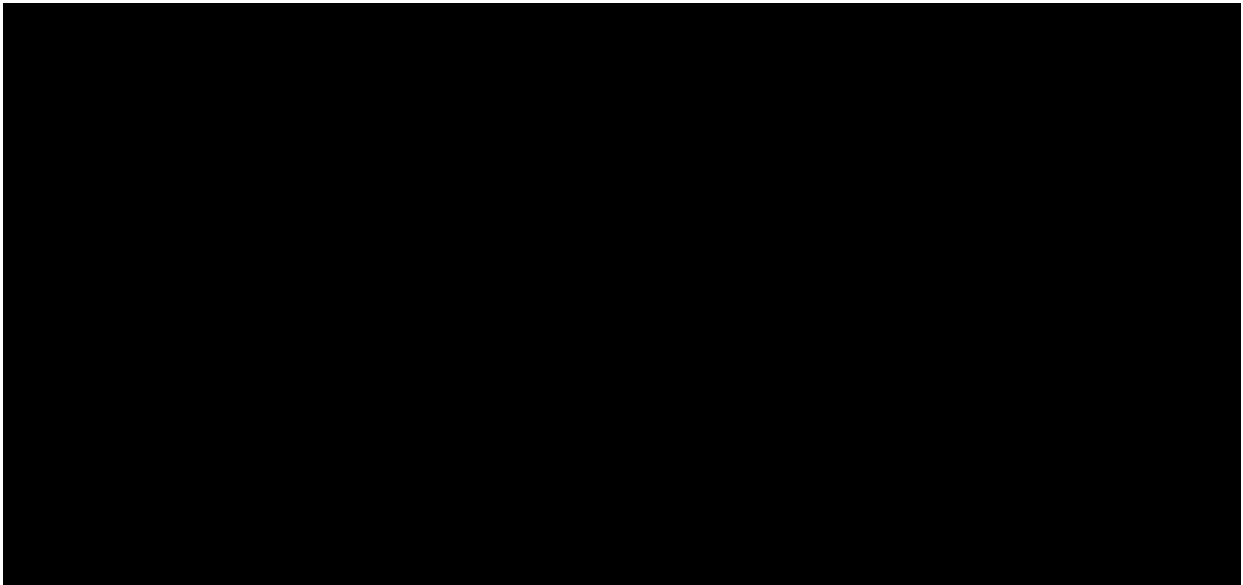


INQUIRY INTO THE RETIREMENT OF THE FORMER COMMISSIONER OF POLICE

WITNESS STATEMENT OF HENRY BAUTISTA RETIRED CHAIRMAN OF THE GIBRLATAR POLICE FEDERATION

1. My name is Henry Bautista. I was the Chairman of the Gibraltar Police Federation from 2016 -2019 ("the GPF"). I was also the Chairman of the previously named Gibraltar Police Association from 2009 onwards. I make this statement as a retired Chairman of the GPF.
2. I joined the Royal Gibraltar Police in 1984. In 1989 I left and joined the Greater Manchester Police as a Police Officer. I returned to Gibraltar in 1992 and re-joined the Royal Gibraltar Police in April 2000. I was a Constable attached to Blue Shift. In May 2005, I became Detective Constable within the Criminal Investigation Department. In 2010 I was transferred to the Gibraltar Financial Investigation Unit where I served as a Financial Intelligence Officer /Investigator for a period of 5 years. I also acted as Head of the Department for nearly a year. I spent nearly 15 years of my career in the Police in the Crime Division. In 2016, I was elected as Chairman and a full-time convenor with Anna Jones as Secretary of the Gibraltar Police Federation. We set up our proper Police Federation offices and board room at 1.12 Retrenchment Block, in Lathbury Barracks.
3. I continue to be the Internal Auditor for the European Confederation of Police (EuroCOP) elected unanimously by 25 European Countries, Police Federations.

Introduction



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16. The GPF's relationship with Mr McGrail, right from the very start was a very difficult one. In this statement I hope to convey the confrontational and aggressive manner in which Mr McGrail dealt with the GPF committee, its members and myself. He was very open in not accepting the Federation's role questioning and at times refusing to understand or engaging with us and on occasions he openly stated that he would destroy the GPF "**Al Federation me lo cargo!**". In addition to my and the GPF's direct experience of Mr McGrail's attitude we have now been provided with disclosure that shows the lengths Mr McGrail went, to curtail the independence of the GPF. At every possible juncture he would either try to undermine the GPF in the eyes of the RGP workforce or the Gibraltar Police Authority trying to strive for a worsening of conditions for the GPF and its appointed Convenors (Chairman and Secretary specifically).

17. I religiously held monthly meetings with Mr Michael Chrome, HM Government of Gibraltar's Industrial Liaison Officer (who directly reported to the Chief Minister) informing and constantly reporting to him our continuous log a heads, aggressive demeanour and threats by Mr McGrail.

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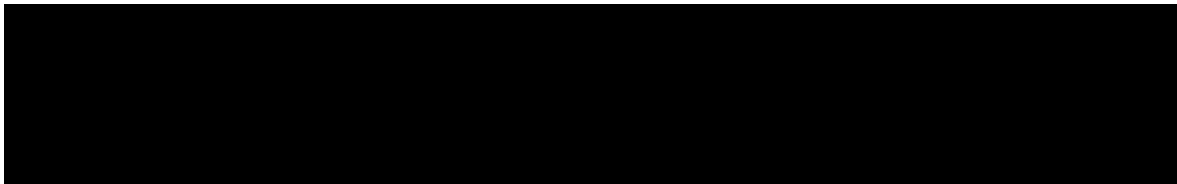


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22. We had several meetings with the Gibraltar Police Authority, to whom we also reported and complained about Mr McGrail's demeanour and failure to engage with the federation with his continued cavalier attitude and about his sometimes-aggressive comportment.
23. The GPF survey was launched in August 2018 and closed on the 24th September 2018.
24. The Federation carried out its first ever staff online-survey to give its members a voice on what issues were affecting them.
25. The survey highlighted issues of plummeting morale, high levels of bullying, officers being overworked and suffering from work related stress amongst other issues. Officers were barely consulted and forced to work with rest days constantly changed and annual leaves cancelled.
26. Mr McGrail's reply to the results of the survey, which were shared with the press was that ***"the GPF survey distorted, incomplete and wholly unbalanced picture of the reality of the RGP" and was "disappointed that the Federation had chosen to publish the survey without any consultation or input from senior management"*** as reported by GBC and other news outlets. *[GBC news article & unnamed article]*
27. Federation members were really aggrieved and enraged by Commissioner McGrail's comments to the general media and force wide. The survey, which had been completed unanimously by 189 officers (and represented over 85 percent of its members up to and including the rank of Chief Inspector) and therefore represented most of the opinion and sentiments within the Royal Gibraltar Police.
28. It was decided by the Federation committee to hand over a copy of the results to Mr McGrail but at the same time make the results public as this would highlight and bring to the attention of HM Government of Gibraltar, the Gibraltar Police Authority, and the community the pressing issues amongst the workforce as Mr McGrail and his Senior Management were ignoring, health and safety, our plights, and repeated requests.
29. Whilst the media received an infographic [pie charts etc] and a press release, the most damning of information was really the comments made within survey, which the Federation decided not to share with the general public, such as:

"The new COP doesn't give a fuck about the officers, only his own ego"



"With this COP we've gone back to the good old days of friends getting promoted and looked after, everyone else is scum and expendable."

"Modernise the Police. Try to stop the dinosaur regimented culture of SMT my way or the highway. Eradicate bullying and fight for officers' welfare, and proper work /life balance. Leadership by respect. Make SMT really care about the officers!"

"Protection of shift officers as there are members of the SMT who abuse their authority and powers."

"It would be good to see a change in the way SMT deal and treat their own people. I for one haven't had an issue in terms of respect. But seeing how fellow colleagues are treated and made to feel by certain members of SMT is shambolic and it brings down the morale of the entire shift. These things need to be addressed in future meetings."

"The problem is not the job. The style of management is the issue. Officers are treated as numbers and the organisation does not respect officer rights. SMT, say they care but they really don't. They publish and sign a pledge to the officers which they don't keep to and constantly break."

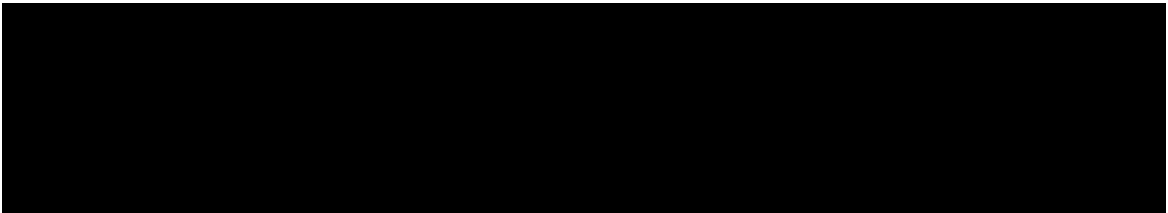
"We have an overs zealous PSD department that would rather go for its own officers over minor issues than prosecute criminals. We have an SMT department at this moment in time that doesn't practise what it preaches which leaves the lower ranks with a low moral issue."

"There is no support from SMT, they are more likely to cut the legs from under you than give you a good leg to stand on."

"Not too positive the above answers, eh?! Well according to SMT everything is ok... this is like alcoholism, unless you admit to it, it doesn't exist."

"Hope?! Not really, in a small place like Gib who he going to replace the establishment, their minions?!"

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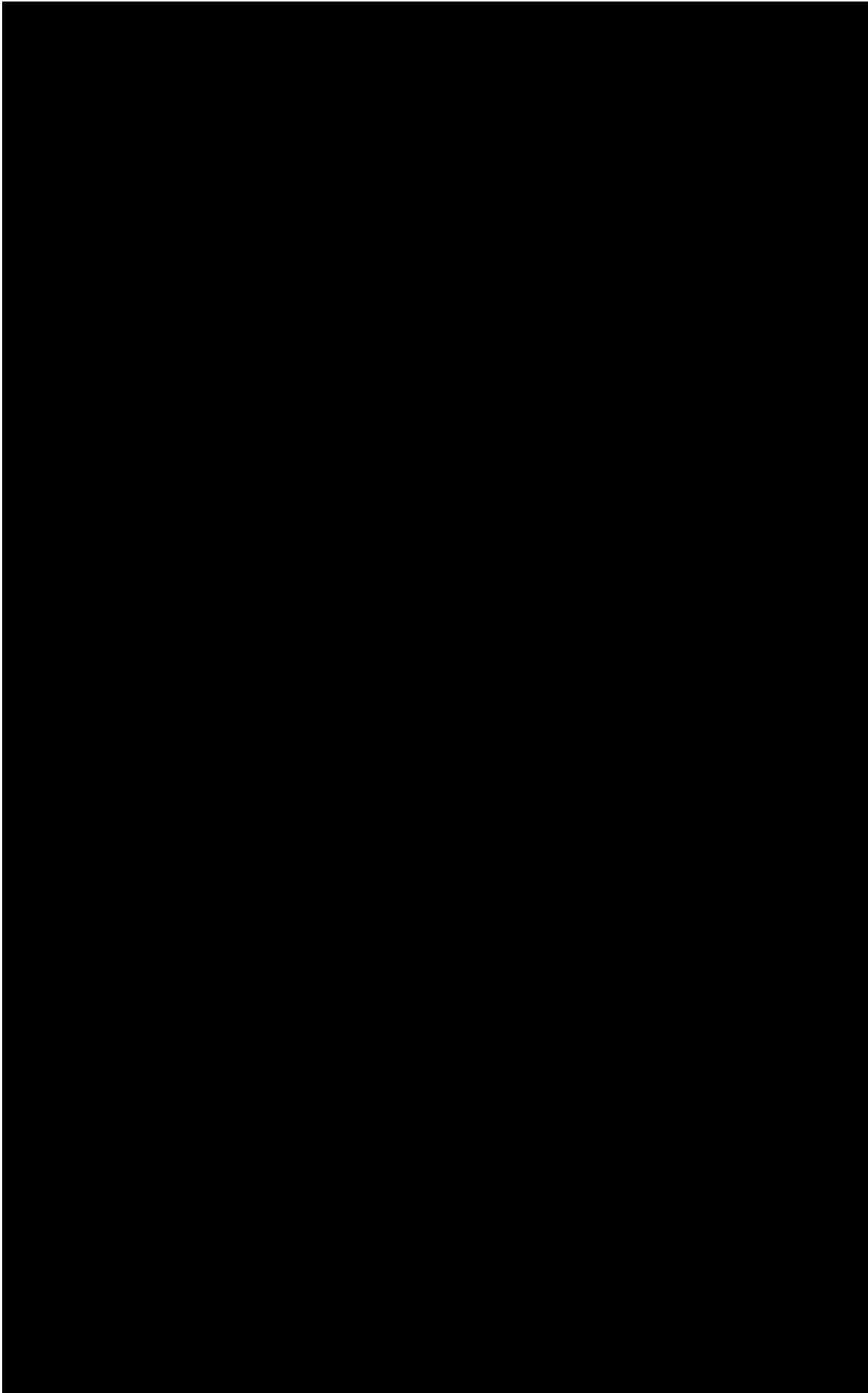
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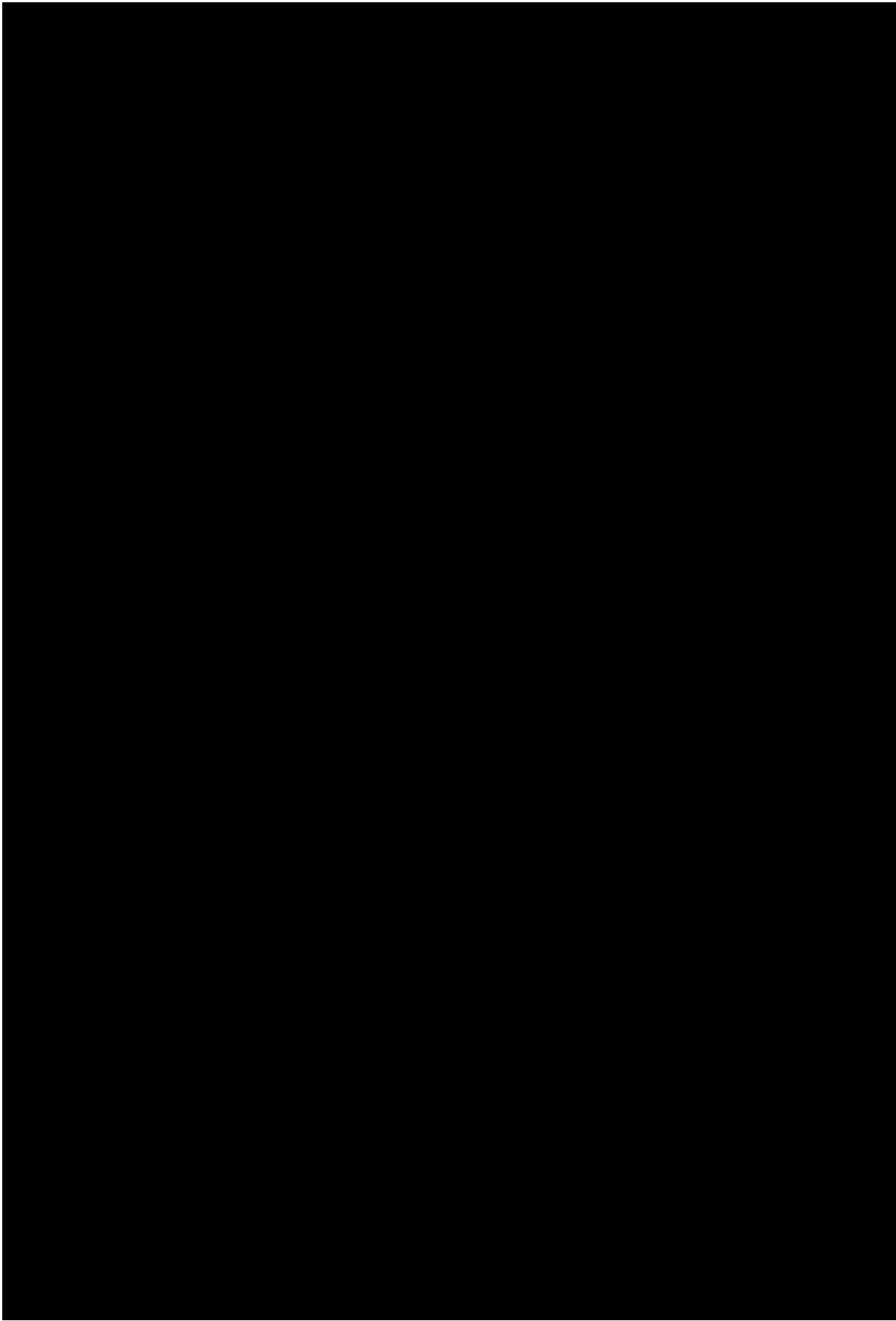
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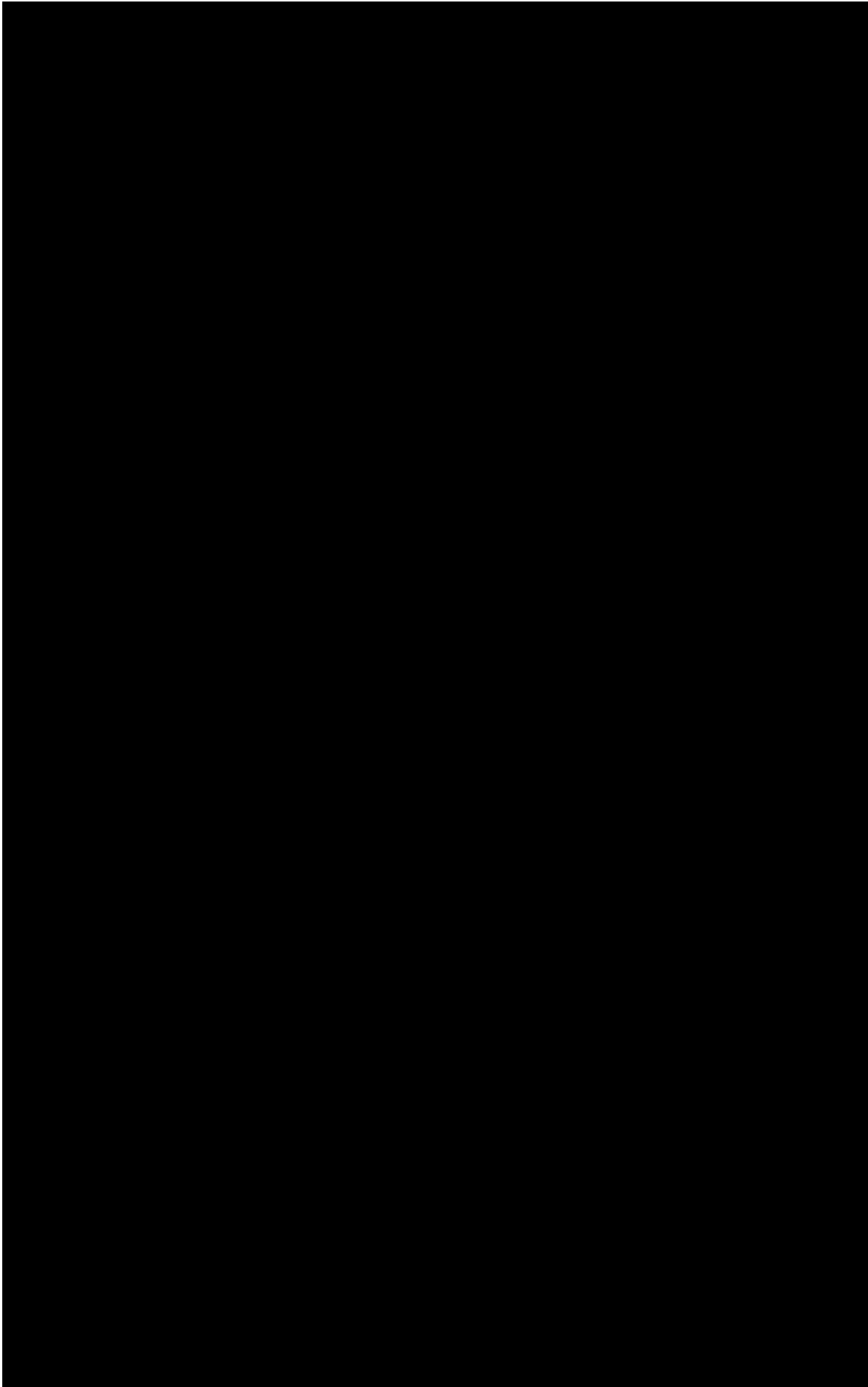
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I believe that the facts stated in this witness statement are true. I understand that proceedings for contempt of court may be brought against anyone who makes, or causes to be made, a false statement in a document verified by a statement of truth without an honest belief in its truth.

Signed..... **Personal Data**

Henry J Bautista
9 March 2023