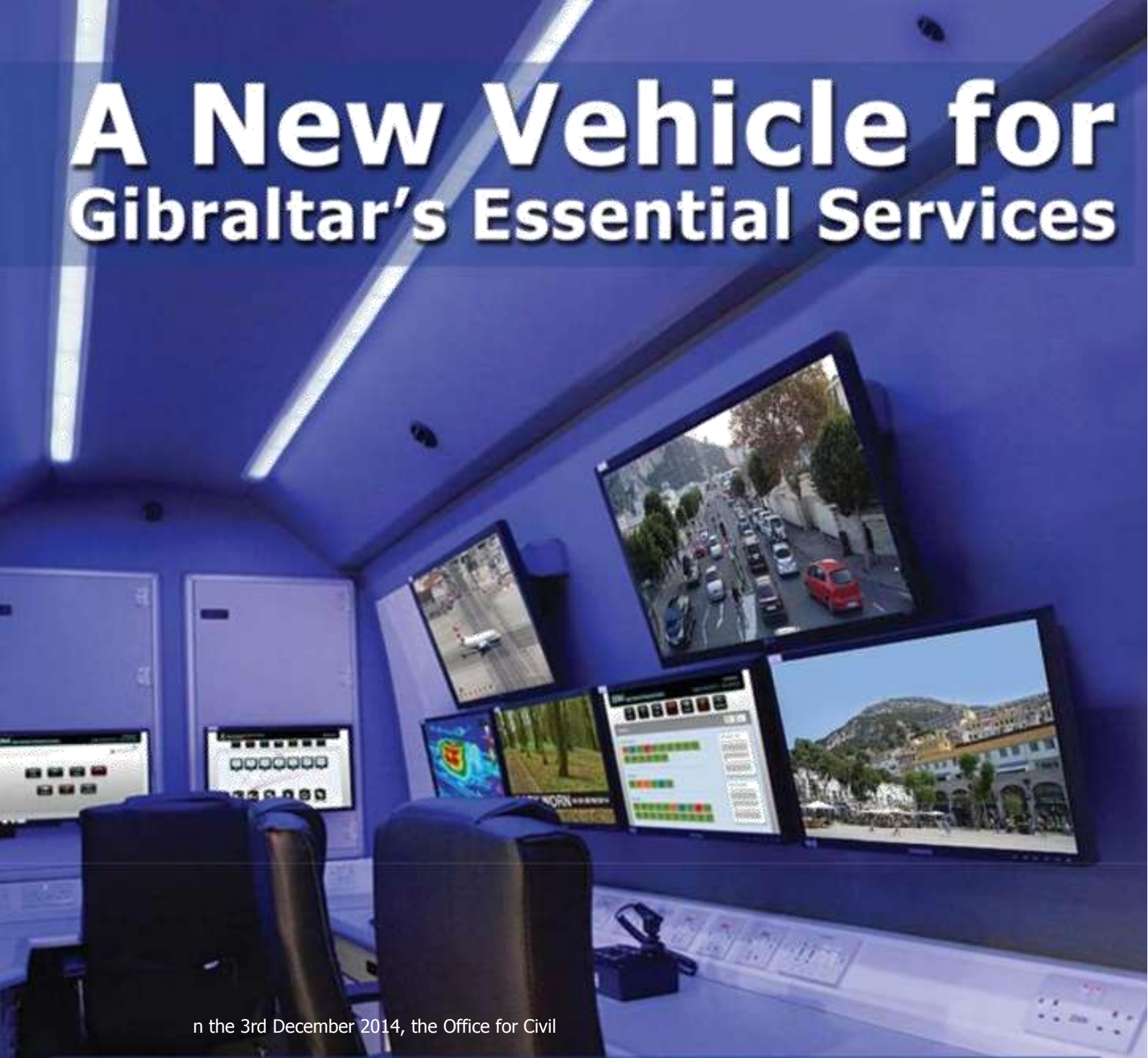
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A New Vehicle for Gibraltar's Essential Services



On the 3rd December 2014, the Office for Civil

O Contingencies, together with the Royal Gibraltar Police, Gibraltar Fire and Rescue Service and Gibraltar Ambulance Service, acquired a joint Command Support Unit (CSU). The fundamental advantage of having this invaluable, specialised custom-built unit is to ensure a functional

interoperability exists between Gibraltar's support services. The CSU will undoubtedly enhance not only the RGP's operational effectiveness and efficiency, but that of Gibraltar's essential services on the whole.

The vehicle was designed to meet the requirements set out by the essential services, who received invaluable advice from the Government of Gibraltar, ITLD and

the Gibraltar Regulatory Authority. It boasts a wide range of specialised equipment such as broadband internet over satellite, its own private GSM network that will allow continuous mobile use in the event of a network provider failure and a telescopic mast with a dual infrared CCTV camera and television feeds. Once built, it was exhibited at the Essential Services Show

in Birmingham's NEC where it fast became a focal point due to its compact design, effective internal layout and its impressive technical capabilities.

Fitted with the latest computer and radio technology, this purpose-built mobile communications resource will enable all essential services to keep track and monitor major resource intensive incidents and mass social gatherings.



Two Minute Silence



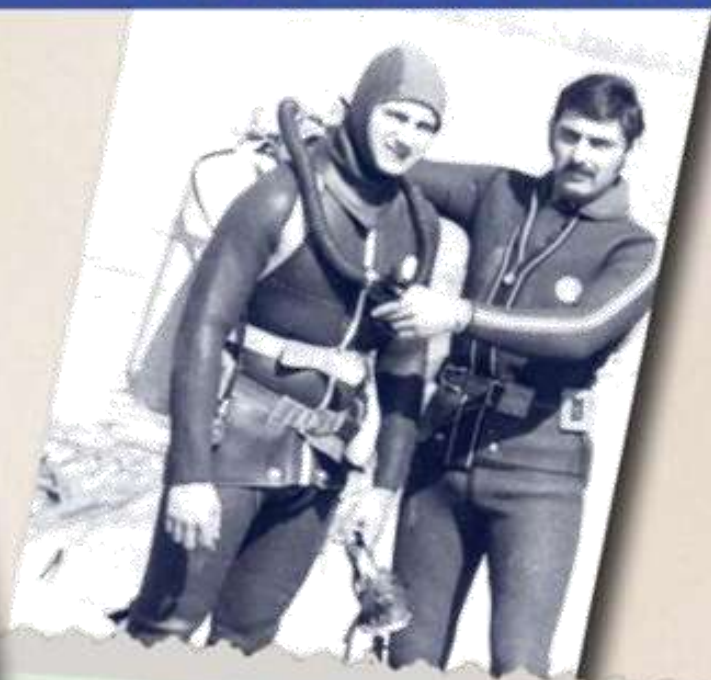
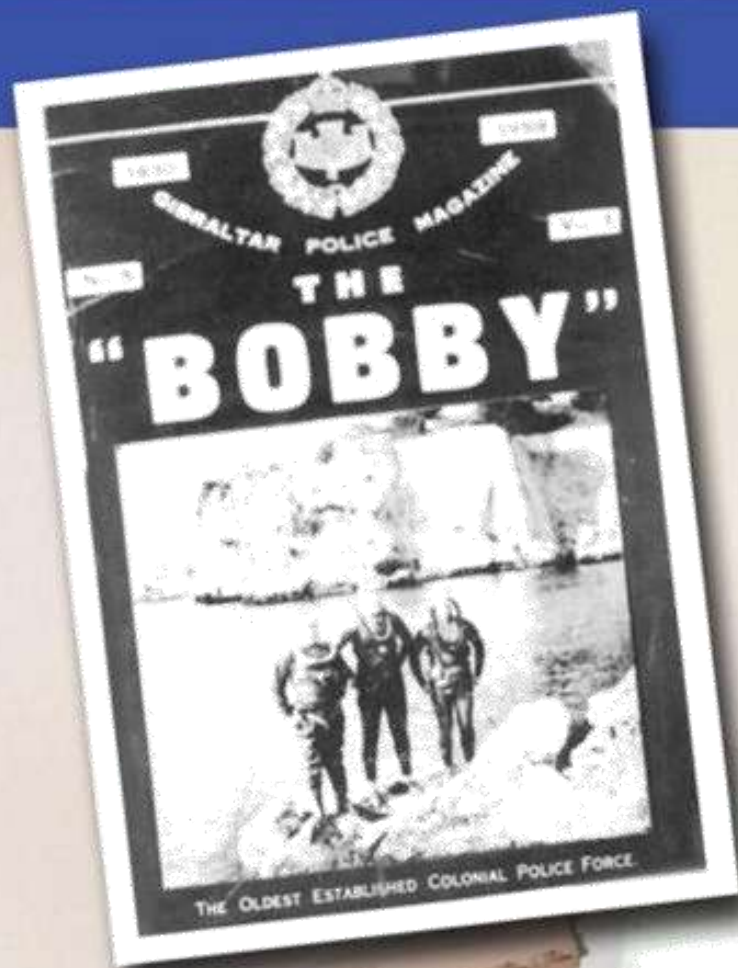
Police officers and support staff pay their respects to the two French police officers and victims of the Charlie Hebdo Terrorist Attack on the 8th January 2015

Bovis ■

Koala

Joint Venture

Blast from



the Past



Safety on Our Beaches

Gibraltar has six beaches around its shoreline. Sandy Bay, Eastern Beach, Catalan Bay, Little Bay, Camp Bay and Western Beach, which are all Policed throughout the Spring and Summer months starting in June and usually ending on National Day (unless it's a particularly hot and dry summer in which case beach duties are extended).



Officers selected to perform these duties get to pack

Officer away their work boots, trousers and helmets for the summer and can be identified wearing their black baseball caps, shorts and white polo shirts. Understandably so, considering how hot it gets in summer!

Officers Police the beaches on a "week on, week off" roster, Saturday to Friday, starting work at 11am and finishing at 9pm. Despite the attractive prospect getting a week off after a full beach duty, it also comes as an absolute necessity due to the scorching heat and long hours which would fatigue the fittest of athletes.

We caught up with PC 81 Reyes who performed these duties during summer 2014.

"Working the beaches came as a welcome break from my usual Neighbourhood Policing Unit Duties. What I expected the job to entail and what soon became a reality were two ends of the spectrum. I worked Camp and Little

Bay as well as Western Beach. I expected uneventful patrols along the beaches during which I could speak to beach goers, enjoy the weather, and, if I was lucky, sneak an ice-cream during my lunch break. I soon found myself lecturing young adults to stay out of the children's swimming pool at Camp bay, and sorting out arguments between mature citizens at loggerheads about beach umbrella's and tables."

"On the face of it these issues were quite petty and I always managed to defuse any potential situations, but dealing with these matters in the heat made the job that little bit harder. Parking and traffic issues were always on the cards and again I coped with the pressure comfortably. Western Beach usually brought complaints of parking and nuisance ball playing."

"After a long week of these duties came my week off. It usually took me two days to recover and feel fit to take on my family responsibilities. It was the constant exposure to the heat that really took it out of me."

"Policing Camp Bay on National Day was an experience I'll never forget. Everyone was on their best behaviour and in true Gibraltarian spirit, I was treated marvellously. I was welcomed by all of the beach regular's who invited me to share their barbecued pinchito's and burgers, which relieved the disappointment of having to work on such a happy occasion"

All in all I thoroughly enjoyed my stint at Beach Policing. It was of course challenging and sometimes difficult but it gave be a wealth of experience which I found extremely beneficial, particularly in developing my communication and people skills through the constant interaction with people from all walks of life. I think I managed to get that ice-cream at the end of the season, which is always pleasure"



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What is accounting fraud and how can it be prevented?



Let's put it into perspective, there are more registered

companies in Gibraltar than there are citizens. Each company must keep proper accounting records and present these to the Companies House and the Income Tax Office annually, in addition to their directors and principals. That's a lot of numbers being presented to stakeholders and interested parties.

Accounts (or financial statements) are fundamental barometers of businesses – and a traditional starting point for analyses relating to credit decisions, contract awards, and capital raising in public markets. They are the bedrock of the trust that is essential to the orderly functioning of the financial marketplace. This applies locally too. All businesses prepare accounts to be able to perform so many activities: new supplier arrangements, bank loans, demonstrating confidence to customers and to present the performance of the business.

Given the need to have positive accounts in place, the appetite and motivation to present better than actual results is often high and potentially very rewarding. This illegal activity is often referred to as accounting fraud.

Accounting fraud – which includes misleading or falsely prepared financial statements – can deceive banks, lessors, suppliers, and investors into risky or misguided decisions. Due to the use of financial statements and financial data throughout business operations, this kind

of economic crime impacts a variety of business processes.

What kinds of accounting frauds exist?

False accounting fraud happens when company assets are overstated or liabilities are understated in order to make a business appear financially stronger than it really is.

False accounting fraud involves an employee or an organisation altering, destroying or defacing any account; or presenting accounts from an individual or an organisation so they don't reflect their true value or the financial activities of that company.

Examples of false accounting fraud include:

- employees making increased expenses claims
- employees falsifying accounts in order to steal money for themselves
- employees using false accounting to cover up losses built up through poor business and trading or other fraudulent activities
- at the extreme end of the scale, the fraud may mean that a company has incurred serious financial losses and/or is trading while insolvent.



Basic ways to prevent against accounting fraud:

- check job application CVs and references thoroughly
- install a whistleblowing policy
- control access to systems using unique identification and passwords
- restrict and closely monitor access to all sensitive information
- impose clear segregation of duties
- consider job rotation on a periodic basis
- use tiered authority and signature levels for payments

- reconcile bank statements regularly and ensure these are reviewed and cleared
- audit processes and procedures from time to time
- promote a culture of fraud awareness among staff
- adopt, and rigorously implement, a zero tolerance policy towards employee fraud
- have a clear response plan in place in case fraud is discovered

As a business owner, by considering these important matters, a fraud can be prevented.

PwC helps companies by performing procedures and controls reviews which can help safeguard against fraud. PwC also helps companies by investigating and quantifying fraud as well as preparing reports which can then be used to take action against the perpetrators. For more information contact Lalit Khatwani at PwC Gibraltar.

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Once the GFA were granted full UEFA membership, **O** they were required to meet certain conditions to maintain their membership. One of these requisites was the establishing and running of a Futsal league.

My initial role was of Assistant Coach for the national team and I attended a 3-day accredited coaching course in the UK in October 2013. Shortly after this, I took on the role of GFA's Head of Operations (FUTSAL). This was more of an administrative role with my main responsibilities being the managerial aspects of the FUTSAL national team as well as the domestic leagues.

The Gibraltar Scorpions FC was founded for the 2013/14 season and has strong ties to Spanish clubs Real Betis and Recreativo de Huelva. Although the club was initially solely in the FUTSAL league, this season they have also entered an 11-a-side squad in the local 2nd division. In addition to this, the club are also working towards initiatives to attract the younger generations in the hope of raising standards and increasing opportunities offered to them.

"I was later selected as President of the club another role that although challenging I thoroughly enjoy."

My stint as team captain was unexpectedly cut short after an injury at work forced me to hang up my boots mid-way through last season. I was approached with a managerial opportunity and after a restructuring I was selected as the Club's President, a challenging but thoroughly enjoyable role.

After winning the FUTSAL league and Rock Cup, we had the privilege of representing Gibraltar at club level in the preliminary rounds of the UEFA FUTSAL Cup, the Champions League equivalent in the FUTSAL world! Despite being knocked out, we performed to a very high standard, scored plenty of goals and even drew one of our games! Being exposed to

this high calibre of football was an achievement in itself and we made sure we made the most of the experience.

We now look forward to this coming season and hope to continue to excel in the leagues we currently play in as well as branching out and establishing ourselves within the junior leagues.



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A Day in the Life of a Neighbourhood Police Officer

PC 61 Harrison

As you can see, a day in the life of a Neighbourhood

On Duty from 0700-1500 HRS

- 06.50 Hrs** - Report for duty as acting Sergeant for Neighbourhood Policing Team 2
- 07.00 Hrs** - Conduct daily briefing
- 08.15 Hrs** - Attend to fire at housing estate
- 08.55 Hrs** - Climb up wall onto Scaffolding and through window to evacuate two elderly persons out of kitchen window and guide them down to safety
- 09.15 Hrs** - Leave the area
- 09.30 Hrs** - Transport officers to Magistrates Court for remand prisoners
- 10.00 Hrs** - Attend to Devils Tower Road, as there has been a report of large concrete flower bed displaced by HGV into road
- 10.30Hrs** - Attend to a petrol station where there has been a report of vehicle left abandoned in the Jet Wash. On arrival reports of threatening words and possible DUI
- 12.30 Hrs** - Pick up keys from KGV and escort member of Social Services to address to pick up belongings for inpatient

A Police Officer is extremely varied and not what you may think it is! To a lot of people, the term "neighbourhood policing", may mean a community "bobby" that patrols the neighbourhood on foot whilst stopping to wish you a good day and tell you the time, helping elderly persons on and off buses, or to help a struggling mother of a child in a pushchair trying to navigate up the stairs with four to five bags of shopping. Well you wouldn't be far wrong but there are many other things that I would do that you would not think of.

For example, on the day in question, once I conducted the daily briefing where we go over any important information and any tasks for the day ahead, we receive a report over the radio of a house fire within Laguna Estate. Immediately I dispatched officers in the Patrol Car while I ran over. Upon arrival, we found a ground floor apartment heavily ablaze with smoke billowing up the stairwell and around the building while more officers started to arrive on the scene. We found an elderly person clambering along the scaffolding, another, clearly distressed, waving out of his 2nd-floor window pleading with us to take him and his wife

out of their flat. RGP officers worked tirelessly with the Gibraltar Fire & Rescue Service for the safe and swift evacuation of those trapped in the burning building. Some police officers, including myself had to be checked by the waiting Ambulance for smoke inhalation. A few days after the event, I went back to visit the elderly couple we had rescued. They welcomed us into their home and thanked us.

Straight after the fire and once I'd transported officers to court to deal with prisoners on remand, I made my way to a report of a plant pot which had fallen on the road from above the ceramics shop on Devils Tower Road. Once on the scene, I observed a very large concrete structure that had been nudged from the central reservation on to the westbound carriageway causing a dangerous obstruction to oncoming traffic. My initial thought was the need to prevent a collision so I parked the Patrol Car further down the road, displayed the blue lights and hazard lights and closed off the road. We liaised with the relevant departments to move the concrete flowerbed back into the middle partition of Devils Tower Road and reopened the roadway to all traffic.

After this incident, I made my way to a petrol station where we had received a report from a petrol station worker of an abandoned vehicle within the jet wash. After speaking with the staff, we learnt that the owner of the vehicle had been verbally abusive towards them and they were concerned that he may be under the influence of alcohol. Even though they did not want to take any action at the time, I found

the person washing his vehicle and approached him. We had a long chat which presented me with the perfect opportunity to carry out a sobriety test. It was deemed that he was sober and through the use of tact and good humour, I convinced him to apologise to the petrol station workers, which was accepted, and he was allowed to go about his business and leave the area.

After this, I made my way back to the office to catch up on some paperwork and grab a quick bite to eat. I then collected a colleague and a member of the Social Worker Team and conveyed them to the home of a new KGV resident so that they could collect some personal belongings to make them feel more comfortable with their stay.

Growing up I had three childhood dreams; to be a stuntman, a Policeman or a computer genius! I grew out of wanting to be a stuntman and I am no computer expert. I applied at 18 and was encouraged to see the world and get some life experience before joining. Many ask me why I joined the police. Is it for the action? The thrills? The drama? Well even though some days are surreal it is not a TV show or a film. It is not every day that I scale and climb into burning buildings but you need to be switched on for the days that you do as you may only have a few seconds to react! Four years after joining the RGP I can answer the question without hesitation, it's simply to help people. It is days like these that make me immensely proud and happy to have been able to fulfil my childhood dream.



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Marine Section



Reverend Monsignor Charles Azzopardi, blesses the latest addition to the Marine Section the Sir Adrian's John in the presence of Sir Adrian Johns, Commissioner of Police Edward Yome CPM and other invited dignitaries.



Careers Fair



The RGP once again took part in this year's Careers Fair held at the Tercentenary Hall.

undreds of secondary school students

H went along to learn about the job opportunities available in Gibraltar. The fair also provides employers with the opportunity to meet any potential future employees.

Stalls manned by representatives of each organisation provide advice and guidance to the many students who attend especially those who are unsure on the path they want to take when they finish school.

The RGP stall was set up with eye-catching photos, posters as well as a television screen with a promotional/recruitment video playing continuously. Police officers from different divisions were present to highlight the different

roles within the force and to illustrate how varied a career in the RGP can be.

The team handed out Recruitment Booklets to students who expressed an interest in the RGP as a potential future employer and it also attracted students and parents who wanted to learn more about the RGP. Information on entry requirements was given and we spoke to several students intending to study Forensics at university with the possibility of joining the RGP's CSI Unit.

A special thanks to our Careers Fair team for representing the RGP. The team consisted of Adrian Traverso, Maria Luisa Pau, PC Simon Debono, PC Daniel Rodriguez, PS Neil Zammit, PC Sharon Berini, Inspector Field, PC Sacramento & Police Trainees Castle and Olivera.

Bicycle Patrol



Attached to the Neighbourhood Policing and Traffic

A units, the RGP's Bicycle Patrol team carry out duties including dealing with anti-social behaviour and traffic enforcement.

Teams, made up of 4 officers, patrol various areas and are dispatched to jobs in order to assist the Area Response Teams. There are numerous advantages to having a cycle patrol; getting to places quicker during times of heavy traffic, being able to navigate where motorised vehicles can't, including taking short-cuts to dispatch areas, as well as being environmentally friendly.

In addition, due to the increased number of cyclists on the roads these days, the RGP also hope to police and educate this group of road users.



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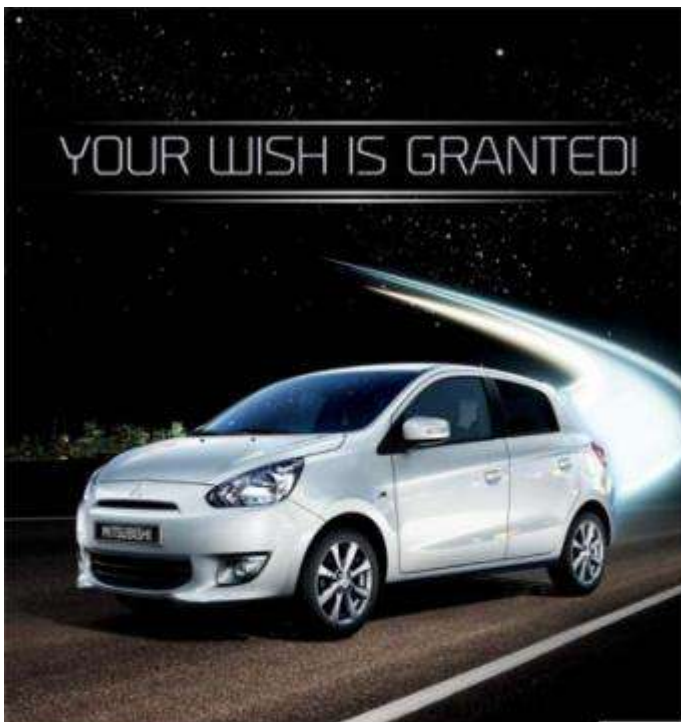
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Mr. Adrian Traverso Heading the RGP's New Corporate Development & Policy Team

counter dealing with financial transactions and now I am heading a section of the RGP!

I had been at the DSS for 18 years so the idea of a change in department was a little daunting. However, all my colleagues, police and civilian, have welcomed me with open arms which I really appreciated and will never forget.

Corporate Development & Policy will be at the forefront of steering the organisation to achieve its goals to the highest possible standard.

Even though I know many challenges lie ahead, I believe in my team and feel we will endeavour to succeed and overcome any obstacles together. My time as an ex-instructor and Corporal in the Royal Gibraltar Regiment (TA) has taught me that a leader must also value their team-mates and always be open to their ideas and views.

I was the Administrative Officer in the Accounts Section of the DSS for the last 2 years. Here, I was part of a hard working team with different tasks such as balancing the Vote Book and Cash Books as well as managing the upkeep of the building.

What knowledge and experiences do you bring to the RGP from the DSS?

I believe I have a varied wealth of experience as I have worked in several sections within the civil service. Working at a very busy public counter further enhanced my customer service skills and exposed me to lots of different, sometimes difficult, situations where my calm nature has proved invaluable.

I am now an Executive Officer which automatically means greater responsibility. Previously I was manning a public

Effectiveness, commitment and, very importantly, bonding. If a team doesn't gel, they won't do their utmost to work towards the common goal and will ultimately fail.

What direction do you think your department is going in? In what ways would you like Corporate Development and Policy to enhance the RGP?

We'll be working tirelessly to steer the organisation into performing to the best of its ability. We'll be working towards the re-accreditation of Investors in People which will provide us with the frameworks and benchmarks to achieve this.

It has been challenging as we have had many time-restrictive tasks running concurrently to the production of this magazine but at the same time, it has been exceedingly exciting! I would like to take this opportunity to thank Maria Luisa Pau, my predecessor, for the solid foundations she has built in the production of The Bobby.

Neighbourhood Policing



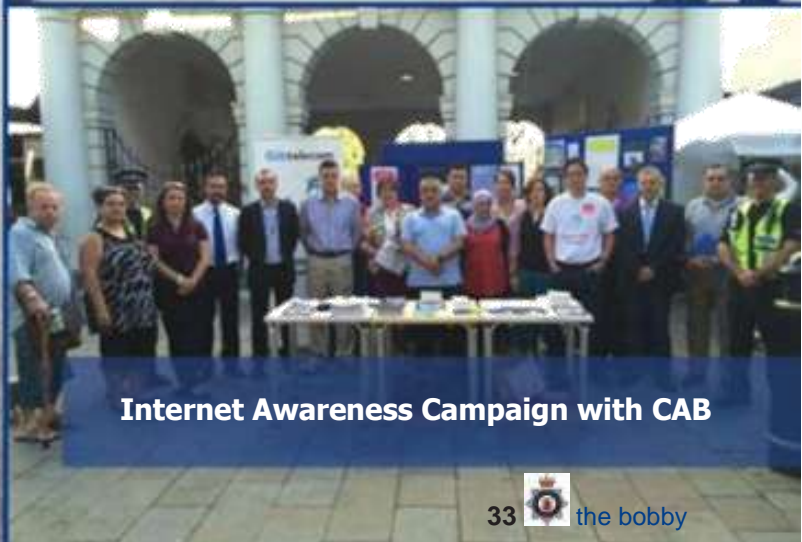
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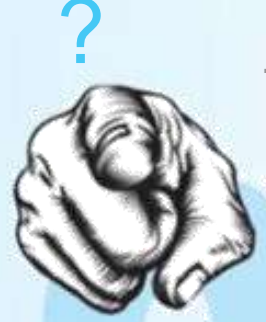


Drug Awareness Stay Clean Campaign



Internet Awareness Campaign with CAB

Quizzing



YOU

- 1 On what date was the Referendum held in 1967?
- 2 What does the acronym R.G.P. stand for?
- 3 Where in Gibraltar is this?



- 4 If you work in the K9 unit, what animal would you be working with?
- 5 Name the Royal couple that sailed away from Gibraltar on their honeymoon in 1981?
- 6 What is the name of the RGP's new flagship?

To enter our competition and be in with the chance of winning **1 pizza at Papa Luigi and 1 pizza at Mamma Mia**, please e-mail your answers numbered 1. to 6. to corpdev@royalgib.police.gi by the 30 June 2015. The lucky winner will be selected at random with their name appearing in the next issue of The Bobby.



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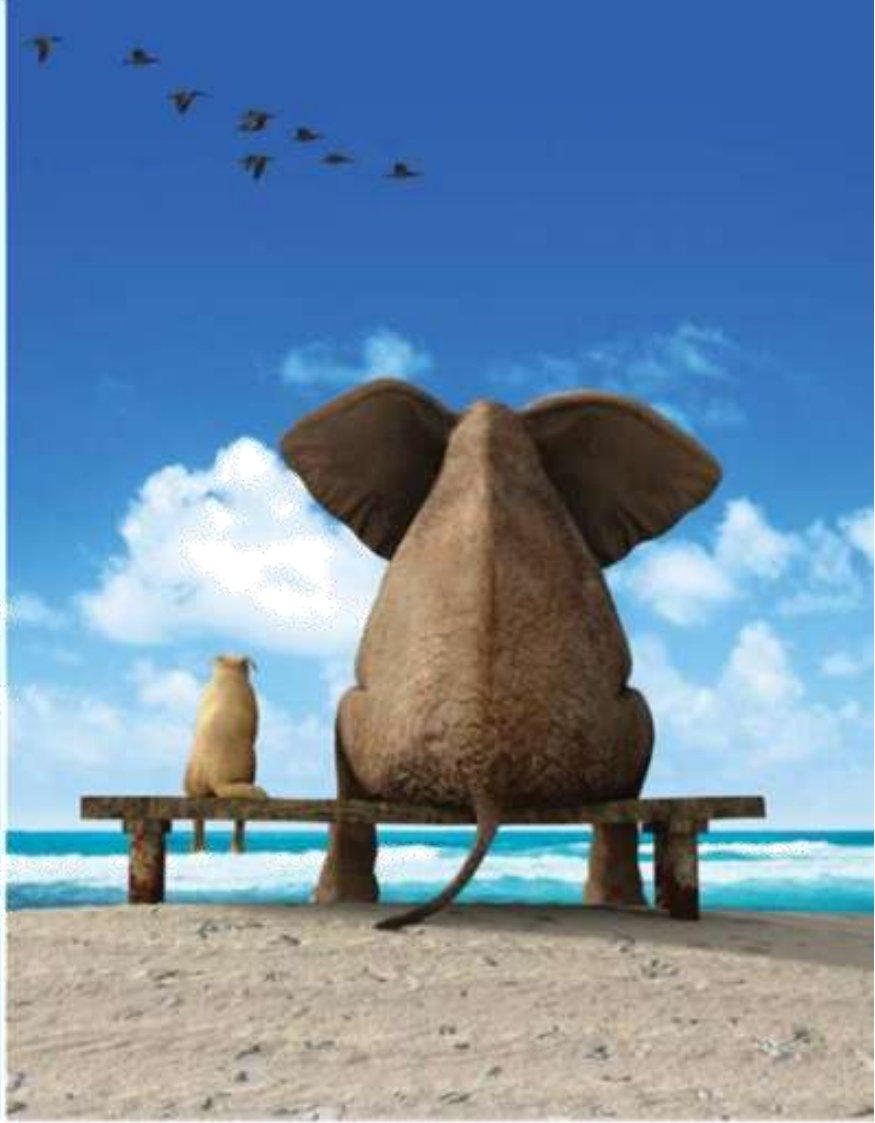
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