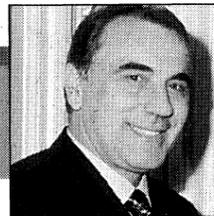




Pitsea adopt a lady - P3



All set for new area - Centre



Official visit by Ambassador - P9

PM's praise for job well done

THE successful conclusion to the hi-jacking of an Ariana Afghan Airlines Boeing 727 at Stansted Airport in February has brought widespread praise for Essex Police, including a letter from Prime Minister Tony Blair.

In his message to Chief Constable David Stevens, Mr Blair said: "Now that a number of individuals have been charged, I wanted to

thank you and all your officers for your superb handling of the Ariana hijack.

"I am well aware that an incident involving armed and desperate people has the potential to end in tragedy.

Professional

"That this did not is a testament to the calm, professional approach of you and your officers.

"I am also very grateful for the speedy and efficient manner in which you dealt with all those on the aircraft once the hijack was over.

"Please pass on my thanks to all those involved. Well done!"

● A full report on the hijack drama and its peaceful ending appears on page 5.



● Safe and sound - the Ariana Afghan Airlines Boeing 727 pictured after the hi-jack. Photo courtesy Essex Chronicle.



● Got you - Morse tracks Jackie Beard through Chelmsford, to the delight of handler Pc Terry Smith.

Morse tracks dream charity

A SPONSORED trail by bloodhound Morse, a quiz night and an auction were all activities organised by police and civilian staff at Brentwood to raise money for the charity Dial a Dream.

The charity supports seriously ill children and helps them realise their dream.

They will be helping to send a Brentwood based Pc and his family on holiday to Florida later in the year.

Their nine-year-old son is currently undergoing chemotherapy at Great Ormond Street Hospital.

The quiz night was organised by Pcs Jo Bryne and Cheryl Sidaway and the auction included meals at local restaurants, a Tiffany style lamp and a signed photo of the West Ham football team.

'Misper'

The sponsored trail was organised by SOA Jill Wilson and Morse had to track a "misper" through one and half miles of Chelmsford's residential streets, Central Park and through the high street.

The track had been laid a week previously by Jackie Beard, a friend of Jill.

Morse completed his task quite effortlessly unlike handler Pc Terry Smith who was a little out of breath but he was delighted with Morse's success.

Pc Malcolm Fish who is

responsible for the bloodhound project said: "I'm still amazed, even after two years, by their ability to track through busy town centres, full of people and locate the right person."

It is anticipated that over £3,500 will have been raised for the charity and thanks to all who have contributed.

Finally, Jill Wilson would like to hear from anyone who would like to bid for 21kgs of dog food, kindly donated by the suppliers but taking up room at the station.

A NEW agency has been appointed to handle the sale of display advertisements and leaflets for The Law.

From the April issue, this service will be provided by United Press, of Burnley, Lancashire, which also sells

Arrest referral workers to be recruited CUTTING DRUGS CRIME

RECRUITMENT for a new scheme to cut drug-related crime across Essex begins this month.

The Arrest Referral Scheme is being introduced over the next few months, as part of the National Drugs Strategy which aims to reduce drug-related harm.

by Ruth Collin

The strategy includes two objectives which it is hoped will be addressed by the Arrest Referral Scheme.

Firstly, to reduce levels of repeat offending amongst drug misusing offenders and secondly to enable people with drug problems to overcome them and live healthy and crime-free lives.

To meet these objectives, all police forces, together with their partners in health and social welfare organisations are to implement their own Arrest Referral Scheme.

Through the Essex Drug Action Team, Essex Police have worked closely with Essex Probation Service,

● Continued on page 3

How to advertise in *The Law*

Advertisements for newspapers published by three other police forces - Avon and Somerset, Lancashire and Leicestershire.

Businesses interested in promoting themselves to *The Law's* readership of 33,000

per issue - a market of police officers, civilian staff, pensioners and Neighbourhood Watch members - can arrange an advertisement by telephoning United Press at 01282 459533 (fax 01282 412679).

Advertisements from police employees which qualify for the free Market Place classified section should continue to be sent to the editor of *The Law* at the Essex Police Press Office, using the form which is published in each issue.

Milestones since Macpherson

THE Police Federation has been pursuing a positive agenda for change to try and ensure that the principles of fairness, equality and diversity embrace all that we do and all that we deliver to the public.

Over the past 12 months, the Police Federation has:

- Supported the findings of the Macpherson Report.

- Addressed attitudes and culture within the police service by launching a high-profile anti-stereotyping poster campaign, which makes individual officers examine their own unwitting prejudices and "passive racism".

(Unwitting discrimination was the significant re-definition of institutional racism, identified in the Macpherson Report).

- Produced a "Fighting for Fairness" video, which accompanies the posters.

The video tells the background story of the campaign and has been distributed to every Force. Nearly 500 copies are in circulation in the U.K.

It proved so popular that an additional 200 have been

bought by Forces.

- Organised two national meetings, in London and Manchester, to raise awareness of the Federation's Fairness, Equality and Diversity Campaign and engage the views of officers from a variety of minority backgrounds.

- Given a presentation at a "Dismantling Barriers" conference in Southampton, called by the Home Secretary.

- Devoted a whole day, of its three-day annual conference, to fairness, equality and diversity issues.

Speakers included DAC John Grieve of the Met's Racial and Violent Crime Task Force and representatives from the Black Police Association.

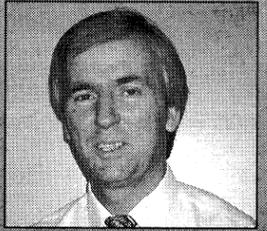
A lunch time fringe meeting, to discuss equality within the service, was sold out and attracted more than 800 police officers.

- Attended the 1999 British Diversity Awards, where the Police Federation was a finalist in a category which reflected commitment to addressing discrimination in the workplace.

- Attended and supported the official launch and inaugural conference of the National Black Police Association in Birmingham.

Federation Newline

by Terry Spelman



- Regularly attended ACPO's Race and Equality Working Group, to pursue community and race relations policies throughout the police service.

- Devoted two of its monthly *POLICE* magazines to race and community relations and policing without prejudice.

- Set in train work which will result in regular regional and national meetings with minority groups, including the Black Police Association.

- Agreed to begin monitoring the numbers of black and Asian Police Federation representatives and highlight their work in the *POLICE* magazine.

- Begun work on a diversity presentation, with video support, for its annual Conference 2000.

The Police Federation recognises that, as the daily custodians of fairness and justice, police officers'

actions must be beyond reproach in the service they provide to the public and their treatment of each other.

The service has come a long way since Macpherson but knows there is further to go, with more mountains to climb.

Open meeting date

AS you know, the Federation Open Meeting which was booked for February 7, 2000 had to be cancelled due to a "minor" incident at Stansted.

We thought it was a bit much for the Chief Constable to organise a hi-jacking just so he didn't have to answer your questions!

But he's not getting away with it that easily.

The date for your diary is Monday, April 10, at 7 p.m. in

the Assembly Hall, Police Headquarters.

Please try to attend. It will be a scaled down version of our original meeting but we do need your attendance to make it a success.

I'm sorry for the inconvenience this may have caused but, all joking aside, we do know the work that you all did on the hi-jack and credit to you all for a job well done.

Financial services

THE surgeries held in the Federation Office still continue to be very popular.

Due to demand, we are still holding them every month and the dates for the rest of this year are:

March 24; April 12; May 26; June 23; July 28;

August 25; September 29; October 27; November 24; December 15.

There is no pressure or hard sell. If you think it would be beneficial, ring extension 54560 for an appointment.

Farewell to Marilyn

FINALLY, a sad farewell to Marilyn Carr, who is retiring at the end of March.

She has been with us for the last seven years and is the person you have dealt with on sales of memorabilia, legal expenses insurance and, more recently, the run-

ning of the travel insurance on my behalf.

We wish her and Graham a long and very happy retirement.

A lady by the name of Jackie Card will be taking over from Marilyn and we wish her well.

PSRCP contract signed

THE long-awaited multi-million pound contract to provide the next generation of police radios has finally been signed.

Speed, improved security and data transmission are just some of the benefits of the new national digital radio communications contract between BT and the Police Information and Technology Organisation (PITO).

Announcing the details, Home Secretary Jack Straw said: "No-one doubts how essential good communications are to the police and other emergency services. However, at present, despite the advance of mobile communications, no police force has a digital system and each

force has developed its own separate frontline radio system."

The Public Safety Radio Communications Project (PSRCP) will provide all forces, including Essex, with a national, digital mobile radio communications service, he said.

Access

"Criminal intelligence, which was traditionally only available back at the station, will in future be obtained on patrol, giving officers immediate access to photographs, maps and car registrations, saving valuable time for frontline policing activity," said Mr Straw.

The project will cost £2.5 billion in total and is due to

Credit Union extends into Essex Force

THE Essex Police Federation Joint Branch Board have, for some time, been looking at the formation of a credit union for the Force.

CopperPot Credit Union, which is based at Leicester Police Headquarters, has offered to extend this facility to all staff in Essex.

The Joint Branch Board support CopperPot in its endeavours to bring credit union services to police, support staff and pensioners.

CopperPot is a financial co-operative asking its members to save a minimum of £10, direct from salary, each pay day.

This creates a communal 'pot' of money, which can then be loaned to members of the credit union.

Loans are set up with no administration fee, no redemption fee, free life cover and charged at 12.68 per cent APR, with car loans at 9.9 per cent.

A £1,000 loan is available on joining; thereafter the level of savings can dictate the level of loans, i.e. savings x 4 = loan.

A dividend is paid to savers each year and, in recent times, this has been 5 per cent and 6 per cent and is dependant upon successful trading during each financial year and the ability to keep down running expenses.

CopperPot is a company in its own right and is owned and run by its members, being managed by a Board of Directors, with internal audits the responsibility of a supervisory committee, all of whom are volunteers and all of whom are democratically elected from within the membership at an annual meeting.

There are currently three full time members of staff who carry out the day to day administration of the credit union.

In about the third week of March, you should be able to obtain a joining application form from your local Federation Rep or Divisional Admin. Manager.

We will hold some copies in the Federation Office. To obtain one, please call extension 54555 or, if you have any questions, ring CopperPot direct on 0116 272 7878.

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Typical example: Mortgage £60,000, interest only, property value £100,000, term 25 years. Gross monthly repayments: 36 x £249.50 at 4.99% (APR 6.2%), representing a 2% discount from the lender's normal base variable mortgage rate for the first 3 years of the loan, followed by 264 gross monthly repayments of £349.50 at the lender's normal base variable mortgage rate, currently 6.99% (APR 7.2%). In practice, the lender's normal base variable rate and APR might differ from that assumed. Total amount payable £162,137.00 calculated to include a lender's arrangement fee of £295, a mortgage discharge fee of £125, a telegraphic transfer fee of £20, assumed legal fees of £148 and an application fee of £299 (including valuation and funds reservation). A cashback equivalent to 2% of the base loan amount will be sent by the lender direct to the applicants after receipt of the first monthly payment. Written quotations available upon request. Credit broker fees of up to 1% of the amount borrowed may be charged. Insurance may be required. No provision for early repayment fees has been made. Full or partial redemption will result in a charge as follows: years one and two, 6% of loan, years three and four, 5% of loan, year five, 4% of loan. One month's interest or notice thereafter. The total amount payable excludes any endowment policy, life assurance or buildings insurance premiums. Loans subject to status, type and value of property. Mortgage secured on property. Where loan exceeds 90% of the lower of the purchase price or valuation of the property an Additional Mortgage Security Fee will be required by the lender. Rates correct at 30/11/99. Limited funds available. **YOUR HOME IS AT RISK IF YOU DO NOT KEEP UP REPAYMENTS ON A MORTGAGE OR OTHER LOAN SECURED ON IT.**

Website worth a visit

A NEW website detailing the work of the Professional Standards Department is now available on the Essex Police intranet.

The site includes information about the most frequently asked questions together with the excellent "links" section which allows easy access to the relevant force policy.

There is also a contact section, which allows for comments etc to be passed directly to the staff within the department.

All staff are being encouraged to visit this site, as there is something there for everyone.

If anyone has any suggestions for other items to have included in the future they should contact PSD.

The aim is to provide staff with easy access to the right information to prevent problems from occurring.

The Head of PSD, Superintendent Sue Harrison said: "I hope this new site will take some of the mystery away from the work of the Professional Standards Department and give officers easy access to the advice and information we can offer."

Offbeat

A SPOOF memo attached to the inside of a toilet cubicle door at Rayleigh Police Station, advised occupants that, in order to "utilise every opportunity for staff effectiveness", a telephone had been installed, "in order that staff using the facilities and effectively in 'down time' can still contribute positively to organisational efficiency".

A phone had been placed on the cistern, next to a message pad! There is no record of how many calls were answered during the alleged two-week trial period.

Essex gaining more officers

by Ruth Collin

ESSEX Police is to gain an additional 23 officers during the next financial year, as its share of the Government's Crime Fighting Fund.

There has also been provisional notification of funding for an increase of 40 Essex officers during each of the following two years, making an increase of 103 in total.

The allocation to Essex of £747,500 for the first year covers the cost of employing the extra constables and their training.

The Crime Fighting Fund is geared to finance an additional 5,000 police officers in England and Wales during the next three years.

The funding to Essex Police is conditional upon it continuing to deliver two per cent efficiency gains per year, meeting targets for reductions in crime and officers' sickness absence and meeting ethnic minority recruitment targets.

Philip Onions, Assistant Chief Officer at Essex Police, said: "The additional officers will make a valuable contribution to the county's front line policing capability."

The increase will bring an extra two officers to seven divisions - Braintree, Chelmsford, Colchester, Harlow, Rayleigh, Southend and Tendring.

Basildon will benefit by an additional six officers, in recognition of its current shortfall, and Thurrock will gain three, to compensate for the knock-on effect of reductions in establishment at Port of Tilbury Police.

Essex Police intends to recruit another 200 officers during the 12 months from April, under a separate programme agreed before the Government announcement. Recruitment advertisements are being placed in the local media. A special Essex Police telephone line is available for recruitment inquiries - 01245 452277.



● Pitsea Beat Team C shift with Lady Jayne and daughter Solitaire at the Essex Horse and Pony Protection Society sanctuary at Wat Tyler Park.

Pitsea adopt a lady

KIND hearted police officers based at Pitsea have clubbed together to adopt a rescued Shire horse, named Lady Jayne, from the Essex Horse and Pony Protection Society (EHPPS) based at Wat Tyler park in the town.

The Society runs a 24-hour emergency call out and will turn out to help any horse in need.

Essex Police call upon their services several times a week to help with horses on the highway.

The dedicated volunteers spend day or night to help police catch and load up the often uncooperative and usually ungrateful animals.

Essex Police do not pay anything towards their costs and they provide this service purely for the welfare of the animals. Animals who are not reclaimed by their owners remain at the sanctuary.

Sanctuary

Pc Belinda Chapman, a former mounted section officer, is the organiser of Lady Jayne's adoption by Pitsea Beat Team C shift.

She said: "Lady Jayne has lived at the sanctuary with her daughter, Solitaire, for the last 10 years but both horses had been badly neglected and ill treated by previous owners.

"The EHPPS work very hard but it costs a tremendous amount of money and when I spoke to other people at Pitsea about adopting a horse everyone was very keen."

Pc Chapman's next quest is to help the PDSA fund a new hospital in Pitsea: "To help those people in the community who struggle to pay for their pet's veterinary bills.

"To many lonely people their animal is the only friendly face they see," she said.

Anyone interested in adopting or wanting to help can contact Belinda at Pitsea.

Team to tackle drug-related crime

● Continued from page 1 North and South Essex Health Authorities, Essex Social Services and Southend and Thurrock Unitary Authorities to formulate a scheme to meet the needs of the county.

To start with we are looking to recruit six full-time Arrest Referral Workers covering the whole county and working from the major police station custody suites.

However, the overall scheme will ultimately have funding for the equivalent of seven workers, one of which

will be funded by Essex Probation Service to operate the scheme through the courts.

The workers, who will be experienced in substance misuse, will be employed by the Health Authorities and attached to local drug teams.

Working within the confidence of anyone arrested for any offence, the new workers' role will be to identify those who also happen to be illicit drug users.

Assessments will be made through voluntary and confidential face-to-face conversa-

tions while in police custody.

Those identified will have the opportunity to be referred for treatment in their home area on a voluntary basis.

To start with the workers will be based at a major police custody suite covering the following areas: 1) Southend and Rayleigh; 2) Basildon; 3) Thurrock; 4) Harlow and Stansted; 5) Chelmsford and Braintree; 6) Colchester and Tendring.

The scheme will be closely monitored by the Drugs Action Team to ensure that the demand in all these areas

is being met. We will also monitor the extent to which Arrest Referral Workers make effective contacts and referrals, as well as the extent to which those referred take up, complete treatment and eventually stop offending.

This monitoring will enable us to identify where the scheme may need improving, adjusting or expanding.

Essex Police has already been awarded £212,000 by the Home Office to meet some of the costs of the first year of implementation. A similar

grant will be awarded next year (2001/2002).

Essex Probation Service will be providing £34,091 towards the scheme. The remaining costs, estimated at approximately £119,350, will be met by Essex Police, as approved by the Essex Police Authority.

The Home Office has also contributed £78,268 a year to assist the Health Authorities to provide treatment under the scheme.

Adverts have been placed in the national press to recruit the new workers.

Superintendent Patrick Rice, Head of Community Safety said: "While it is difficult to quantify the exact amount of drug-related crime, we estimate that there is a potential for each of our Arrest Referral Workers to see around 300 people a year.

"While the scheme is new to Essex, the indications elsewhere are that if it is successful, it would not only help drug users overcome their problems, but also protect the public from the crimes that drug users may otherwise have committed."

For display advertising in The Law contact United Press on 01282 459533

Law letters

Send your letters to:
The Law, Press Office,
Police Headquarters,
PO Box 2, Chelmsford,
Essex CM2 6DA

Why try to re-invent the wheel?

OVER the past few years Essex Police has reinvented the wheel on numerous occasions.

The reasons given are often management systems, political correctness, changing titles, stress, cost etc.

Never, it seems, anything to do with a better service to the public.

Just before Christmas I was unfortunate to have the secure flap on the petrol tank of my car broken open and half a tank of petrol siphoned out - albeit most of it was on the ground - while the car was parked in the Stag car park at Marden Ash.

Like the good citizen that I

am I reported the damage and theft to Ongar police station.

Brief details were taken by a civilian clerk (sorry, in today's world he must have a more exotic title than that) on a scrap of paper. What ever happened to crime reports?

The following day I received a telephone call from Harlow crime team.

The young lady asked for my date of birth and post code, nothing more.

Was she a civilian employee, police officer, detective maybe? No one will ever know.

What she did say was that if I wished to see a policeman

I should have asked when I reported the crime.

In my day my officers would have gone to see the person without being asked. OK it may not solve the crime but it would have made me feel that someone cared.

The head of CID in the December issue of *The Law* said that the changes had moved the "investigation of crime from the old fragmented ways towards policies and procedures which will position the force strongly in the future". What on earth does that mean?

After Christmas I received a letter on Harlow division paper, but the envelope was

postmarked Rayleigh, suggesting a good pre-printed letter from some well disguised office.

It got my name and post code wrong to start with. The letter informed me that a named officer at Harlow would "as far as practical" make inquiries. What inquiries? Does the officer even know where Marden Ash is?

I also received a quality 19 page booklet telling me all about victims of crime. It reads like a set of do-it-yourself instructions when you buy a new television, but certainly not anything of what the police are doing for me.

Surely the money is better used operationally!

Who is operational now? Reading *The Law* it would seem not very many.

With so many management groups, strategy teams, community teams, crime teams, committees for everything and discussion groups, is there anyone left?

I understand that a new wheel is in the process of being invented. Does it have more spokes or less?

It will no doubt save money, but will it help the poor public of Essex? I doubt it.

Ex Chief Insp Allan Collins, Ongar

You cannot turn the clock back

PLEASE can we talk about something else in your paper other than how great the 'good old days' were and how today's police officers are invisible, self-seeking whingers.

I have 12 years in the job and have served in four divisions in two forces.

I have found the mix of people to be similar wherever I have worked.

The majority are hard-working, committed, professional people.

There are the self-seeking, throw-teddy-in-the-corner types - but everyone knows who they are and I think they suffer for it.

Minority

Unfortunately, the job has its hands tied, but these people are the minority.

Ex-Chief John Alderson wrote a book called "The Police We Deserve". It basically says that we reflect our society.

Our society places ever increasing demands on us, and expects more and more from us for less reward. People who are retiring now should thank their lucky stars that they got to the money before the taxman!

For the record, I have spent 12 years in core policing, working shifts. I note that some of your other recent contributors have neglected to mention how they spent their service.

The media in particular

and recent legislation, including the bombshell of the Human Rights Act, makes us all walk on eggshells.

Dixon

The job is hard enough as it is, without recently departed colleagues putting the boot in on the way to the bank.

Oh, and before I go, while I have nothing but admiration and respect for the 'old

school' (in my own family there were police officers dating back to the 1930s), to those who would have us plodding about like Dixon of Dock Green, I would say that his first screen appearance was in 1949 in "The Blue Lamp".

An hour into the picture he was walking the beat alone and was shot dead by Dirk Bogarde!

Andy Fitch Colchester

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Not the first to have blue cars

AS a Met officer serving at Chigwell, we now receive *The Law* in the run-up to the handover.

I was interested to read the review of the year in January's edition, in particular the item about the new blue Essex Police car.

I refer to the comment that this is probably the first blue police car in the country.

I joined the Met in 1972 and at that time our "high performance" vehicles were Triumph 2.5PI saloons for inner London and Rover 3500 P6 saloons for outer.

While the traffic fleet was white with a single blue light, all area cars were in fact dark blue, as were the station vans.

Panda cars of course were light blue with white doors, as was common all over the country at the time.

This continued until the early 80s and the first of our SD1 Rovers came out in blue livery.

It was when Sir David McNee came down from Glasgow that he gave us all white vehicles and traffic cars were given two blue lights and boot spoilers police sign to differentiate from the area cars which still had one.

Pc Paul Gray Chigwell

PS I am one of those staying at Chigwell for a year to help you settle in!

What, no phone?

HAVING read about the opening of the new Great Horkelesley community team base, I thought you might be interested in a letter I found when as a cadet I was helping to clear old files from Information Room.

The letter is dated April 17, 1930 from my grandfather who, as Clerk to the Parish Council, asked for a phone at the Sergeant's house at Great Horkelesley.

This request was put before the Chief Constable's Committee and was refused!

I wonder how many phones, radios, computers and other methods of instant communication are now installed at Great Horkelesley?

Chris Sturgeon, Suffolk

A dangerous job we have to do

I READ with interest the comments of De Neil Evans (*The Law*, February). I would presume that the Chief Constable is responsible if a firearm is authorised and used on site. A police officer and his family must realise it is a dangerous job, which pays fairly good money. We have seen the difficult conditions faced by RUC officers!

I feel sorry that the AFOs feel like this (or some of them). I know ex-police officers who joined for the glamour of dog handling, diving and firearms training and, of course, specialist driving!

We now live in a dangerous country, let's hope Neil Evans will get some satisfaction and recognition.

R A White, Broomfield



Safe and sound

Glowing praise for our efforts

THERE was glowing praise for the way Essex Police dealt with the hijack.

Home Secretary Jack Straw told the Commons: "We owe a great debt of gratitude to Essex Police."

"It is a testament to their excellent work and negotiating skills and the professional work of all those involved that this dangerous situation has been brought to a peaceful end."

Essex Police Authority Chairman Anthony Peel said: "I congratulate the officers of Essex Police and others who came in to help on the highly-professional and patient execution of their roles."

Chief Constable David Stevens said: "I am delighted that a long and challenging operation resulted in the safe release of everyone from the aircraft."

"I want to thank everyone who has made a contribution towards this happy conclusion. Many services and several other police forces supported Essex Police and I am grateful for their hard work and expertise."

"Police officers and civilian staff worked tirelessly in a difficult situation and their commitment and calm professionalism was highly impressive."

Proud

Mr Stevens told a meeting of the Essex Police Authority that the eyes of the world had been focused on Essex and there was cause to be proud of the response.

He reminded members that the hijack had been the fourth major operation for his force since December. The others were the crash of a Korean Airlines Boeing 747 cargo plane after take-off from Stansted Airport, the Millennium and the removal of eco-protesters from the site of the new A130 road at Rettendon.

Epping member Dennis Ramshaw told the Essex Police Authority meeting that the hijacked Afghan aircraft should not have been allowed to land at a busy commercial airport.

He said: "The operation showed superb professionalism, but drew large numbers of officers away from normal duties."



Hot news - The Stansted Airport hi-jack was a major international news story. The world's media descended on Porter House where, thanks to the co-operation of Stansted Airport Ltd, the atrium was used for regular press conferences.

Deputy Chief Constable Charles Clark fronted the first of these conferences in the early hours of Monday, February 7, shortly after the hi-jacked plane landed.

Thereafter, while he shared Gold Commander duties with Chief Constable David Stevens, it was left to Assistant Chief Constables John Broughton (pictured) and Joe Edwards to share responsibility for heading up the Essex Police response to the intense media interest in the unfolding drama.

Even after the safe release of all the hostages, media interest did not wane and it was several days later before it subsided. Headquarters Press Office staff, who attended Gold Control and the airport, as well as manning their normal office, were helped by colleagues from Hertfordshire, Bedfordshire, Cambridgeshire and the Metropolitan Police forces, as well as by our own Crime Prevention Officers and other HQ staff.

There have since been many messages of congratulations and thanks from members of the media for the way in which the crisis was handled.

Pictures courtesy of Essex Chronicle

Stansted was 'the focus of the world'

CHIEF Constable David Stevens has sent a personal message of thanks to all staff involved in the hi-jack.

He said: "I wish to place on record my personal thanks to all staff of Essex Police for the professionalism and dedication which was shown in dealing with the Stansted Hijack incident."

"The degree to which everyone, regular officers, members of the Special Constabulary and support staff were willing to put the task first and their own and often their family considerations second was gratifying."

"It is no exaggeration to say, that, the Hijack and the Korean Air Crash on 22 December 1999 meant that the eyes of the world were on Essex in the past six weeks and I believe that we should all be proud of the way in which we responded."

Many letters of congratulation have been received in the wake of the hi-jack's successful conclusion, including those from the Prime

Minister (see page 1), the Home Secretary, HM Lord Lieutenant for Essex and the High Sheriff of Essex.

Home Secretary Jack Straw said he was very grateful "for the very calm and professional way in which you handled the hijack at Stansted Airport".

In his letter to Mr Stevens he said: "It was a dangerous and difficult situation which could all too easily have resulted in injuries or deaths. Thankfully it did not."

Shared

"I would be grateful if you would pass on my thanks to your officers, in particular your Deputy, Charles Clark, who shared the Gold Commander role with you, and my congratulations on bringing the incident to a peaceful end."

The Lord Lieutenant of Essex, Lord Braybrooke, added his congratulations:

He wrote: "The patience and resolve of all members of

your Force has been exemplary and a lesson to Police Forces throughout the World. "You have all proved that Great Britain is in a class of its own. Please will you pass my best wishes to all your officers for an incident superbly handled. The peaceful ending could have been so different."

Mr Ronald Capel Cure, High Sheriff of Essex, said he was very proud of the Essex Police response to the hi-jack.

He wrote: "It must be very tense and exhausting for all concerned, quite apart from the exposure to the press and television cameras where a good public image needs to be projected."

He praised all those who had been involved in handling the media, from ACC (Operations) Joe Edwards and ACC (Crime) John Broughton, as well as Mr Stevens. They had acquitted themselves admirably and were a credit to the county, he added.

by Peter Laurie

BRITAIN'S longest aircraft hijack ended peacefully after a major Essex Police operation.

The drama began at 2am on Monday, February 7, when an Ariana Afghan Airlines Boeing 727, with 164 people on board landed at Stansted Airport.

The aircraft had been taken over by hijackers during an internal flight in Afghanistan and headed for England after refuelling at Moscow.

With the glare of the world's media on Essex Police, there were tense twists and turns in the sensitive operation as negotiators tried to bring the hijack to an end.

Released

Before it was finally over, ten passengers were released, some of them on health grounds. One of them, a man who was on board as a flight attendant, tumbled down the plane's exit stairway after apparently being pushed out. He was the only casualty and suffered a grazed head.

The most audacious exit was by the plane's captain and three other members of the flight crew. During the early hours of the morning, they managed to open a cockpit window and escape down a rope to safety.

It was only towards the end of the 75-hour stand-off at Stansted that the hijackers made any political statement. They said they wanted to draw attention to the political situation in Afghanistan.

At their request, a United

Britain's longest hi-jack ends in arrests

Nations observer was taken to the airport to witness the final stage in the negotiations.

It ended with everyone on board leaving the aircraft in two groups during the early hours of Thursday, February 10, and into the arms of waiting police officers.

Police seized four handguns, five knives, one knuckleduster, two inert handgrenades, two detonators and eight shotgun cartridges.

Using interpreters, police then had the complex task of interviewing everyone who had been on the aircraft to sort out hostages from suspects.

This process ended with 14 Afghan men, aged between 18 and 41, appearing in court, charged with seizing aircraft Boeing 727 YA-FAY and its passengers by use of force or threats, contrary to Section 1 of the Aviation Security Act of 1982. They have been remanded in custody.

The latest drama was the fourth hijack in 25 years to end peacefully at Stansted Airport.

Estimated cost £3.6m

ESSEX Police has notified the Home Office that its estimated costs of dealing with the hi-jack and completing the criminal investigation are expected to be of the order of £3.6 million.

It is stressed that the costs at this stage are indicative only and that the many assumptions include the estimated duration of the criminal investigation.

One casualty of the hijack was the Remount Exercise, scheduled to test Essex Police responsiveness to just such an emergency and due to take place over the weekend of March 3-5.

Project manager Insp Malcolm Ding said:

"Contingency plans were tested to the full by Essex Police and other agencies during the hi-jacking and there is still a lot of work to be done in connection with the criminal investigation which followed."

A de-brief for the hi-jack - "Building on Success" - took place at Stansted over the weekend that the Remount Exercise was due to take place, to ensure that the facilities already booked and paid for by the Home Office were not wasted.

Outside agencies were debriefed on the Thursday, followed by tactical and strategic de-briefs on the two following days.

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Countdown to the boundary changes . . . countdown to the boundary changes . . . countdown to the bound

Historic transfer is ready for a smooth transition

THE mission of Essex Police is "taking a lead in making the Essex safer" and from April 1 this will refer to all the people in the county as parts previously policed by the Metropolitan Police are transferred to Essex Police.

For the first time in 160 years Essex Police will serve parts of the Epping Forest District Council area which include Waltham Abbey, Chigwell, Loughton and Buckhurst Hill.

The Home Secretary announced this boundary change in June 1998 as a result of the Government's plan for a Greater London Assembly. Hertfordshire and Surrey are also affected by the changes.

Even though the introduction of this new area is seen as an operational challenge, members of the public in both old and new Essex should notice little change in the service they receive.

A Boundary Project Team, overseen by the Deputy Chief Constable, Charles Clark, has been ensuring the smooth transition to the new Essex Police area.

In more specific terms the new area will become an expansion of the existing Harlow Division. The current policing style of the Metropolitan Barkingside Division is very similar to that of Harlow, the main difference being increased emphasis on team community policing.

The new structure will be:
Loughton Section: Loughton, Buckhurst Hill and Chigwell

Loughton police station will be the base for the section inspector, will be open to the public for 24 hours, providing 24 hour custody facilities and a base for response teams, CID, community policing and traffic management teams.

Limes Farm and Broadway police offices will be used by community policing officers.

Epping Section: Epping, Ongar and Waltham Abbey

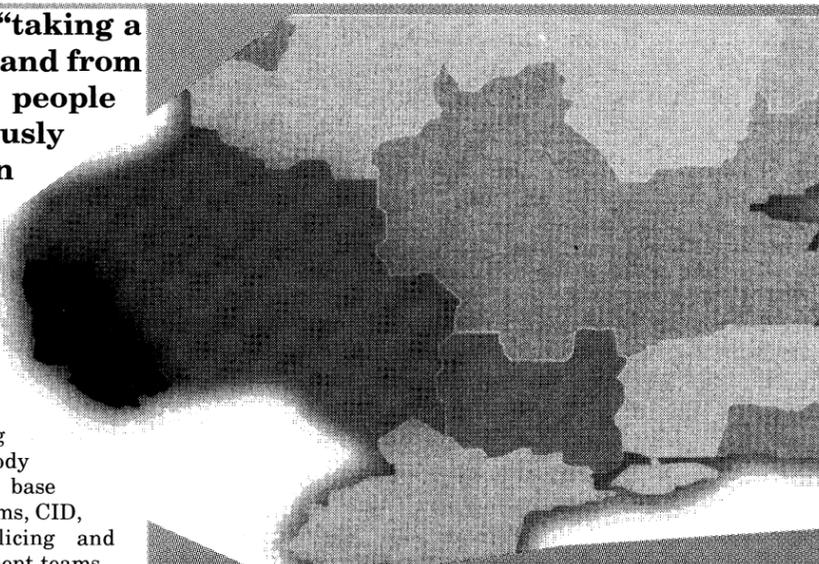
Epping police station will be the base for the section inspector, will be open to the public 8am to 10pm Monday to Saturday and 9am to 5pm on Sunday. It will be a base for response teams, CID, community policing and traffic management teams.

Waltham Abbey police station will be the base for a community policing team and response teams and will open to the public 9am to 5pm Tuesday to Saturday.

Ongar police station will house a community policing team and open to the public 9am to 5pm Monday to Saturday.

Nazeing police office will be used by community policing officers.

Harlow and Brentwood Sections will remain in their existing capacity.



● Map of the new territory

Who is where?

A TOTAL of 15 Metropolitan police officers are transferring to Essex Police as a result of the boundary changes.

In addition 32 Metropolitan police officers will be seconded to Essex for periods of between 12 and 18 months.

Included in this will be the community policing sergeant Bernie Tootill and his team of five constables.

Deliberate

This was a deliberate move on behalf of the Project Team to provide local residents with familiar faces throughout the transition.

Seconded officers will continue to wear Metropolitan Police uniforms and carry Metropolitan Police equip-

ment with the exception of radios.

Other secondments include eight traffic officers who will be based at M11 Control and three detectives. These posts will eventually be backfilled by Essex officers.

Project manager, Chief Inspector Steve Currell, said: "As well as maintaining the familiar face of policing the area, the Metropolitan Police seconded officers will help out with the shortfall of officers in Harlow and provide us with additional experience within M11 Control."

The Metropolitan Police have worked together with Essex Police to provide these officers and funding will be provided by the Home Office.

Special Report by: Kim White, Heather Watts and Helen Co

We have the technology

CHANGES in Essex Police boundaries have led to a particularly large amount of work for the IT department over the last year and the employment of an extra System Support Technician to help maintain the additional workload.

New recruit Paul Bunn will be based at Brentwood Police station while existing SST Angela Shaw remains at Harlow. Additionally:

There is already existing coverage for VHF radios but base stations have had to be installed for UHF coverage.

The existing telephone system at Loughton, Waltham Abbey and M11 Control has been taken over and these will be made part of the Essex Police network at 00.01 on April 1. New handsets will be installed bearing the Essex Police logo.

From April 1 all Essex Police stations on the telephone network will be able to direct dial Metropolitan Police extensions by using the prefix 811.

Outside helplines for the public are being installed at Waltham Abbey police station, The Broadway and Limes

Farm police offices at Chigwell council offices, a

will be in service from April. The data network to include email, STORM, Holmes and will be extended to Loughton, Waltham Abbey and M11 Control in mid March as work is being completed centrally to facilitate the increase in applications.

Video Witness 2000 will be installed at Loughton police station.

Over 40 new PCs and printers are being installed.

Cameras

At M11 Control, which will still be responsible for monitoring cameras in the Metropolitan Police area, STORM will run alongside the Metropolitan CAD.

Communications manager Steve Renyard is confident that the changes will not affect the rest of Essex Police.

He said: "It has meant a great deal of work and there will be an increase in responsibility. However, we don't expect to have any detrimental effect to existing IT service level agreements."

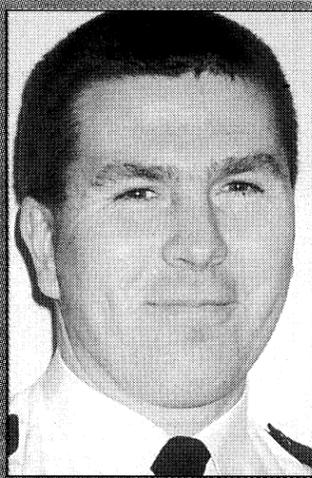
Comments from the officers in charge

INSP Ivor Harvey, new inspector for Loughton Section, pictured right, commented:

"It's been an exciting and challenging experience.

"There is surprisingly little difference between the way in which the two forces involved operate, so officers designated to these areas should not expect too much of a culture shock."

Community Policing sergeants for Loughton Section will be Neil Fox, Bernie Tootill and Alison Campbell.



INSP Peter Hesketh, inspector for new Epping Section, pictured right, said:

"It's an exciting opportunity. Waltham Abbey is a progressive place with a great deal to offer by way of tourism and the expansion of industry and housing.

"Although it's a very old town there's a lot of room for growth and Essex Police will grow with it."

Community Policing sergeants for Epping Section will be Nick Allum, John Cousins and Kim Cresswell.



Home Secretary 'came out'

CHIGWELL Parish Councillor Roger Pearce, a former Metropolitan police officer, was initially very concerned when the Home Secretary announced the proposed changes to the Metropolitan Police boundaries.

He described it as a "shot out of the blue" and he immediately wrote to the Chief Constable and Chairman of the Police Authority to request a meeting.

In September 1998 the newly formed Boundary Consultative Group meeting was scheduled and an informal meeting was arranged prior to the formal discussion.

Mr Pearce believes that the informal meeting set the tone for all future meetings.

It was relaxed and all participants shared the aim of working together in friendship to achieve the common aim.

Mr Pearce was very c

changes . . . countdown to the boundary changes . . . countdown to the boundary changes . . . countdown to



● Supt Andy Drane

Teamwork 'key to success'

MANAGING the Boundary Changes Project has taken Chief Inspector Steve Currell across every policing boundary from personnel to information and from operations to finance and technology.

It has also led to regular meetings with a number of external agencies including Hertfordshire and Surrey police forces and the Home Office.

"It may have been a challenge, but everyone working together has been the key to success," said Chief Insp Currell.

"While we have maintained our individuality it has provided a good opportunity to share good practice, all motivated by the common need to complete the work by April 1."

One good example is the transference of data from the Metropolitan Police to Essex,

Surrey and Hertfordshire, for which a common policy has been devised.

In Essex alone there are over 80 collections of data including PNC, property, missing persons, keyholders and so on.

It has been agreed that some Metropolitan Police systems will continue to run alongside the Essex systems temporarily to negate the need for a huge paperwork exercise.

Forward

Chief Insp Currell said: "Agreement between forces has been critical in moving forward."

"In addition, I am indebted to the heads of departments and other liaison officers within Essex Police, who have done a tremendous amount of work over and above their day job."

"It is those people who have helped to make this happen."

Extra buildings come with ground

FIVE new operational buildings come on line as part of the new Essex Police area.

Loughton and Waltham Abbey form the main stations, with policing posts at Limes Farm and Broadway, formerly known as Debden.

In addition, Essex Police will also take on the Chigwell Motorway Post.

A thorough review of each property was carried out to establish exactly what essential work needed to be undertaken to bring the buildings in line with both statutory requirements and Essex Police standards.

The pre-occupation programme is now underway at a cost of approximately £80,000.

This includes new security to give Essex Police staff access to the buildings with external and internal security cameras, including inside Loughton custody suite.

The programme is also replacing the existing MPS signs with Essex Police signage, as well as redecorating part of the outside frontages at Loughton and Waltham Abbey.

Internal refurbishment, including partitioning and redecoration of the second floor area of Loughton Police Station and redecoration of the custody area will be undertaken before the handover date.

On transfer of the buildings, further immediate work will

be undertaken at Loughton and Waltham Abbey to renovate the front offices.

A temporary front office will be in place at Loughton while this work takes place, although this will not be the case at Waltham Abbey.

Both schemes will be completed by April 15.

Work costing approximately £330,000, to include redecorating the inside of Waltham Abbey and Loughton, will take place in the first year after change over, a programme being developed with our consultants, the project team and divisional representatives.

Handover

As part of the handover, Essex Police is taking over the lease of the purpose-built Chigwell Motorway Post.

Initial security work will be undertaken, but a post-occupation programme is yet to be established on the requirements of the new Mobile Support Division.

Project Manager, Cliff Collings of Estates Management said: "I have been delighted with the support from the Boundary Project Team, Divisional Representatives and the Metropolitan Police Service."

"We are confident that at the end of the first year all the hard work will result in some excellent facilities for Essex Police."

We're ready for the challenge

SUPT Andrew Drane will head the restructured Harlow division from April 1 and has been closely monitoring the work of the project since it began.

He said: "I am looking forward to the changes."

"It has been, and will continue to be, a challenge, but I see it as a great opportunity for the whole of Epping Forest to be policed by one force."

"It will help us to make a difference across the whole district. It is especially important now, given the Crime and Disorder Strategy, which until now has involved two forces."

"It's taken a long time but has been well planned and well managed."

"Locally, most of the work has been done by Insp Ivor Harvey, who has done an excellent job in working out the detail."

"It's a tribute to the quality of his work that our proposal for policing the area survived public consultation almost

unscathed - he sounded out carefully all the local concerns and issues.

"Excellent relations with local representative groups and officers from the Metropolitan Police has made things a lot easier."

Confident

"I am confident it will be a smooth transition but, as in any new venture, there are bound to be a few minor problems which need to be ironed out along the way," said Supt Drane.

● Epping Forest District Council chairman Stan Goodwin offered a warm welcome to Essex Police

Mr Goodwin, who also sits on Essex County Council, said: "I am looking forward to April 1. Having one police force for the district is great and the Essex community policing style is a tremendous step forward."

Drane's proposal 'of the blue'

conscious that the deadline for the changes was very short and that the consultative process would undergo a major change.

Under the Metropolitan Police they dealt directly with police officers but under the new structure they would be responding to the Police authority.

However he feels that they have been given plenty of opportunity for consultation and has been very pleased

with the enthusiasm with which this challenge has been met.

He said: "It has been a very interesting 18 months and I am looking forward to working with Essex police officers in the coming months."

"I am very satisfied with the new framework for consultation and delighted to have been asked to chair the new consultative group into the new era."

Midnight switch

AT exactly one minute after midnight on April 1, technology covering Loughton, Waltham Abbey, Chigwell and Buckhurst Hill will switch to Essex Police - including the immediate re-route of all 999 calls from Scotland Yard to the Force Information Room at Headquarters.

To ensure a smooth transition and to allow for any teething problems both the Metropolitan Police and Essex Police will be providing a full

10pm to 6am night shift for the area.

Met officers will deal with any incidents arising before midnight and Essex officers will take over as the clock chimes.

During the first hour or so after midnight, Metropolitan Police will supply a back-up of officers to ensure a smooth handover of any outstanding jobs and a prompt response to new incidents.

And we get more motorway too . . .

ESSEX Police takes on responsibility for approximately 108 miles of motorway track and provides a motorway control room function from April 1.

The boundary change will increase the territorial traffic policing on the M25 up to the Holmesdale Tunnel, just before junction 25, which Herts will cover and Essex will now cover down to junction 4 on the M11.

The Western Road Policing Unit take over the Metropolitan Police motorway post building at Chigwell which provides a motorway control function and includes monitoring cameras.

They will provide a help desk facility for both Essex and Herts and a command and control function for a defined area of the Met district.

Incidents will be created and passed to the appropriate Metropolitan or Hertfordshire police areas to deal with.

Essex police sergeant Paul Fincham spent two months at the control room at Chigwell to assess operational requirements for Essex Police and ensure a smooth handover.

An inspector will be assigned to the control room, along with four supervisors and enough operators to provide a 24-hour service.

This is in addition to an inspector, eight sergeants and 50 constables who make up the total number of traffic officers for the Western Area.

Chief Insp Tom Diment said: "The future is challenging. The boundary changes along with divisional merges and new responsibilities will see staff tried and tested. I am however confident of the professionalism of all involved and am sure that we will continue to provide a quality service."

A post implementation review will address any teething problems.

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Video boost for CHTV

COLCHESTER Hospital Television (CHTV) has scored a success with its Millennium video thanks to clips from an Essex Police video.

The special two-hour video, which is copied free of charge to over 100 residential homes and hospitals throughout Colchester and north-east Essex, includes an excerpt showing Colchester from a police car in 1947.

The footage shows two-way traffic in the high street and cars in Culver Street, an area now pedestrianised.

The programme makers now plan to include a further clip in the next programme of Clacton from a police car.

Paul Diggins, station manager at CHTV said: "Our viewers have enjoyed seeing the old scenes of Colchester, its gone down very well."

Elizabeth Farnhill, Essex Police Museum curator said: "The video was compiled over 50 years ago to demonstrate examples of bad driving and pedestrian behaviour throughout the county."

Criminal Justice Department restructuring almost complete

Green light for new justice units

THE Essex Police Criminal Justice Department is working towards completion of the final stage of its restructuring in October this year.

Publication last year of the report 'CJD - The Way Forward' led to nine of its ten recommendations gaining chief officer approval.

These included a review of existing administrative support for the department; establishment of a project implementation team; the start and subsequent evaluation of a six-month pilot at Laindon, using the new case management structure; appointment of consultants

by Norman Hicks

to conduct process analysis and re-engineering at Laindon; transfer of line management of several administration functions, in line with the 1998 departmental review which led to the report; and to roll out improvements identified during the Laindon pilot to other prosecution units.

Deferred

The tenth recommendation - to reduce from six to four the number of Criminal Justice Units - was deferred for a year, pending the outcome of the Laindon pilot and to allow new systems such as the Narey Courts to bed in.

Crime Policy Group has now given approval for the

tenth recommendation to be implemented.

This will lead to the creation, by October this year, of CJUs on existing police sites at Colchester, Harlow, Laindon and Southend, together with a Committal Unit at the Crown Prosecution Service's Chelmsford site.

The new structure will link in with the four Narey Courts at Basildon, Colchester, Harlow and Southend and with the administrative centres for their petty sessional areas.

A Criminal Justice Strategy has been developed by Essex Police and the CPS, designed to effect an even

greater integration of the two services.

This includes locating more CPS staff within police CJUs and the establishment of a jointly staffed Committal Unit at Chelmsford.

Savings

Line management responsibility for file adjudicators has been transferred from divisions to CJD and there are now five civilianised posts within the department, with salary savings being retained by divisions.

They are working closely with CPS colleagues on improving file preparation, especially in respect of

upgraded files - where a defendant pleads not guilty or goes to Crown Court for trial.

Trish Brennan, the department's Resources and Operations Manager, said: "We are currently addressing the staffing issues surrounding closure of the prosecution units at Grays and Chelmsford and establishment of the new sites."

"Staff have been fully consulted throughout the process and will continue to be so until restructuring is complete."

Child witness scheme needs more helpers

MORE volunteers to help local children and teenagers expecting to give court evidence about sexual and violent crimes are being sought in Essex by the National Society for the Prevention of Cruelty to Children (NSPCC).

The NSPCC's Essex Young Witness Project provides independent support and preparation to young witnesses appearing in criminal trials at the Crown Courts in Chelmsford and Basildon.

More than 500 children and young people have benefited from the service, which is now in its third year.

A network of volunteers throughout Essex, Southend

and Thurrock try to reduce the stress experienced by children when giving evidence, preparing them for the occasion and accompanying them at court.

Up to ten extra volunteers will be recruited from any part of Essex.

Experience

Areas where the NSPCC particularly need help are in the north of the county, such as Colchester, Tendring and Harlow.

Volunteers tend to be early retired professionals with experience of working with children and families - such

as health visitors and police officers - and people who are developing their experience in social care work as part of their career plans.

Project manager Maggie Pryce commented: "What we're looking for are people who understand children and young people's development and communication, particularly during the school years and have the ability to help them when they're trying to cope with a very upsetting incident."

Full training will be given. For an information pack and application form phone 01908 236196, quoting reference number HC 234.

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This offer cannot be used in conjunction with any others

Daredevils wanted by Crimestoppers

CRIMESTOPPERS Trust has appointed a new fundraising manager, Rachel Jary, who is appealing for help from "active and adventurous police officers" to boost the charity's income.

The first events being organised are a series of parachute jumps and white water rafting trips, which are free to those who raise the minimum amount of sponsorship.

There are two types of parachute jump available

at more than 20 sites across the UK.

These are a solo 3,000 ft 'static line' jump and an exhilarating 10,000 ft 'tandem skydive'.

If the volunteers raise at least £260 and £330 respectively, they will receive their jump for free.

Rafting

The rafting trips are held at five sites around the country and each person needs raise only £75 to take part for free.

Said Rachel: "In all cases these are minimum amounts - we are hoping that your officers will raise more!"

"No experience is necessary and both events are being organised all year round, so everyone can have the chance to take part in the experience of a lifetime."

For further information call Rachel on 020 8877 0337.



Ambassador is welcomed

HIS Excellency Agim Fagu, Albanian Ambassador to the UK, paid a visit to Essex Police HQ last month for a series of presentations and demonstrations of our policing methods.

On arrival at Springfield he was welcomed by Assistant Chief Constable (Crime) John Broughton and was then given an outline of the force structure and policing style, with input from

Chief Insp Tom Diment from Traffic, Chief Insp Kevin Bailey, of the Force Information Room and Chief Insp Tom Harper, of Scientific Support, before moving across to the training school for a practical skills demonstration, conducted by Insp Tim Stokes.

● He is pictured receiving a memento of his visit from ACC Broughton.

Disabled staff to have their say

A NEW process has been devised to help the force in its consultations with support staff who consider themselves to have a disability.

A supplement to the annual appraisal form has been developed to assist supervisors and line managers to identify such staff and any issues related to their disability.

The new system is to comply with the Two Ticks accreditation gained by Essex Police last year.

Use of the new form A168a is voluntary, but staff should be encouraged to discuss the issues so that any helpful adjustments can be identified.

Reassurance should be given that this is a supportive discussion and there should be no fear at making suggestions.

Copies of the new form should be included in all Support Staff Appraisal Packs with immediate effect.

Supplies of Form A168a are available from HQ Stationery Stores and should be requisitioned in the usual way.

Full details can be found in Policy Guidelines.

Anita wants memorabilia

ANITA Bryant, from Crime Management, Southend, is involved in organising a Mega Camp for over 1,000 Beavers and Venture Scouts from the Maplin district, Southend, in May.

She is arranging a small exhibition of Scouting memorabilia and would like to hear from anyone who has any items of interest that she could borrow.

Contact Anita on 01702 431212, ednet 30620.

Budget boost to front line

THE annual budget for funding Essex Police will increase from £169.4m to £183.1m for 2000/01, with effect from April.

On April 1, Essex Police will absorb part of the Epping Forest district which is currently under the Metropolitan Police.

Expansion

After account is taken of the cost of this expansion, which includes additional stretches of the M25 and the M11, the increase in funding is 3.1 per cent.

In addition there will be a special grant of £1.25m to support the one-off costs of

by Peter Laurie

the transfer of responsibilities from the Metropolitan Police.

Essex Police will also receive a special grant of £747,500 to fund 23 additional officers under the Government's Crime Fighting Fund.

Under this scheme, there are provisional further allocations to provide an additional 40 officers for both 2001/02 and 2002/03.

This is subject to certain criteria being met each year, including two per cent efficiency savings and meeting targets for reducing crime, police officer sickness levels and ethnic recruitment.

For council tax payers, the budget brings an increase of 4.4 per cent. This follows a

similar level of increase in 1999/2000, when it was one of the lowest nationally.

The budget accommodates meeting the cost of the police contribution to inter-agency Youth Offender Teams and Drug Arrest Referral Schemes.

There will be increased expenditure on call handling, operations and IT facilities at rural police stations.

Savings

There will be savings of £0.5m from the merger of Traffic and Operations Divisions in April and also savings from the Criminal Justice Department review, some of which will be invested in call handling.

The setting up of dedicated Major Incident Teams will also result in savings.

Department managers at Police Headquarters expect

to deliver savings of £0.9m, mainly from non-pay budgets.

This will mean that some Headquarters' managers will have delivered savings of 15 per cent over two years.

The one per cent contribution to savings by divisions will be exceeded by the funds they gain from their share of the Government Crime Fighting Fund, the Drug Arrest Referral Scheme, Youth Offender Teams and no longer taking responsibility for routine firearms licensing inquiries.

Assistant Chief Officer Philip Onions said: "The overall effect of the budget and the special grant from the Crime Fighting Fund will increase the operational capability of the force."

Date set for 4x4 Fun Day and how you can help

THE date for the Essex Police 4x4 Fun Day has been set for Thursday 31 August.

For those of you who aren't sure what it is, a large group of volunteers from Essex Police and the RMP at Colchester, together with Hamilton's and Costco, work together to give children with physical and/or learning disabilities a fun day out.

This year, we would like to extend the guest list further.

We have written to Special Needs Schools and Units

across the county, but if any member of staff (Police, Support or Specials) has a child with a disability, contact us and they too can join in the fun.

Limited

We can take a limited number of wheelchairs and we have an age limit, but give us a call if your youngster would like to join in.

However, we do insist that appropriate carers attend. The day is based at the Hop

Farm, Paddock Wood in Kent.

The youngsters are taken around an off-road track in a variety of vehicles that become very muddy, very quickly - and they sometimes get stuck!

The kids love it when this happens, though not sure about the drivers!!

There is also a barbecue, bouncy castle, clowns, farm animals, shire horses, a museum - the list is endless!

The committee work all year to raise funds for the

event, and this year we are aiming for 100 youngster and carers to attend.

Fund-raising

So, if you want your child to take part or if you would like to help in the fund-raising, let us know.

Please contact Dave Halsey, Operations or Sue Adkins, Personnel.

Both can be contacted via email.

Flexi hours for support staff

GENERAL guidelines will be introduced with immediate effect for operating a formal flexible working hours scheme within Essex Police.

The scheme may operate within a department, section or office following a process of consultation.

The scheme may not be operated without the express agreement of the local manager.

Flexible working hours are designed to offer employees some freedom to arrange their working hours to meet commitments and/or to avoid the rush hours, ensuring the requirements of the work are met.

Booklets

It affords flexibility to both the organisation and the employee.

Booklets entitled "Flexible Working Hours - General Guidelines for Support Staff", which outline the scheme in full, together with an implementation plan, have been distributed to all Divisional/Departmental Commanders and Divisional Administration Managers.

Full details can be found in Policy Guidelines.

M&S help CPU

FUND-RAISING by the Marks and Spencer's store in Colchester will go towards the refurbishment of Child Protection Unit facilities in the town.

Staff at the shop wanted to support the work of the CPU through various fundraising activities and money raised by them was matched by M&S head office.

Suite

A total of £3,200 has been given to the unit and that will be used to fund refurbishment of the sympathy suite and video interviewing suite at Colchester.

New SIO for Crime Division

Join and see your business grow

Mid Essex Branch THIRTY-FIVE members and friends of Mid-Essex Branch of IPA celebrated the new millennium with their annual get-together at the New Times Inn at Tiptree last month.

The food was up to its usual high standard and, judging from the buzz of conversation, everyone enjoyed the evening.

The chairman, John Eady, thanked everyone for supporting the branch.

Frank Joslin has managed to obtain the services of a speaker from the Essex Fire and Rescue Service for our re-scheduled meeting on Friday, April 7.

Station Officer Matt Furber will give a talk, illustrated by videos, on the work of the Fire Service.

So please come along and support the branch and our Fire and Rescue Service. Start time is 7.30pm to 8pm and the venue is the downstairs function room at the HQ Sports and Social Club.

Our meeting in May is an evening visit to Hylands House on Monday the 22nd.

Bill Fancourt

DETECTIVE Superintendent Ian McNeill joined Essex Police last month as Senior Investigating Officer, Crime Division.

Mr McNeill has served with Northamptonshire Police since 1988.

He takes on responsibility for major investigations in the Harlow area.

Retirements

Dc Michael Horigan of Southend SOC retires this month after 30 years of service.

Also leaving after 30 years is Pc John Anderson of Harlow Traffic. Ps Michael Tarbin, based at Southend, retires after

Names in the news



● **Det Supt Ian McNeill**

more than 28 years with Essex Police.

Pc Anthony Ashkettle of Crime Division and Pc Richard Greaves of Harlow are both retiring this month on medical grounds.

Obituaries

Retired Pc Geoffrey Arrell died last month at the age of 77. Mr Arrell served as a Pc from 1947 to 1977, before working as a civilian for a further ten years in CID admin, Harlow.

He continued living in Harlow on retirement and leaves a widow, Gwendoline.

James Mullett, who served as a Pc until 1977 has died. He was 73 years old and leaves a widow, Marguerite.

Former Brentwood and Halstead officer, Peter Garwood has died at the age of 72.

Mr Garwood served as a Pc until his retirement in 1986.

Can you help with Steve's research?

MARKET House, Billericay played a very significant part in the history of Essex Police from 1841 to 1939, being the first police station in the county.

Built in 1830 for £800 as a meeting place for the residents of Billericay it was eventually designated the Town Hall, incorporating the court and police station.

After nearly 100 years service to the force the building

now stands derelict and is due to be refurbished as a retail outlet.

Constable Steve Wynn would like to hear from anyone who worked there or had a relative who worked there.

He would also be interested in any photographs of the building.

Please contact him on 01268 244049 or extension 47825.

THE success of the Association has been shown with the influx of a large number of new members, who have networked with existing members to carry out work, balanced with the leisure activities we expect to have when retired.

Golf course meetings and the banter during lunches at local pubs have created the foundation of an excellent working environment.

The experience of those members who have in the game of self-employment has enabled many to establish themselves comfortably in this occupational minefield, compared to the cocooned situation we all enjoyed in the police service.

Dealing with the Inland Revenue, VAT, National Insurance, is found to be that much easier when you can talk to your mates who have experienced the problems.

Many of us undervalue our personal skills in the outside world and have not got the experience to identify the importance of such qualities and the direction they can be pointed in that commercial arena.

Discussion with colleagues has helped to bring this to the fore.

The networking process of the Association has resulted in members successfully carrying out work in a variety of areas, including the legal professions, commerce and industry and other police forces.

There is a market out there for our skills and it is increasing all the time. You just need to identify it.

Mind your own business

The column of the Ex-Essex Police Business Association

Work opportunities

Legal support: Do you have a computer? Can you use Windows 98 to a basic standard? Have you got e-mail? Do you want to work stress-free from home? Do you still want the freedom of retirement, but need to have an income?

Your skills are in demand! Join the Association and then send your CV to LSG c/o Bob Craven, 2 Brayers Mews, Rochford, SS4 1XF.

Recruitment: The Association is often contacted by recruitment agencies for details of members who are suited to specific appointments and work opportunities.

By joining and having your details on the register of members, you can find that job you wanted.

Next meeting: Wednesday, April 12, Sports Club Bar, HQ (7.30pm).

New members: Fees are still held at £10 joining and £10 per annum (the latter has not been necessary for the past four years).

For membership forms and more information about the Association, contact the secretary, Frank Holden, on 01206 500911.

Mark's marathon effort for animals

PC Mark Hall, a dog handler based at Rochford, is running in the London marathon this year hoping to raise lots of cash for The Blue Cross.

The charity provides shelter and rehoming for stray and abandoned animals and provides care for animals in need

whose owners cannot afford veterinary care, such as the elderly.

Pc Hall will not be running with police dog Bruce but anyone who wishes to support him as he pounds the streets of London can contact him at Rochford Police Station.

Market Place

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and rank

Station Home Tel.....

Date Signed

Send to The Editor, The Law, Press Office, Essex Police Headquarters.

ALGARVE, Portugal, two bedroom apartment, sleeps six. Swimming pool on complex. Fifteen minutes from sea. Winter £80, summer £200. Contact Brian Spiers 01268 558211.

BMW R1100RS (1994), red, colour coded panniers h/grips, alarm. Full fairing, excellent condition. £4,800. ABS, new tyres, taxed tested. 01268 459472.

BONCHURCH, Isle of Wight, victorian cottage to let. Sleeps 6, 2 bathrooms, all mod cons, sea views, south facing garden and BBQ. Sorry no pets. Phone for brochure and availability. 01279 437560.

CARAVAN ABI Equerry Jubilee, March 1998. White, two-berth, end toilet, separate shower. ALKO tow-hitch, full specification. Illness causes sale. Additional accessories negotiable. £5,995. 01702 525860.

CORNWALL, Polperro, chalet sleeps 4/5. All mod cons. On pleasant site with heated indoor and outdoor pools. Club and all facilities included. £75 to £250 per week. Tel 01279 653570 or 01279 832837.

CYPRUS lovely Pissouri Bay,

two bed villa with A/C. Own pool, sleeps six. Peaceful location between Paphos and Limasol. Telephone for details 01379 854787.

DETACHED spacious 3-4 bed house, Rayne, double-glazed, gas CH, garage and parking. £153,000. Contact Insp Britten ext 20882 or 01376 346353.

GOLF Clubs. Ping Eye 2, One, three, four, five woods (black dot). Three to nine irons, sand and pitching wedges. Food condition, bargain £155. 01268 726687.

GOOD homes wanted for cats and kittens. Contact Miss Parsonson 01206 864284.

HALESWORTH, Suffolk. Two bed holiday cottage, lovingly restored end terrace, beamed and close to Heritage Coast, Southwold, Broads, Norwich. Close to town centre. Fully equipped. Contact 01245 324651.

MAZDA MX5 1.8i, 1999 (s reg). Only 5500 miles, 24 months warranty remaining, british racing green, 15i alloys, alarm, has just been serviced, absolutely immaculate. £14,995. Contact Janet Lanceman, ext 52561 or 01268 540058.

NERJA, Spain. Apartment in beautiful spanish villa with sea and mountain views. Set in private gardens with own large pool £125 to £300 per week. Tel 00 34 9525 33298.

ONE bed flat for sale. Alexandra Road, Southend. Gas CH, £51,000. Contact Insp Britten on 20882 or 01376 346353.

ORLANDO Luxury villa. 3 bedrooms, 2 bathrooms, sleeps 8. Swimming pool, 10 minutes from Disney and other attractions. For colour brochure contact Jim Tarbox on 01375 403890.

ORLANDO luxury villa. 4 bedrooms, 3 bathrooms, sleeps up to 10. Private screened pool. Near Disney and other central Florida attractions. For more details contact 01376 573406.

PEUGEOT 205 Diesel Turbo. 1992, red, 50 MPG, but very quick. Immaculate car with special Mardi Gras trim interior. £2250 ONO. Contact Clive on 07931 307676.

RS400 sail no 774. 2 man racing dinghy with asymmetric spinnaker. New April 98. Combi road/launch trailer, under and over covers, spare spinnaker and foil cover. Colour blue and white, as

new, must be seen. £5,800. Contact Alan Husk at Landon Traffic on 43142.

SEATON, Devon. Canadian Cedarwood holiday bungalow on small, select park. Heated and fully equipped, sleeps six. Full details on request contact 01404 891188.

TENT Suncamp Chateau 6, canopy, electric hook-up, cooker, groundsheet, Halfords metal trailer, cover, spare wheel, many extras. Used 3 times. £550. Contact Wendy Hamner on 01245 441793.

THOROUGHbred bay mare, 16.1HH, 9 years. Good jumper, good flat work. Needs experienced rider, cribs, hence £1,000. Bridle and rugs, contact Clare on 50942 or 01376 511282.

VERY large flat, 2 beds, kit/din, lounge, balcony, fully furnished, near everything quiet area, Pitsea. Suit 2 sharing, £120 per week. Contact Alec Vowles at Tilbury or on 01268 475815.

YAMAHA FZ750 for sale. Taxed and MOT'd end June 2000. Fast and economical. £1195 ono. Contact Mike or Tracy on 01255 223711.

Sport and Leisure

Were you a winner?

THE winners of the February lottery are as follows:-

£1,500 Pc Tony Welham, Harwich; £1,000 Pc T C Wyatt, Colchester; £500 Pc A M Fusher, DTO; £300 Mr Tom Sanderson, retired; £200 Pc Chris Turner, FIR; £100 Ps S A Muir, Harlow.

The following will receive £50 consolation prizes:

Pc P R Randall, Wickford; Dc D M Rawden, Drugs and Serious Crime Squad; Pc P S Cracknell, FIR; Det Supt Kevin Macey, HQ; Pc P D J Howard, SOC Southend; Ps A Cullers, S W Ferrers; Pc K H Furley, Eastern H S; Pc B J Jeapes, FSU; Ps A M Swan, Gt Dunmow; Pc M L Needham, Colchester Dog Unit.

Games team on top

THE PAA Indoor Games at Peterborough saw success for many Essex competitors, especially in table tennis.

Dave Birkett of Chelmsford and Julie Vansertima of HQ IT won the singles and paired up to be victorious in the mixed doubles.

Dave also won the men's doubles with Chris Jacob (Rochford). Julie Vansertima also won the ladies' doubles with Julie Askern (Southend).

Chris Jacob teamed up with Michael Grout (Thurrock) to also win the men's veteran doubles.

In darts, Essex was also successful with Lindsey Jones (Southend) winning the ladies' singles.

Lindsey teamed up with Nichola Twist, also of Southend, to win the ladies' doubles and the men's doubles was won by Paul Bates (Leigh) and Julian Chadband (Shoebury).

All these winners go forward to represent the Eastern Region in the National PAA Championships, in Norfolk this month.

Badminton success

AT the regional PAA Badminton Championships at Kempston, Bedfordshire the following Essex personnel were successful and go on to represent the region in the national championships to be held in Birmingham next month.

Men's Doubles: Pc Richard Edwards, Chelmsford and Pc Carl Chinnery, Southend.

Ladies' Singles: Hannah

League success for Essex

BOTH the Essex men's and ladies' cross country teams finished the season in an excellent third place in the SEPAA League.

In his first season with Essex, Vic Spain led the way by claiming the third individual award,

just ahead of Croker Cup winner Derek Walker, both pushed all the way by Russ Welch.

The scoring six was completed by tri-athlete Chris Mathlin, Charles Quaey and, better known for his race walking, Steve King.

The ladies' team was boosted by the return of Moira Ainsley, who remained undefeated in her age category, to easily win the W40 award and at last giving sisters Lucy and Paula Bradley the support they deserve.

With only three to score, the contribution made by Janet Adcock should not go unnoticed.

Finally, may I offer my thanks to Laurie Rampling, who kept things running during my absence.

Mick Bond

Course tests runners' legs

THE 53rd PAA Cross Country Championships took place on the Ashton Court Estate, Bristol last month, on which those with long memories agreed was the toughest course they had ever faced.

With less than half a mile gone, the runners reached the foot of 'the hill', a climb of some 200m, consisting of slippery mud, interspersed with rocks and tree roots.

Upon reaching the summit, there was an equally steep descent, which left thighs shaking like jellies - and all this less than a mile into the first of two laps!

The remainder of the lap consisted of similar, though slightly shorter climbs and

falls and a stretch of clinging red clay for good measure.

Physical torture complete, now came the mental test - do it all over again on the second lap!

The men's race saw Darren Daniels (Cheshire) reclaim the title from Basildon 99 winner Richard Gardener (South Wales), unsurprisingly Met Police retained the team award.

Vic Spain (40th) continued to lead the Essex team on his national debut, ahead of Derek Walker (59th), who used his track speed to sprint past Mick Bond (V40/63rd), the team captain making a cautious return after an eight months absence through injury.

Charles Quaey (159th) was next in, with Pete Bryan (V40/176th) and Roy Kebbell (V50/218th) completing the

senior men's team and the veteran scores, both finishing in 18th place.

Having watched their male colleagues suffer, the ladies must have breathed a sigh of relief that they only had one lap to complete.

Sarah Bradbury (Hampshire) lead from start to finish to defeat her teammate and last year's winner Amanda Purser, who had the excuse that she is preparing to represent Britain in triathlon at the Sydney Olympics.

It was no surprise that

Hampshire retained the team title.

Having won her age category at the PAA ten-mile race in November, Moira Ainsley clearly had high hopes of adding a second title.

Setting off in a cautious, but confident mood, Moira came through strongly in the second half to claim the W40 award, finishing 33rd overall.

Not so far behind and again moving up the field strongly in the latter stages, Lucy Bradley (40th) just held off sister Paula (41st), the team finishing 11th.

Impressive debut

Continued from page 12
Debutant Jason Snow (37th) did well to stay in front of regulars Roy Kebbell (43rd/V50), Steve King (44th) and Andy Eves (45th).

Once again thanks go to Roy Kebbell, Laurie Rampling and their team of helpers for staging this event,

fully justifying the award to Laurie of this year's Services to EPSA.

With the season now complete I hope to see many of you during the year at the various track and field events coming up, so keep the training going.

Mick Bond

Croker Cup

THE outstanding Croker Cup tournaments have now been organised, with dates set as follows:-

Rugby at Harlow, March 15, organiser Simon Halford; five-a-side football, HQ, March 22, Joe Wrigley and Graham Perks; hockey, HQ, March 26, Bob Ward and Sue Harrison; squash, Southend, March 27, Adrian Bunting; tennis, Earls Colne, March 29, Stu Bowman; table tennis, Rayleigh, March 30, Chris Jacob.

Lewis, HQ.

Ladies' Doubles: Hannah Lewis and Julie Godwin, Rayleigh.

Mixed Doubles: Julie Godwin and Carl Chinnery.

Vets Doubles: Martin Reed, Chelmsford and Peter Ramsey, HQ.

Mixed Vets Doubles: Jenny Reed, HQ and Martin Reed.

Congratulations to all concerned.

Country stroll to honour Bob's life

CAN you meet the challenge?

Once again the life of the late Bob Foster is to be celebrated with a stroll across the Derbyshire countryside.

The BF Trogg takes place on August 8, 9 and 10 in Hope Valley and the High Peak area, covering a distance of 25 miles.

Trophies

Transport is by coach and there will be trophies for the fastest men's and women's teams.

Last year's winners were FSU (male) and CD (women).

For an application form contact Nick Banks in Public Order Training on Ednet 53657. Numbers are limited, so get in first!

Well done

SOUTHEND-based Pc Susan Bunting has been chosen to represent the national Police Athletics Association in a track and field fixture on Saturday, April 15 at RAF Cosford and against Loughborough University on Wednesday, June 14, at Loughborough.



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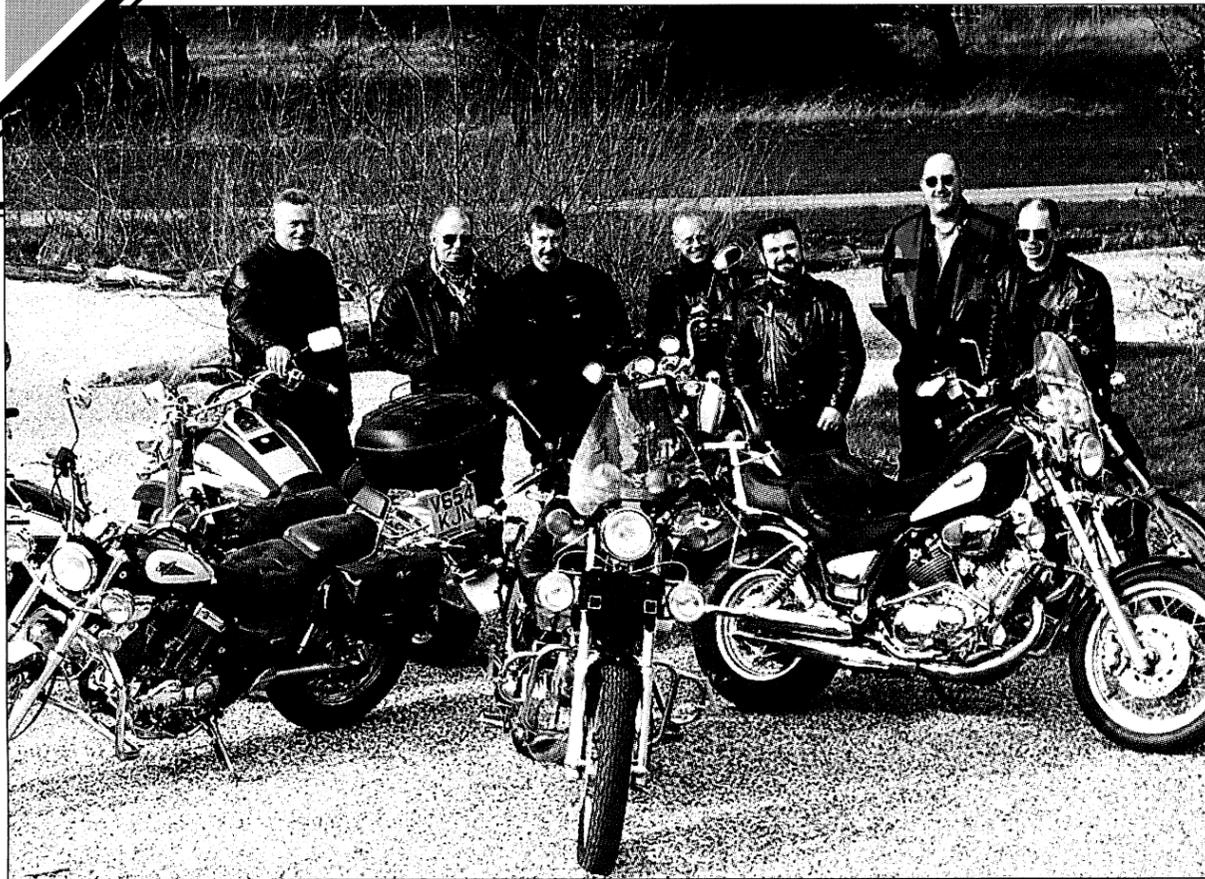
Mon - Fri 8am - 10pm
Sat 9am - 5pm & Sun 10am - 4pm

*written details on request



*Sport
and Leisure*

Ladies romp to victory in Shield



● Ready for the off - Members of Essex Crusaders prepare for their marathon charity bike ride.

2,000 miles in four days!

AN HQ-based Pc is preparing for the ride of his life as he limbers up for a 2,000 mile motorcycle tour in aid of an Essex charity.

Pc Chas Harris of TIU and seven friends from the Essex branch of the Virago Star Owners Club, the Essex Crusaders, are planning a round-Britain ride to

raise money for the Little Haven Children's Hospice.

The tour will take four days and will visit Lizard Point, Lands End, John O'Groats and Lowestoft.

The team of eight will all be riding their Virago Star motorcycles and are drawing up a strict timetable for the ride.

They'll be on the road

for four days over the Whitsun Holiday weekend, clocking up an average of 500 miles a day.

Positive

Pc Chas Harris said: "As members of the club we regularly go riding at the weekend, but this is our opportunity to do something a bit more

positive."

The team are looking for sponsors, both from companies and individuals who would like to support the challenge.

If you want more information, or would like a sponsorship form, please contact Chas Harris on ednet 58402 or by e-mail.

ESSEX Police Ladies' hockey team romped to an emphatic win in the Essex County League Shield.

by Toni Brockwell

It was the start of a very important week for the police ladies' hockey team, the final of the Essex Shield and the semi-final of the PAA Cup.

What a start we had, the team travelled in style thanks to Boons Coaches, to Redbridge Sports Centre, ready for the all important game against one of the top clubs in Essex Old Loughtonians.

The game started off very fast and furious, and from an early stage we knew we could win the game.

Battled

We worked some very good moves down the right side of the pitch and it wasn't too long before the all important first goal came.

The ball was fed nicely from some excellent work by Gill Marr and Sharne Taylor through to Toni Brockwell who battled her way pasted three bad tackles.

Some good advantage play by the umpire enable Toni to carry on and flick the ball over the keeper for the goal.

This early goal settled the side. Old Loughts with a young side tried hard to penetrate the defence, but it was like hitting a brick wall.

Newcomer Niki Parker played exceptionally well as centre back, and didn't let too much go past her.

The second goal came again through another piece of good advantage (something we're not used to).

Toni was fed the ball from Sue Bakewell on the right wing, she rode a few bad tackles and her determination saw her slot the ball under the keeper.

The team had most of the

play at the start of the second half, and was rewarded with their third goal.

A pass from Sharne to Toni, who dribbled past two defenders, squared the ball for Sue Harrison to thunder her shot past the keeper.

Old Loughts, although despondent kept going.

The police ladies where not going to let the lead slip away and played some exciting hockey until the end of full time.

The Essex Shield will soon be displayed in the Sports Pavilion for all to see.

Four to play for country

THE following constables have been selected to represent the English Police Football team in fixtures against Wales, to be played at Chester City FC on March 8 and against Scotland to be played at Stirling Albion FC on April 19, 2000.

Justin Beacher,
Stansted Airport;
Nathan Munson,
Maldon; Steve Crane
and Steve Morris, both
Southend.

'Old firm' battle out cross country honours

ESSEX Police played hosts to the first joint South-East/Eastern Regional cross country championships at Gloucester Park, Basildon.

However, with no competitors from Norfolk, Suffolk or Cambridgeshire taking part it was left to the original nine teams from the old South-East League to battle for the trophies.

Roy Kebbell laid out a course that was made even more testing by recent heavy rain and strong winds, three laps (seven miles) for the men and 3 1/2 miles for the ladies.

National police champion Sarah Bradbury was in a class of her own and such was her advantage in the ladies' race that she found herself running third overall, before the men and women split at two miles.

However, the Hampshire girl lacked the usual support from her teammates, giving Essex the chance to seize a rare opportunity to defeat the PAA champions.

A magnificent performance from Lucy Bradley (4th) and sister Paula (5th), which saw both finish for the first time ahead of a slightly under the weather Moira Ainsley (7th).

Once again, Janet Adcock (10th), this time helped by

newcomer Sophia Chatwin (14th) did a great job in holding back the opposing scorers, as only the first three counted for the team.

Rob Micharg (Thames Valley), who will represent Great Britain in the forthcoming European Police Cross Country championships, was an easy winner of the men's race, but the real battle was taking place behind him for the team title.

With only four to count, Kent, Thames Valley and Essex all had their first three runners in the chasing pack during the opening miles.

As the wind and the hills began to take their toll gaps soon started to appear and the result was in doubt right to the end.

The final score saw Kent complete a league and championship double, ahead of Thames Valley, with Essex an

excellent third.

Mick Bond (5th/V40) looks to be on the way back from his injuries, finishing just ahead of Vic Spain (6th), with Don English (14th/V40) and a tired Russ Welch (17th) having worked the first half of an early turn before running!

Chris Mathlin (34th) held off Pete Bryan (35th/V40), who ensured Essex claimed third veteran team.

● Continued on page 11.



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