



MPs join officers on patrol - P3



Four page annual report special



New community safety head - P10

NEW SERVICE SPEAKS VOLUMES FOR EQUALITY

A NEW translator service launched by Essex Police in May is proving a big success, blazing a trail for other schemes designed to make

by Norman Hicks

policing more accessible for minority groups in the county.

Language Line provides an instant access

telephone-based translating service, enabling officers to give an improved service to non-English speaking individuals.

Its use has been closely monitored since the launch and there have already been

some impressive results.

The service was activated more than 100 times in its first three months and has been warmly welcomed by those who have used it.

First to dial up the new service was Sgt Andy Parkman, from Chelmsford,

who used it to assist with an illegal immigrant, whose native language was Bengali.

Sgt Parkman was able to use the service to explain to the individual their rights, and for review.

He said: "It proved extremely useful. Interpreters for interview are fine, but for important but not particularly time consuming things, it is often difficult to get hold of one when you need one."

In June, Pc Christine Staines, from FIR, used Language Line when responding to a 999 call from a woman from the Czech Republic, who could speak no English.

After an initial hiccup, a conference call was set up and it was discovered that she was reporting her two young children missing.

Details were taken and the children were then found safe and well.

Pc Alan Robertson, Mobile Support Division, used the service to communicate with a French lorry driver who had broken down on the M11.

His employers could not get to him until the next day and he needed to be informed of this.

Welfare

Language Line enabled the message to be passed and also ensured that the driver's overnight welfare was fine and that he understood the recovery arrangements for the following day.

Said Pc Robertson: "We had spent some time at the roadside trying to understand each other, but with limited success. The communication problem was sorted quickly with the use of Language Line."

Sgt Gareth Jones, Colchester, was able to use the service to explain the drink drive procedure to a

Chinese man, who subsequently provided a positive sample, was charged, convicted and disqualified.

Community Relations Officer Sgt Paul Johnson said that on the whole the system was working well, although he urged officers to remember that its main purpose is to assist in dealing with a first call from, or encounter with, non-English speaking individuals.

"Calls must be kept brief and used to do the basic things, for example taking personal details from those in detention, explaining their rights, finding out their reason for travelling to the UK, enabling custody to process them.

Professional

"By introducing this service, what we have done is make the police service accessible to non-English speakers, saving time and being more professional," he said.

The new service will be reviewed later this year, to ensure it is cost-effective and being used correctly.

It is one of a range of measures being introduced by the Equality of Service Management Group to enhance the service Essex Police gives to all sections of the community.

Type Talk, a system similar to Language Line, but for use by those with hearing impairments, is being studied and may be introduced later this year.

A community and race relations training package is currently being developed for all staff and will be rolled out from October.

Estates management is working closely with the ESMG to ensure that all Essex Police buildings are accessible for people with physical handicaps.



Abseil-ute madness

THE courage of Essex Police personnel has helped raise £950 for charity. Over 100 staff abseiled six storeys down the side of the training centre's accommodation block.

Although a first time experience for many, the specialist advice and training offered by officers from the Force Support Unit allayed any fears.

Some of the cash raised helped fund the Essex Police 4x4 Fun Day which took place at the end of August. The rest of the money raised will be used to support the Stepping Stones special needs school in Colchester.

If you couldn't find the time or the bravery to give the sponsored abseil a go, all is not lost, an officer at Grays is organising another charity challenge in October. For more details turn to page 11.

● With determination written all over her face, Sue Cooper takes the plunge six storeys down the side of the training centre.

Police pensions precis

I HAVE been asked to tell you more about the Police Pensions Scheme. The regulations are very complicated and it would not be possible to cover every possible circumstance, but I will try and give the basic outline.

All police pensions are paid as a proportion of the officer's average pensionable pay (henceforth referred to as APP). The proportion is decided by several factors. An ordinary pension is one paid to an officer with 25 years' reckonable police service, or more (but less than 30 years). For each of the first 20 years of service, an officer earns a pension of 1/60th of their APP. Each year after 20 earns them 2/60ths more of their APP, so that an officer with 25 years' service has 20 plus 10/60ths, which entitles them to a half pay pension.

An officer can retire with 25 years' service and take their pension immediately if they have reached 50 years of age, or if they have attained 30 years' service. If the officer falls short of these two points, their pension is deferred until they attain 50, or the anniversary of the date on which

they would have achieved 30 years' service, whichever is the sooner.

If follows then that an officer who has served 26 years will achieve a pension of 32/60ths, 27 years will earn 34/60ths and so on, subject to a maximum pension of 40/60ths for 30 years or more service. Even if an officer serves for 40 years, they cannot get more than 40/60ths of APP.

An officer who is required to retire on age limit will be allowed to take a pension related to their service at that age. If, for example, they have 29 years' service, they will have a pension of 38/60ths.

The age limit for constables and sergeants is 55 years, 60 years for inspectors and above and 65 years for chief officers.

Under certain circumstances, officers of the lower ranks may obtain extensions of the age limit from 55 years onwards on a 12 monthly basis, which may add entitlement to pension, but not beyond 60 years.

An officer required to retire on ill-

health grounds, will receive a pension which is enhanced beyond his actual years of service. There are some basic rules which govern these enhancements. They can be summarised as follows:

1. service from five to ten years reckons as double.
2. ten years plus to 13 years counts as 20 years.
3. 14 years and above attracts an additional seven years (that is to say an extra 7/60ths of APP).
4. the normal double reckoning after 20 years continues and the 7/60ths enhancement is applied after double reckoning has been taken into account.
5. all enhancement is subject to the qualification that reckonable service aggregated with the enhancement must not exceed what could have been earned by the officer to the age of compulsory retirement.

For the purpose of calculating the officer's entitlement to pension, the following definitions are necessary:

Average pensionable pay is

normally the amount of pay received in the last year of service, excluding overtime and allowances. For those whose pay declines towards the end of service (i.e. the officer has been demoted) APP is taken as pay in the best of the last three years.

Reckonable service is the length of service which counts for police pension and it may include service 'transferred' from other employments. There is a comprehensive list of 'other employments' who have agreed to pay a transfer fee into the police pension scheme for service to be reckonable. (On a reciprocal basis, the police also pay a transfer value if an officer wishes to take up employment with one of the other organisations before completing pensionable service with the police.)

There are two ways in which police pensions may be commuted to achieve a lump sum advance or a portion of expected pension entitlement.

The first method relates to where an officer voluntarily retires, having completed 25 or more years, but before attaining 30 years' service, other than where he retires on age limit or through ill-health. In this case, the lump sum is calculated as 3/80ths of APP for each year of service for the first 20 years, plus a further 3/80ths for each six months over 20 years.

The second method is where an

officer has completed 30 years or has attained age limit or has been retired on an ill-health pension. Under these circumstances, an officer can commute a maximum of one quarter of their annual pension. For each £100 of pension they give up, they will receive a capital sum according to their age next birthday. See the table below for these capital sums.

In both methods of calculating commutation there is a reduction in pension each year to purchase the lump sum.

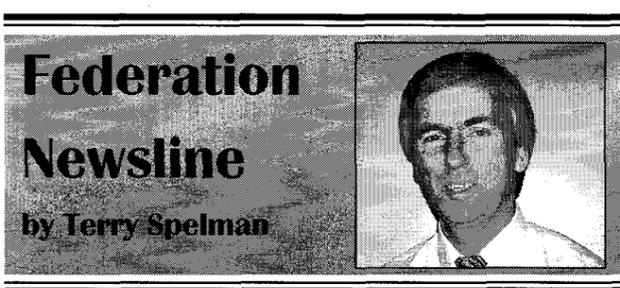
The maximum that can be commuted is 25 per cent of the pension. However, it is possible to work in round figures and commute less if you wish.

Index linking is only applied to the pension still in payment at age 55 years. Retirement pension is treated as earned income and is taxed accordingly. The lump sum is tax free but, if invested, any interest is treated as unearned income. Once taken, commutation cannot be restored to pensions.

The decision to commute is a personal one related to your needs and ambitions. There are no hard and fast rules. Each officer must make their own decision whether to use the facility or not.

You may indicate your wishes to commute within two months prior to retirement and not later than six months after retirement.

Think about it carefully.



Age next birthday	Capital sum for each £100 of pension commuted	
	Men £	Women £
50 and under	1500	1725
51	1500	1725
52	1490	1705
53	1480	1685
54	1465	1660
55	1450	1625
56	1425	1600
57	1390	1575
58	1355	1550
59	1320	1520
60	1300	1500

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Drugs scheme goes live

TACKLING drug-related crime at its roots continues as Essex Police begins a new partnership scheme aimed at referring users for treatment.

The arrest referral scheme, "Helping You Help Yourself", is part of the national drugs strategy which aims to reduce drug-related crime. Its main objectives are to reduce repeat offending among drug-users and enable them to overcome the problem and live healthy and crime-free lives.

Six newly-appointed drug workers are now working with prisoners who are taken into custody to identify drug users, talking to them in confidence and referring them to local drug treatment programmes if the prisoner agrees. They cover the whole of the county from police stations in Basildon, Chelmsford, Colchester, Harlow, Southend and Thurrock.

Inspector Carl O'Malley from the Community Safety department says the scheme is about getting drug-users into treatment early, but is certainly not an alternative to prosecution.

"The scheme is voluntary for those who wish to take advantage of it, but they will still have to face the consequences of their offending

behaviour."

It can take up to 15 years before a drug-user seeks help and advice about their addiction, during which time they have often committed numerous crimes.

The Essex arrest referral scheme has been developed in partnership with social services, health authorities and the probation service through the Essex Drug Action team.

Jeans for Genes Day

IN 1998 Essex Police raised £532.42 on Jeans for Genes Day. That was easily beaten last year when the total soared to £711.15.

FIR raised the most money at £103 while Rayleigh were the top territorial division thanks to the support of their former DAM and current Deputy Specials Commandant George Cook, whose denim shorts put £70 in to the kitty.

Can we top £1,000 this year?

The event is to be held on Friday, October 6. If you, your department or division is interested in taking part either contact Tina Starling or Ruth Collin in Public Relations on ext 50770 or check out the intranet site.

Casualty Bureau needs more staff

VOLUNTEERS are urgently needed to help staff the Essex Police Casualty Bureau in the event of a major disaster. And don't be put off with the word 'volunteer' because successful candidates will be paid, and will be guaranteed overtime rates, travelling expenses and subsistence.

The requirement is for Incident Enquiry Unit Operators who will handle telephone calls from concerned members of the public when a serious incident occurs, assess the priority of the information and record details on the HOLMES 2 casualty Bureau system.

Staff will work from headquarters and two-and-a-half day training courses will be provided. Once trained, staff will need to be prepared to respond to requests for assistance during the working day, or at short notice during evenings and weekends, whilst off duty.

Travelling costs will be reimbursed and overtime payments made (outside normal working hours).

If you think you have the interpersonal and administrative skills required to become a Incident Enquiry Unit Operator email MICAS Manager David Blackiston or contact him at headquarters on ext 52270.

Charitable walk

A MAGNIFICENT £826 was handed over to charity by Assistant Chief Constable John Broughton on behalf of the people who took part in a five mile walk at Marshall Park. Charities benefiting were InFocus Essex, Action for Kids and Woodlands Pre-School.

New units to improve criminal justice

THE criminal justice process in Essex is set to become more effective and efficient with the introduction of four special units across the county, the first of which was formally launched in Colchester this month.

The move follows a review of the Crown Prosecution Service by Sir Iain Glidewell and Government acceptance of a number of his recommendations.

Police personnel (all civilian) will now work alongside CPS lawyers at sites in Harlow, Laindon, Colchester and Southend. Previously the police personnel worked from six Prosecution Units within police stations, and CPS staff were based separately at their headquarters in Chelmsford. CPS headquarters will still be used to house a Crown Court Unit.

The ultimate aim of the changes is to improve the service, avoid duplication of work and ensure that the most efficient and effective working practices are established and maintained. Staff at the four Criminal Justice Units will be able to focus on contested Magistrates' Court cases and disposal of guilty plea cases on the first date of hearing. This will free up staff at the Crown Court Unit to be able to channel their energies and resources into dealing with the more serious cases.

The first unit under the Glidewell Project was officially opened at Colchester Police Station by Assistant Chief Constable (Crime) John Broughton, along with Chief Crown Prosecutor John Bell and Justices' Chief Executive Peter McGuirk. There will

now be a roll-out programme with the aim to have all other sites operational within six months.

Acting Head of the Essex Police Criminal Justice Department, Tricia Brennan, said: "Close co-operation between various agencies, and the introduction of a number of Government-led initiatives into the criminal justice system has produced some excellent results. The Narey system, which involves fast-track court hearings, is just one example.

"By introducing these new Criminal Justice Units we hope to improve the service even further, providing a speedier and more efficient approach to both Magistrates and Crown Court case-work."

Concern over drink-drive figures

ALMOST 300 drivers were arrested for drinking excessively in Essex during August.

They were apprehended under Essex Police's month-long campaign against drinking and driving. A further 17 refused to take a breath test and will be prosecuted.

Police carried out 8,582 tests throughout the county - more than during any previous drink-drive campaign in Essex. The number who failed or refused the test represented 3.6 per cent of those stopped. This is higher than the 3.1 per cent arrest rate during the last campaign, which ran from December and covered Christmas and New Year's Eve.

Acting Inspector Alan Gooden, of Essex Police Mobile Support Division, said: "A concerted effort has been made to push this campaign hard and it is disappointing that more than 300 drivers have been caught or would not take the test, which is an offence in itself.

"Initial indications are that those arrested were of all driving age groups and both male and female.

"I believe the vast majority of the public believe that drinking alcohol and driving does not mix and it is now a case of deterring the minority of motorists who think otherwise. They need to be aware of the responsibility in their hands to safeguard their own lives and those of others and to think about the awful consequences of driving when alcohol is impairing their ability."

Recruitment campaign is proving a success

AN Essex Police officer was chosen to help lead the Government's first ever national television recruitment campaign at the end of last month.

Pc Marie Nicholls from Saffron Walden, Braintree, was one of only four officers nationwide to be asked to attend the launch with Home Secretary Jack Straw in London.

Marie (20) who started in January 2000 came from Norfolk

by Nishan Wijeratne

where she had previously been working as a chef in a local restaurant. After successfully completing the application process, she was posted to Saffron Walden to complete her first few shifts on the beat.

"I joined Essex Police because I wanted a change of lifestyle and the opportunity to face different working environments each day," said Marie. "I soon found this to be too true, when after only a few days I attended a suicide. This proved to

be an eye-opening experience and I've not looked back since."

The force's own television recruitment campaign has been hailed a success, coming to an end just as the national advertisements hit our screens.

Head of Personnel & Training John Rhymes believes the decision to turn to television has been fully justified.

"The media coverage of our advert has led to an excellent response, and I hope it will prove to be a long-term success as we continue to attract high quality recruits. These adverts are and will stick in people's minds for a long time to come."

Nearly 500 people living in the region have responded to the local advertisements, increasing the total number requesting an application pack to over 5,000.

MPs try their hand at policing



MEMBERS of Parliament have been showing off their policing talents to the community in the past few weeks by accompanying local officers on duty.

Brentwood & Ongar MP Eric Pickles met

officers at Brentwood police station as part of the Police Service Parliamentary Scheme for a briefing session. Under the scheme, each member of parliament spends 30 days a year with their local force, taking part in

training exercises and joining officers on patrol across the constituency. Mr Pickles is pictured on the right with Pc Cheryl Sidaway from Brentwood's Community Policing Team.

However, Colchester MP Bob Russell (left) decided he wanted a taste of the high life too. He took time out to pose for a photo before taking to the skies with the Air Support Unit for a wildcat sighting.

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

Thanks for your tributes to our son

Sgt 2504
Nicholas Garvey Kelly
25 May 25, 1963
- 7 June 2000

TOM and Shirley Kelly and their daughter Cathy wish to sincerely thank the Chief Constable, officers and staff of the Essex Police for their concern and support, floral tributes and donations, cards and messages of sympathy received on the sad loss of a very dear and much loved son and brother.

Deepest thanks also to Southend division for their excellent arrangements for police involvement on the day of the funeral, and a special thank you to all who attended.

Mr and Mrs T.D. Kelly,
Leigh-on-Sea

Were you in Cyprus?

BETWEEN 1955 and 1959 officers from forces throughout the UK, including Essex, served with the Cyprus Police UK Unit during the EOKA Terrorist Campaign.

During a recent visit to my home town of Jedburgh, I met up with a retired officer, George Dorward, who had served on that unit.

If there are any retired officers out there who were in Cyprus, George would be very pleased to hear from them. Please send your details to me at 14 Whitefriars Way, Colchester, CO3 4EL (01206 573286) and I will forward them on to George.

Jim MacDonald
Colchester

I've retired but you hang on in there

I RECENTLY decided to retire (August 4) after 39 years with Essex Police, both as a serving officer and, more recently, as a member of support staff.

During that time, I served at Pitsea, Canvey Island and, after a short period of service, as a Southend Borough officer following transfer to that force in the late 60s, I served the remainder of my 33 years service with the Southend-on-Sea area.

I was then employed for a further period as a civilian coroner's officer for south east

Essex.

My decision to retire 'early' was brought about by what I consider to be the increasing demands of the coroner's work, and the fact that I want to spend some quality time with my family before I grow too old, and to attempt to pursue various leisure activities for the same reason.

During the last 39 years I have had the privilege to have worked with a great many people, both from within and outside the job, many of whom I still have regular contact with.

I decided not to arrange the popular retirement evening at the local police club, but arranged a couple of informal gatherings of the people that I had worked more closely with over the years.

I would like to express my thanks, not only to those invited guests who attended these gatherings, but to all the friends and colleagues with whom I worked over many years for the comradeship and camaraderie that has been an important part of my working life. It was this that made even the most difficult jobs

seem far easier.

Every generation expresses the view that the job is not what it used to be, and there is no doubt that the service is experiencing some difficult times of change. But there have always been these periods of unease within the police service, when morale is low and all seems to be against us.

My message would be to stick in there and get the job done to the best of your ability. Things have a habit of improving to the benefit of all concerned.

Alan Watkins, Leigh-on-Sea.

Some respect might help!

IT was with a mixture of anger and sadness that I read Mr Onions' response to the letter from Steve Mowday in the August edition of *The Law*.

Mr Onions makes a distinction between staff who are "extremely dedicated" and "those who are ill". Does this then mean that as far as chief officers are concerned staff who are off sick are not dedicated to their job?

As a constable with over 12 years experience, all of it in uniform (through choice), who has

recently returned to work from long-term sick leave, I find Mr Onions' comments insulting, to say the least. I have always tried to do my best for the job, when it was the job itself, and the way I was treated, that caused me to be off sick in the first place.

I could quote half a dozen examples of colleagues being treated so shabbily that they go off sick, or in some cases talk seriously about resigning altogether, and I think this situation is unacceptable.

For all those that are now accusing me of being a 'wimp' I would just remind you that the role of the uniformed Pc is not only the most important one within the organisation, but also the most stressful. I don't know how long it has

been since chief officers have been out on patrol, but I guarantee that the job will have changed beyond recognition.

Ours is a thankless job. Not only do we have to contend with the rigours of day-to-day policing with constant attendance at punch-ups, domestics, youth nuisances ad nauseum, and do this while undermanned, we also have to contend with force objectives, divisional objectives, action plans, response times, unwarranted complaints, 'single crewing' policies, redeployment etc etc, and it seems that chief officers couldn't care less.

I fully agree that the issue of sick leave must be addressed, but until those who have the power to make a difference realise that working conditions and morale are at the very core of this, then the situation will not change. In fact, I think it will get worse.

I myself haven't taken any degrees or courses in management skills, but surely common sense dictates that if your staff are happy and well treated, then they will work harder and be less likely to go off sick with stress related conditions.

The fact that as a force we have one of the worst sickness records is worrying. And I don't mean worrying for the force, I refer to all those people who are needlessly off sick and their families, who must sometimes wonder why they had anything to do with the police force in the first place.

To all the chief officers, I say this - look after us and treat us with some respect and dignity, or one day you may not have any staff left.

Pc Matt Savvides
Thurrock

Doesn't equal opportunities mean . . .

I HAVE just read the latest issue of the Equal Opportunities Newsletter, issue No 8 and see that the Equal Opportunities Adviser has seen fit to congratulate Jacqui Cheer on her recent success in the superintendent promotion boards. and that she will "line up alongside Sue Harrison and Julia Jeapes as our third female superintendent"

I know all three of the above superintendents and extend my

● I HAVE just read the Equal Opportunities Newsletter, July 2000. One story is entitled "Three up, 477 to go!". This relates to Jacqueline Cheer from Braintree, who was recently successful at an assessment centre and internal promotion board, and now awaits a posting to superintendent.

I am always pleased to see any police officer being successful in something they have worked hard for, and also send my congratulations.

The point of my letter is that, would it not have been fair to also congratulate Peter Coltman, Simon Coxall, Dick Madden and John Mauger (MPS)?

As we all have equal opportunities surely the news should be distributed in the

sincere congratulations to them all. However, why did the Equal Opportunities Adviser not see fit to also congratulate the four male officers who also qualified to the rank of superintendent at the same time?.

I assume the title of the piece - "Three up, 477 to go!" is referring to the total of woman police officers in Essex Police and that they should be striving to become superintendents. Does this

same manner. Could the Equal Opportunities Adviser - the name is not published on the newsletter - explain why the news is selectively reported in this manner?

Dc Mark Tegerdine
Harlow MIT

RESPONSE from Equal Opportunities Adviser, Jan Woodhouse: There was no intention to snub or ignore the equally excellent achievements of all the male officers who were successful in the promotion boards . . . my firmest congratulations to them all.

The point of the item in the newsletter was really to show that women are still under-

represented in force (480 females to 2,400 males) and at senior management level there are now three superintendents out of 24, so progress, although happening, is slow.

I strongly support equal opportunities and believe that although we are not all the same, we are all equal. But shouldn't equal opportunities also include 'equal praise'.

Dc Eve Curtis
Financial Investigation Unit

. . . equal praise

represented in force (480 females to 2,400 males) and at senior management level there are now three superintendents out of 24, so progress, although happening, is slow.

Of course I was not suggesting that all women officers should be superintendents, the reference to 477 was only to point out the numbers.

I don't consider that the news was 'selectively reported' - what was reported was simply to underline the statistics of under-representation. Neither do I consider that all that females who do not attain more senior ranks are worth less. That was never intended to be seen as the point of the item.

Row over the reg

I WAS surprised to read in the last issue that Mr Onions thinks that £250 for a number plate was a worthwhile expense, as it identifies the vehicle as belonging to Essex Police. Er . . . now let me think . . . £250 for a number plate, or 50p for a little sticker that says 'Essex Police' . . .hmm, difficult choice, eh?

Peter Caulfield
Saffron Walden.

● WAS the real reason for retaining the registration because chief officers would never be able to remember a new one?

Jack Faulkner
Southend

● I would suggest that one (or both) registrations be placed on the Sandon Dog Unit vehicles - as in EPD (Essex Police Dogs).

Mr R. A. White
Chelmsford

Help fill in the gaps

I AM very interested in village history and have been told about several incidents which happened in our village of Tolleshunt Major. If any readers have any extra information I would appreciate it.

Murder: A London man was running houses in the village for young homosexual men to meet. One night one of them killed another with axe. The event happened about 25 years ago (1975).

Suicide: In Paget Cottage that stands next to the village pub called the Bell, a lady took her life by hanging herself from the stairs (after the war 1945).

Suicide: In the Blacksmith's cottage a friend of Henry Frost had hung himself due to bad headaches that he suffered from after a motorcycle accident. He was found three weeks later by Henry.

If you can help I can be contacted by writing to Mrs Karen Tuke, Harlequin, Witham Road, Tolleshunt Major, Maldon, Essex CM9 8JU or email katuke@cwcom.net

Karen Tuke, Tolleshunt Major

Our Year



A summary of the annual report of Essex Police and the Essex Police Authority for 1999/2000

A challenge at every turn

New training saves lives

A SPECIALIST first aid programme for authorised firearms officers has already proved a lifesaver.

The Immediate Trauma Life Support programme, which trains officers to paramedic standard, was put into action following a stabbing in Purfleet.

Two Force Support Unit officers took charge and resuscitated the victim who had stopped breathing.

With the nearest ambulance 15 minutes away, the victim was driven by police car to the nearest Kent hospital.

Again he stopped breathing and was resuscitated during the journey, with the officers working on him right into the Accident and Emergency Department when the doctor took over.

Hospital staff confirmed that but for their training, quick thinking and expertise, the victim would have died.

PREPARING for the New Millennium was a vast and lengthy project which led to the biggest ever police presence on the streets of Essex. Little did Essex Police know, however, that this particular period of the year was going to prove an even greater challenge.

It began when a Korean Air cargo jet plummeted 1,400ft from the skies as it took off from Stansted Airport just days before Christmas, and crashed near the village of Great Hallingbury.

Apalling weather hampered the emergency services in their search for survivors, and resources were stretched to the limit as around 80 officers were deployed around the clock to secure the scene throughout the festive period.

Despite this Essex Police was granted Blue Status for its readiness for the New Year - the highest rating awarded by Government watchdog,



● The Ariana Boeing 727 became the focus of Britain's longest ever hi-jack.

Action 2000. A total of 1,450 officers were on duty, no 'Millennium Bug' struck, and the evening saw no major incidents.

But just when the dust had settled and Essex Police finally pulled out of Stansted Airport, handing the crash site over to the insurers, the expertise of officers was again put to the test. An airliner on an internal flight in Afghanistan was hi-jacked on February 6, and flown to the Essex marking the start of Britain's longest ever aircraft hijack.

Over four days hundreds of officers and support staff, with assistance and expertise from other forces and

organisations, worked under the watchful eye of the world's media.

A peaceful end came after 75 hours of negotiations. Many weapons were seized, a major criminal case is still underway and the Government was faced with numerous applications for political asylum. Prime Minister Tony Blair, in a letter to the Chief Constable expressed his thanks over the "superb handling" of the incident and the "calm and professional approach" which had resulted in its peaceful end. A payment of £2m has since been granted to Essex Police to help cover costs incurred.

With barely time to catch breath

Essex Police faced another deadline - March 31 - the day the force took jurisdiction of areas of the county previously policed by Metropolitan colleagues.

Close consultation with local residents and politicians led to a smooth transition as Essex Police became responsible for the whole of Epping Forest District - an additional 30 square miles, five tube stations, 16 miles of motorways and five extra operational police buildings. Staffing levels were also increased as 15 Metropolitan officers transferred to Essex and 32 took up secondments.



David Stevens
Chief Constable of Essex Police

A tribute to professionalism

THE past year has been a challenging and successful one for Essex Police. Within the 12 objectives set out in our Policing Plan there were 23 specific targets. Of these 15 were fully achieved, five were not fully achieved but performance improved over the previous year, and there were only three areas where our performance did not improve. It is particularly pleasing to see that our success in combating burglary and motor vehicle crime continues.

Operationally, we have demonstrated our ability to manage major demand both planned and unplanned. The crash of an aircraft, the hijack of an airliner and the policing of the Millennium celebrations all posed significant policing challenges. I wish to pay tribute to the professionalism and dedication of all staff which shone through in dealing with all three events. The strong partnership which we enjoy with colleagues in the other emergency services and the local authorities also paid dividends and further demonstrated the value of effective teamwork.

During the year, major changes took place inside Essex Police. We assumed responsibility for policing that part of the

District of Epping Forest which had previously been policed by the Metropolitan Police. The smooth transition was due to the outstanding teamwork of officers from both forces in the 18 month preparation period.

After considerable research into our ability to investigate serious crime we established four permanent enquiry teams each under the command of a detective superintendent. The Traffic and Operations Divisions have been merged into a new Mobile Support Division with a streamlined management structure. All this has meant considerable change for many people working within Essex Police and I wish to place on record my thanks to those involved for their positive and supportive stance. The changes have undoubtedly improved our ability to deliver a first-class service to the people of Essex.

All this activity took place against the background of a very difficult budget. It has been necessary to critically review all our expenditure and ensure that we are delivering best value. We placed strong emphasis on devoting available resources to frontline services. We have replaced over 130 police posts with support staff and considerably reduced management costs.

Another strong theme of the year was the continuing development of much closer working relationships with our partners across the county. The work on Crime and Disorder Strategies has continued to tackle problem areas throughout Essex and this could not have been achieved without contributions from many members of staff in many agencies. The strong links between Essex Police and the other criminal justice agencies have resulted in greatly improved performance and reducing costs. There is no doubt that Essex is leading the way nationally in many of the developments in the criminal justice arena.

The Essex Police Authority continued to provide very strong support to the work of Essex Police and the degree of involvement and interest by individual members is particularly welcome. Finally, I wish to place on record my thanks to all members of Essex Police; regular officers, members of the Special Constabulary and support staff for all their hard work over the past 12 months. Many challenges lie ahead but, in the light of our experience in the past year, I am confident that we are well placed to face them.

taking a lead in making Essex safer

Our Year

Crime crackdown boosts detection

DESPITE a 7.3 per cent rise in crime across the county during 1999/2000, detection rates increased to 29.7 per cent due largely to several forcewide initiatives such as Operation Resolve.

This operation was launched in January in a bid to reduce house burglaries and autocrime, targeting known criminals using intelligence-led policing. It was hailed as a success after several thousands of pounds worth of stolen property was recovered in a clear-up of over 200 offences, resulting in more than 100 arrests. House burglaries were reduced by 7.1 per cent and theft from motor vehicles dropped by eight per cent.

The first murder investigation in the UK to be supported by the new HOLMES 2 (Home Office Large Major Enquiry System)

was launched by the force in July 1999 following the discovery of Gregory Chung's body in an underground bunker in Harwich. It soon came into operation again when 25 people were arrested in connection with the murder of a Chinese man under Operation Jarrow. They are due in court later this year.

This year also saw Essex Police bring its first-ever case

of corporate manslaughter to court after two people were killed following a crash on the M25 in October 1997. A 27-year-old lorry driver from Berkshire was sentenced to 30 months imprisonment for causing death by dangerous driving, and two directors of the haulage company were found guilty of manslaughter and each given suspended sentences.

Complaints against officers rise

COMPLAINTS made by members of the public about the actions of police officers increased by nine per cent to 465 compared with 435 in the previous year. Of the total 13 were referred to the Police Complaints Authority and 12 became supervised investigations.

Of those cases investigated and finalised throughout the year, six were substantiated while 21 per cent of all recorded cases were subsequently withdrawn.

Of 12 officers who appeared before the Chief Constable at discipline hearings one was dismissed, one received a reduction in rank, one a reduction in pay, one was reprimanded and one was fined.



Road protest

WHEN a large group of environmentalists descended on Essex in May to protest over the development of the A130 in Rettendon, Operation Fathom was launched.

A strategy of good communication was planned to protect life and property, maintain public order and uphold the law. Essex Police assisted the Under Sheriff's department in the eviction process which lasted 41 days but finished peacefully without major incident.

Despite an increased focus on reducing the number of casualties involved in road traffic accidents, last year saw a 2.6 per cent rise to 8,872; with an even more alarming rise in fatalities. The total of deaths caused as a direct result of RTAs was 95, a

sharp rise of 14.5 per cent.

Drivers in the county also appeared not to take heed of the Christmas Drink Drive Campaign which saw 3.1 per cent of those breathalysed testing positive out for a total of 6,749. This is an increase on the previous year's figure of 2.3 per cent.

On a brighter note, the Essex Partnership was awarded for innovation and excellence for contributions to road safety. Essex Police, the County Council and Magistrates' Court Committee make up the partnership.

In April 2000, the Essex Police Camera Enforcement Office was awarded £4.6 million towards piloting one of eight nationwide schemes which allows the office to keep the revenue generated from speeding fines in a bid to significantly reduce road casualties.

Essex Police renewed its commitment to the policing of rural areas through the introduction of its a new rural policing model. Since its implementation in April 1999, a major programme of building work

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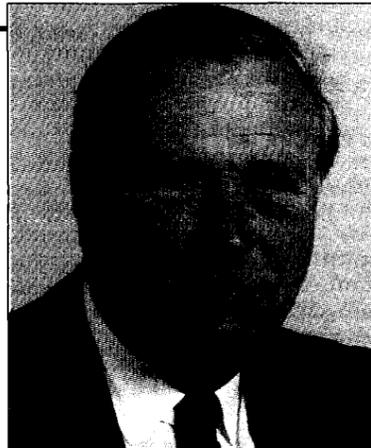
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INSURANCE

taking a lead in making Essex safer



Anthony Lee

Essex Police Authority Chairman

Police Authc

AS usual, I start with the membership of the Police Authority, although this year we had even less changes than the previous year and now have an experienced team in place.

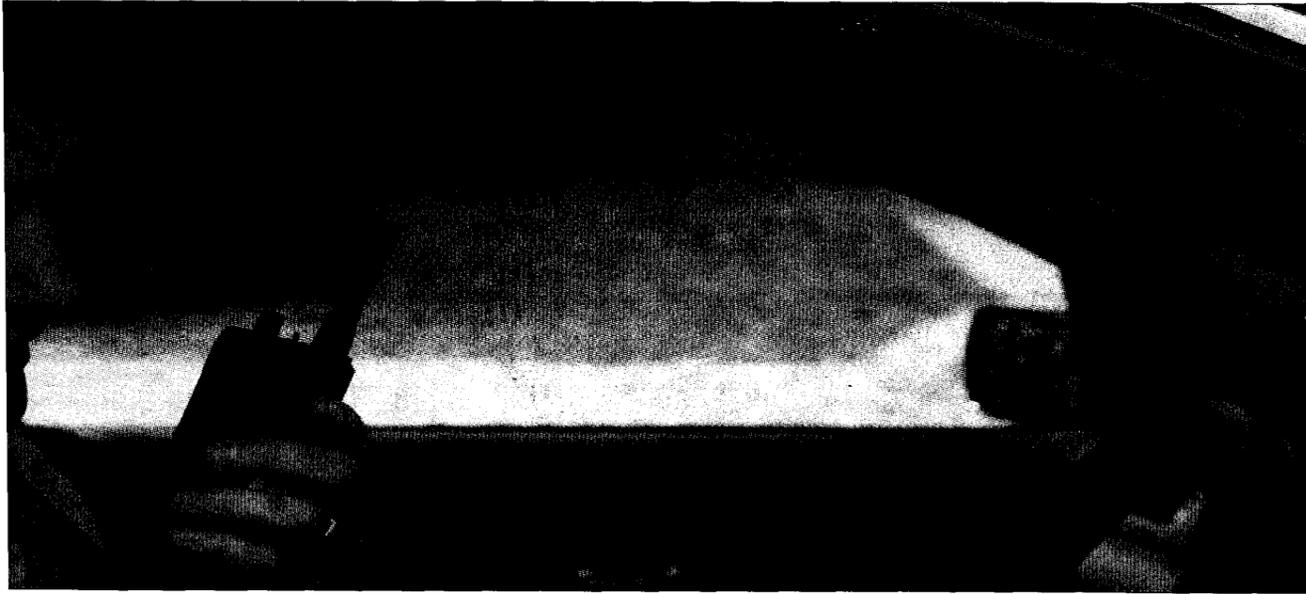
Denise Coles, one of last year's new Independent Members, took on a more extensive job and found she did not have sufficient time to carry out her Police Authority duties and therefore resigned in the autumn. We appointed Mrs Myrna Liles in her place and also re-appointed Mr Michael Herbert whose first term of office expired. We appointed both of

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Our Year



passed peacefully

underway to equip the facilities and they require. The and conversion of services around the county will officers to provide a ve policing service. e Information Room e than one million calls ear, of which a fifth were 10 per cent increase on is year's figure. The calls saw a 23 per cent the number of 999 calls 83.8 per cent were thin the 15-second tar- 5 per cent of other calls thin target. r of racial attacks in the division has dropped lowing a decision to high-visibility foot e area after a number of cks were reported in 0. Special powers under Justice & Public Order owed officers to search seize any weapons.



Award winners

A TOTAL of 144 commendations were awarded throughout the year. In addition there were 79 Long Service and Good Conduct Awards presented to police officers and seven Long Service Certificates to support staff serving 22 years with Essex Police.

Five officers jointly received the Wilson Trophy for their part in disarming a man with a sub machine gun which later turned out to be a realistic replica. they were Pc Mark Beaumont, Pc Steven Catton, Pc Patrick Lyons, Pc Christopher Abbott and Sc Karl Help.

The Millard Trophy for the greatest contribution to social service in the community was awarded to Sgt Kevin Jacobs for his work with a number of

community based schemes in Colchester.

Two other officers, Pc Ray Williams and Pc Jackie Barber, received certificates of commendation for their work in their respective communities.

Traffic Warden Roy Knott was awarded the Betts Trophy for helping to rescue a man who got into difficulties in the sea at Southend.

De Thomas O'Brien received the Sir Jonathan Peel Trophy for being the highest placed Essex officer in the police promotion exam to sergeant.

The Norman Dooley Trophy for the Essex Special Constable of the year was presented to Tendring Acting Beat Supervisor Lena Worrow.

Extra work for firearms unit

SHOTGUN certificates currently in force in the county total 21,476 with a further 4,004 firearms certificates. Under these certificates there are 57,312 firearms held.

Extra work is being undertaken in the year 2000 to facilitate the renewal of five year licences. Fully trained and experienced staff, in accordance with HMIC recommendations, have been bought back to the Firearms Section to deal with this influx of work.

A year of change

MANAGEMENT of change has been the main theme during the past year for Personnel and Training.

Redeployment of officers, staffing of the new policing area brought about by the Boundary change, completion of the major civilianisation programme, and many restructuring exercises have created a challenging environment for managers and personnel specialists.

There has also been a focus on the need to align provision of training with the needs of

the organisation to achieve its strategic programme. In particular, there has been an innovative and in-depth review of driver training which is now in its implementation stage.

Other major work has included actions relating to the Equality of Service Strategy, review of sickness management procedures, instigating a police recruitment campaign and working towards a competency based approach to recruitment, selection and appraisal.

County acknowledges a year worthy of congratulation

one year term so that Independent Members will their appointments

ighted to congratulate unstable, Mr David award to him of the ce Medal in the urs of 1999, although that this was largely of policing activities to Essex.

ther pleased to note 1's Police Medal had ded to Supt Michael thend and the MBE

to Chief Insp Dennis Rensch in the New Year's Honours List.

Turning to operational matters, we were relieved that the Millennium first night - indeed the week - passed off without incident and that we were all 'Y2K compliant'.

We had cause to congratulate the force on its handling of the hijack at Stansted Airport which was brought to a satisfactory conclusion, and we were relieved that the Government saw fit to reimburse the additional expense of that operation so that the cost did not fall onto the Essex

council tax payer.

At Stansted the Korean Air freighter crash also involved the force in an extensive operation.

The consultation group, initially brought into being last year to ensure the smooth transition of part of the Epping Forest area from Metropolitan policing to Essex, ultimately saw its efforts successfully concluded in a quiet and problem-free handover.

We welcomed a number of new members from that area into our Lay Visitor Scheme. In the wider field of consultation we have

reorganised the process to provide more basic groups who are in even closer touch with the public.

As I anticipated in last year's report, our actions in relation to the Dog Unit have restored public confidence following earlier problems. The unit held a very successful Open Day attended by many members of the public and we have set up a Lay Visitor Scheme which could well become a national prototype.

Our agendas this year have been dominated by three topics, a new radio system which should revolutionise communications,

albeit at considerable cost, Best Value under which we have to review all aspects of policing to ensure we, or even you, are getting the best value from the force, and the Human Rights legislation which has statutory effect from October 2000.

Finally, we were pleased to be able once again to have so organised our budget that the council tax rise at 4.4 per cent over last year was amongst the lowest in the country. Nonetheless we are satisfied that the county is effectively and efficiently policed and remains a safe place to live, work or play.

taking a lead in making Essex safer

Our Year

Advances in technology

THERE have been significant developments in areas of technology with the upgrading and replacement of automatic image capture in custody suites across Essex and changes in the national fingerprint recognition system, NAFIS.

The major investigation system HOLMES 2 was successfully implemented and an independent review of the Essex Police communications network has been completed to align technical and capacity planning with anticipated business needs.

Significant improvements in information access and communication have also been made through the increased use of web technology. Customer support needs arising from widespread use of this greater range of IT facilities is being provided by IT Department using a new Service Desk system to track calls and optimise resource deployment.

Building on our partnerships

THE community safety partnership process has developed during the year as divisions continue to build on relationships with local agencies to help reduce crime.

The impact of the Crime & Disorder Act has helped implement six Youth Offending Teams across the county to prevent young people

re-offending by confronting them with their behaviour. The main role will be to implement the Final Warning Scheme which came into effect in June 2000.

Support

October saw the biggest ever *2 Smart 4 Drugs* roadshow visit ten towns around the county, highlighting the dangers of drugs to pupils in schools. Sponsored by the Ford Motor Company Ltd,

the fifth annual tour had its own website to support the messages given out by presenters Kirsten O'Brien from Children's BBC and Essex FM DJ Paul Lovett.

In response to the Macpherson Report the Equality of Service strategy was published, laying down the basis upon which Essex Police will try to increase trust and confidence in police amongst local communities. The Equality of Service Management Group also monitors our response to the Disability Discrimination Act 1998 which requires all public services to be available to everyone, regardless of disability.

This year has also seen the continued development of the treatment of homophobic incidents. PACT (Police and Community Together) represents and deals with issues relating to gay men, lesbians, bisexuals and the transgendered.



● Children's BBC presenter Kirsten O'Brien joined the latest *2 Smart 4 Drugs* roadshows. Pictured here with Insp Carl O'Malley.

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Significant savings made

THE Police Authority set the 1999/2000 budget requirement at £169.455m, representing an increase of 3.6 per cent on the previous year, thereby forcing the price of Band D council tax to rise to £65.07.

This level of budget required an unprecedented level of savings which included the civilianisation of over 130 police officers as well as a reduction in management posts and devolved budgets. It also meant the closure of the mounted section.

With the costs involved in both the Metropolitan boundary and the Afghan hijack at Stansted Airport, an extra £4 million pounds was ploughed into the budget from other sources.

This particular year was also the first where police authorities have to show a two per cent efficiency gain, which in our case, totalled just under £3.5 million, exceeding initial planned savings of £0.89 million. Just

over a half of these savings were achieved through civilianisation, management and administration reductions. Almost all of the efficiency gains, except £0.1 million from force sport, can be defined as cashable savings.

A large part of the Police Authority's capital expenditure in 1999/2000 was incurred on IT and communication projects. The implementation of a new Command & Control system was completed and

significant payments were made towards developing the communications network and HOLMES 2.

In addition, building upgrades were made to Chelmsford, Grays and Maldon police stations along with Force HQ. The facilities to accommodate the new five Major Investigation Teams across the county were completed and building work also commenced in connection with the Rural Policing Review.

Force website expanded

THE Essex Police internet site was enhanced with a new Essex Police Authority section, and a wide range of information such as the Essex Policing Plan, divisional plans, Annual Report, boundary changes and millennium policing arrangements was made accessible to a global audience.

The internal Essex Police intranet was also developed in line with plans to improve internal communication. All force policy is now available on the intranet, with divisional and departmental sites being developed.

More than 500 children visited the Essex Police Museum during the year. Total visitor numbers were up to 1,247, boosted by two widely-advertised open days over a weekend in May.

taking a lead in making Essex safer

Hijack handling brings prestigious attention

POLICE officers from Denmark spent two days learning from Essex's experience of dealing with aircraft hijacks.

The six officers were guests of Essex Police, which has responded to four such incidents at Stansted Airport during the past 25 years.

They were welcomed by Chief Constable David Stevens and during

their two-day visit heard presentations on strategic command (Gold), the Police Main Base Station, intelligence gathering and hijack investigation, dealing with the media, negotiating, logistical support, the role of Silver commander, firearms and operational release.

A visit to key locations at Stansted Airport was also on the agenda.

Meanwhile Essex Police Media and PR Department has been shortlisted in the annual awards of the Association of Police Press and Public Officers for its operational response to February's incident at Stansted involving an airliner from Afghanistan.

The award winner will be announced in November.

Preparing for new Act

AN audit of over 500 police policies is underway to ensure Essex Police is ready for the introduction of legislation enabling public authorities to be taken to court for breach of a person's rights.

The Essex Police Human Rights Project, set up in April, has been involved in creating a training and awareness strategy to enable Essex Police to comply with the European Convention on Human Rights which will be incorporated into British law on October 2 through the Human Rights Act 1998.

The project team has started the process of auditing Essex Police policy, identifying several key areas such as domestic violence and covert policing to ensure that they are Convention-compliant.

A modified version of an information-tool package designed by the ACPO Human Rights Working Group is being used to review over 500 policies. Human Rights Project Manager, Insp Colin Steele, believes the new legislation will have a significant impact the way we police.

"This new legislation will not prevent us from doing what we have always done, but it will make us think about what we do in a different way. Good policing today will be good policing tomorrow. The implications of the Act will make forces even more efficient in recording and documenting incidents as all staff become aware of the principles of the Convention."

Awareness raising has been included in various existing courses

which have been running for probationers, custody sergeants and senior firearms officers, while Divisional Management Teams have been receiving presentations about the project. Chief officers will attend seminars designed to address specific strategic decision-making issues. All members of staff will receive training on the implications of the new legislation.

Other members of Essex Police have been made aware of the impact the law will have on the force as a public service through a poster campaign, with further information carried on the intranet. The project will also be happy to answer any questions, during normal working hours on ext 50837.

Homophobia is subject of national review

AN Essex police officer has been nominated to attend the ACPO Race & Community Relations Working Party on lesbian, gay, bisexual and transgender issues in a bid to review the handling of homophobic incidents.

In response to the MacPherson Report, Insp Cheryl Callow will be hoping to dispel myths around police powers.

To help recognise diversity in these minority areas, the party will be focusing on a greater understanding for both the police and gay community and encouraging better reporting

of homophobic incidents.

A summer training day set up through PACT (Police and Community Together) was represented by all gay switchboards and the feedback received from the day was very positive and dismantled many barriers between the gay community and the police.

Anyone interested in the current work being completed on gay, or any other issues listed, can contact Insp Callow, Staff Development, on ext 54003.

Lucky guess leads to super prize



● Winner Mark Harrison is presented with his prize by Hewlett Packard Account Manager Richard Burr.

A LUCKY guess by Mark Harrison at the recent Family Day means he is now the proud owner of some smart new computer equipment. Mark visited the IT Department's stall and took a guess at how many discs were in a CD spiral.

Plumping for the figure of 525, he was

just 12 away from the actual total and found himself the winner of a new computer printer donated by Hewlett Packard.

A local charity is to also benefit from over £60 raised by on the day by the IT department so everyone's a winner!

Casual Enquiry Contractors & Contracted Project Workers

Due to the flexibility that now exists with devolved budgets Essex Police are considering running a pilot scheme to use casual staff to carry out certain functions. This will allow Essex Police divisions and departments to use skilled support to improve the service being offered.

As part of a feasibility consideration we will, in the near future, be seeking to identify whether there is sufficient interest for us to establish a pool of casual staff to act as casual enquiry contractors or to undertake project work. The main focus of the work will be to carry out enquiries and take statements as directed, or to carry out certain specialist short-term projects or specific work as part of larger projects.

If you wish to express an interest you must have good interpersonal and communication skills and, as the majority of the work will require you to work alone, you must have initiative and good organisational skills. If the pilot is progressed you will be expected to act in a self-employed capacity and will be required to provide proof of self-employed status. It will be essential to have knowledge of a police environment and you are therefore likely to be a former police officer or police employee.

It is anticipated that any request for work will require the applicant to submit a tender and submit invoices for any work completed. Tenders for enquiry work and statement taking are likely to be lower than for project work.

Applicants will be subject to a selection process and subject to the resolution of some final issues, it is proposed to hold initial interviews throughout November 2000.

For an application pack or for further information please contact: Paula Skidmore, Personnel Department, Essex Police Headquarters, PO Box No.2, Springfield, Chelmsford, Essex CM2 6DA. Tel: 01245 452716 or email paula.skidmore@essex.police.uk.

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Prepared for the challenge

THE new head of Community Safety Supt John Mauger is looking forward to the challenges that Essex brings as he plans to further develop the department's relationship with divisions and the community.

Supt Mauger has been with Essex Police for just over a month after joining from the Metropolitan Police Service where he worked for over 16 years. He started as a constable based in Canning Town, working his way through East London before joining the Personnel Department. He then served in Strategic Co-ordinating at

Names in the news

Scotland Yard before joining the Commissioners private office.

In September 1999, he was asked by the Commissioner to assist the Home Office set up the new Metropolitan Police Authority. He joined Essex Police to gain a wider experience and further his knowledge of policing different communities and other forces.

The 39-year-old was born in

Hong Kong and travelled around the world before embarking on a career in the police service. Although new to the Force, he is no stranger to the county as his parents settled in Colchester after leaving the army. He enjoys cookery, stamp collecting, embroidery, flower arranging and swimming.

Retirements

After 30 years Essex Police inspectors Robert Palmer, from Southend, and Gary Skull, on ACPO secondment, are retiring. Also hanging up his hat is traffic sergeant Malcolm Johnson, based at Stanway who retired early this month after 30 years with Essex Police. Braintree constable Anthony Howard, is



● Supt John Mauger

retiring on September 24, after serving 22 years. Meanwhile, ill-health has forced the retirement of Pc Sian Mayo (MICAS) after nearly 18 years' service and Colchester sergeant Peter Sayer after nearly 24 years.

Obituaries

Former sergeant Sidney Hand has died aged 79. Mr Hand, retired from Essex Police in 1976 and was living in Eastwood.

A sad farewell also to former constables Frederick Dawes, Richard Mason and John Groves who all died recently.

Mr Dawes, from Hants, retired in April 1960, and died on July 11, aged 94. Richard Mason, from Brentwood, retired in January 1994, and died on June 28, aged 52. John Groves, from Norfolk, retired in February 1969 having served in Clacton, Grays, Braintree, Harwich, Romford, Saffron Walden and Brentwood. He died on July 29, aged 83, and leaves a widow Mary.

Reunited members

OUR numbers are increasing steadily with former members re-joining after reading recent circulations. It is quite incredible that we have so few members in the Southend area considering the number of pensioners.

Some of the reasons given for not joining are quite funny. "I'm not old enough", "It's a club for old codgers", "What's in it for me" and "I don't know who the secretary is", are just a few.

Flying the flag

SINCE taking on the role as Southend Branch Secretary I have been told that NARPO is the only organisation that looks after the interest of police pensioners. Certainly when you read the quarterly NARPO News magazine you see that the National Executive and other committees fly the flag for us all on very major issues affecting our pensions and rights in the outside world.

So in my book all pensioners should be members in support of these efforts as it's the NARPO achievements that benefit everyone.

I would appreciate any enlightenment or comments on issues regarding NARPO.

Thanks

OUR colleagues in the excellently run Colchester and Chelmsford branches have been very helpful in providing help and guidance to start our work in Southend and we look forward to meeting up with them as both a committee to discuss matters of joint interest, and at social functions.

Subscriptions

THESE seem to have been sorted out now with all problems solved and standing orders ready to be started on January 1, 2001.

There is a proposal that subscriptions are taken direct from pensions by County Hall. Brain Mead is in contact with his counterparts in the other branches to get this up and running.

Annual calendar

TAKING a leaf out of our Colchester Branch book we intend to circulate a calendar of events and functions for the year 2001. Your ideas for this would be appreciated.

Volunteers

WE have two more volunteers to serve on our committee but need more to spread the workload. The more we get lightening the load the more successful we will be.

Social functions

THE Christmas/White Helmet do is provisionally set for Thursday, December 21. I will be attempting to arrange for meals to be available in the Southend canteen.

We will be arranging a meeting of all Southend NARPO members in October/November for your views and ideas. Details will be circulated when arranged.

Bob Craven

Market Place

GOOD homes wanted for two young female guinea pigs, semi long-haired. Contact 01371 878974.

FORD Escort Special Edition 1.6i Mexico, 5 door hatchback, 'N' reg, black, excellent condition, 50,000 miles, reluctant sale, £4,250. Contact Keith Simpson on 01245 323707.

FORD Mondeo, 1.8GLX, 1994, full service history, four new tyres, new exhaust, new battery, MOT September 2001, £2,850 ono. Phone ext 19431 or 01206 273394.

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VW Polo 1.4cl, 'N' reg, 51,000 miles, alarm, alloys, f/s/h, e/w, pow/st, 3 door, met/red, £5,500. Contact Dc McKie on 0208 502 3881.

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Lest we forget

A NUMBER of projects have been undertaken by the Essex Police Memorial Committee in honour of those police officers who have lost their lives in the course of their duties.

A fund to carry out such projects was originally started to commemorate those killed in two wars. In peacetime, however, the fund lost much of its significance and finally a charitable trust was created to administer the funds.

The committee now sits twice a year under the chairmanship of Deputy Chief Constable Charles Clark to regretfully consider new relevant cases.

A bronze plaque already takes pride of place at Colchester Police Station in remembrance of three former 'borough' officers killed in wartime. At police headquarters a carved oak memorial board and a Book of Remembrance can be found in the entrance lobby, along with a bronze memorial complementary to the Great War marble from in Shire Hall, Chelmsford, and a bronze World War 11 plaque which has been purchased and is about to be dedicated.

Details of Essex Police Memorials have been provided to the Imperial War Museum and included on the National Survey of War Memorials. Meanwhile a stone to Bill Bishop killed on duty at Frinton is looked after by his family and a 'weather eye' kept by the committee.

The following five new projects are also underway:

The lives of those on war memorials are

being researched through our own records, through the internet's Commonwealth War Graves site and other sources. The launch of a police memorial web-site is also being considered. It might be that readers of *The Law* can help with this research. Information on Essex Constabulary officers should be sent to R.Giggin, c/o Essex Police Museum with information on Southend of Colchester Borough officers sent to Fred Feather, c/o HQ Post Room.

Commemorate

Roadside memorials and known graves of officers such as W. Gutteridge, T. Simmons, R. Bambrough and A. Eves are to be regularly visited by committee members Geoffrey Markham and Bob Ward. The 1915 grave of Special Corporal the Reverend J.B. Thomas at Radwinter is within the care of the church.

A small plaque is being designed for Southend Police Station to commemorate the Great War service of Constable T. Joyce of the Coldstream Guards whose 1916 death is not already shown.

A small plaque is being designed in conjunction with Saffron Walden Council and Library to indicate the site of the murder of William Campling, the High Constable of the town in 1849. A prominent site has been earmarked.

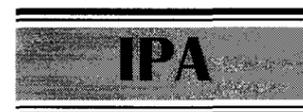
A gravestone is being provided for War Reserve Constable Edward Jack Gillingham and his wife Cecily who were killed by bombing at Southend in 1940 and who have an unmarked grave in Sutton Road Cemetery.

Trier tour was a treat

FORTY-TWO members and friends have just returned from a marvellous five day trip to Trier, on the River Moselle in Germany.

The town of Trier is reputed to be the oldest in Germany and has Roman buildings dating back almost 2000 years, many of which are remarkably well preserved.

Trier's position on the Moselle, adjacent to the wonderful scenery of the Hunsrueck, makes it an ideal base for sampling both the local food and wine, which we



managed to do!

The tour, which was planned by Frank and Terri Joslin, included four wine tastings at different restaurants in the area as well as a three hour cruise on the Moselle and visits to a number of the towns in Hunsrueck.

We know that Frank and Terri are busy planning for next year's trip so keep in

touch if you want to be included.

Our only other planned event this year is the Christmas Dinner which we will once again be holding at the HQ Sports and Social Club on Friday, December 1. Tickers cost £15 per head and you are asked to let Frank Joslin know on 01245 602872 if you would like to reserve a place. The meal will follow the usual format and will include music for dancing.

Mid Essex IPA
Bill Fancourt

Help say thank you for life-saving operation Take the plunge!

AN officer from Grays is hoping to raise much needed cash for Great Ormond Street Hospital by organising a charity abseil.

Constable Steve Smith's son Jack underwent emergency surgery just hours after being born when doctors discovered his food pipe was connected to his windpipe which prevented him from feeding. Jack, who is now nine months old has had to undergo further surgery since.

As a gesture of thanks Steve is now seeking as many volunteers as possible to abseil down a multi storey car park at Lakeside on Saturday, October 7. The event will take place between 9am and 5pm at car park 12 by the Warners Brothers cinema, under the watchful eye of fully qualified abseil team, The Bramley Lakes.

Anyone interested needs to pay £10 to register, but this money will be refunded

to any individuals raising £40 or more in sponsorship. If you don't feel brave enough to go it alone, the instruction team can allow up to three people to abseil down the car park at the same time (on separate ropes, of course). Alternatively you could simply make a donation or sponsor a friend.

Cheques should be made payable to 'GOSH charity abseil 2000' and sent to GOSH charity abseil 2000, PO Box 1886, Stanford-le-Hope, SS17 7AR. This address can also be used to obtain registration. Alternatively contact Steve Smith on 077908 76376.

Dates for your diaries

JUST a reminder to Essex Police Choir supporters that we will be taking part in a number of concerts over the next few months and would love to see you in the audience.

This month, on September 23, we will be returning to St Aidan's Church in Leigh-on-Sea for an evening concert starting at 7.30pm. Proceeds from the concert will assist the work of the much respected Lady McAdden Breast Screening Unit. Tickets will be priced at £3 and can be obtained from Norma Heigho on 01245 522360.

Moving to October, we return to Christchurch in Chelmsford where on Saturday, October 21, we will be bringing the three Essex Police musical organisations together for a grand Essex Police Concert (see advert right).

With these three groups you couldn't wish for a wider choice of entertainment so. Incidentally we understand that Essex is the only force in the UK to have a band, a musical society and a choir!

Tickets are priced £6 and can be obtained by calling Julie Brown on 01245 494811. This event is the one concert during the year that we use to help raise funds for the choir, and the other organisations taking part, to help us with the purchase of music, staging, uniforms etc, so by supporting us with your attendance you will be helping us to continue our charity work.

Our pre-Christmas concert programme is still being finalised but I will try to include details in the next section of *The Law*.

Bill Fancourt

Cruise the Caribbean

THERE are still a few places left for Caribbean cruises organised by the Essex Police Sports Association. Departures are in January, February and March and prices start from just £759 instead of the normal £1,200.

The trip includes scheduled return flights from London, transfers, full eleven nights cruise sharing a twin cabin, full board, evening entertainment, all taxes and destination folio.

If you're tempted to experience the delightful islands of the West Indies and the Virgin Isles, get an application form from John Stonehouse on ext 58888.

ESSEX POLICE CHOIR ANNUAL CONCERT

with
THE ESSEX POLICE BAND
and
**THE ESSEX POLICE
MUSICAL SOCIETY**

at 7pm
on
SATURDAY, 21st OCTOBER, 2000
at
**CHRISTCHURCH
NEW LONDON ROAD
CHELMSFORD**

**TICKETS £6
BOOKING OFFICE TEL - 01245 494811**

Just two tickets to go

THERE are just two places left for a six night trip to Las Vegas and Palm Springs. Flights leave Heathrow on November 21 and are followed by three nights in Las Vegas and three nights in Palm Springs returning on November 28.

The tickets are priced £479 per person, and for an extra £8 you can even catch a coach from HQ to take you to the airport.

Alternatively if you fancy a weekend break why not try Bruges? There are still tickets available from the Sports and Social Club for the weekend of November 3 to 5.

The trip includes a coach from headquarters, a Channel crossing on Le Shuttle and two nights bed and breakfast in a three star hotel in the centre of Bruges.

The cost is just £79 for members and their partners and £85 for non-members. Single supplement is £38 and £20 is required to secure a booking.

Astounding generosity

A MASSIVE sum of nearly £7,000 has been raised by an officer, and a group of friends, who undertook a 2,000 mile motorcycle ride, despite a early hiccup in proceedings.

Traffic investigator, Pc Chas Harris, set off on the four-day round-Britain ride in May with seven other riders. However, on day one his bike was written off. Amazingly the other party in the accident was a fine English Gentleman (of considerable means) who promptly bought Chas a new machine AND donated £1,000 to the charity pot.

The journey continued and by hook or by crook the team made the epic voyage from Lizard Point, to Land's End, John O'Groats, and finally to

Lowestoft. A total of £6,663.50 - a pleasant surprise for the beneficiaries - Little Haven's Children's Hospice.

Lucky lottery winners

ALAN Carter of Colchester Crime Desk is the lucky winner of the August lottery netting £1500. Other winners were: £1000 Pc Gary Lees, Halstead; £500 Pc Alan Morris, Southend; £300 Pc Tanya Steele, Harlow; £200 Anthony Belford, Brentwood and £100 Lesley Larcombe, Colchester.

Consolation prizes of £50 were awarded to: Dc William Clark, Special Ops; Dc Jim Cousen, Rayleigh SB; Sue Tickner, Corporate Support; Sgt David Worsfold, Epping; Inspector Graham Carey, Basildon; Pc Terence Collinson, Halstead; Caroline Wiseman, FIR; Pc Martin Holloway, MSD Chigwell; Pc Stephen Buscall, Training and Ds Richard Argles, Basildon.

Essex Police Sports & Social

Nearer to home you could re-live the swinging 60s and 70s at a charity night in the headquarter's sports pavilion on Friday, October 13.

Enjoy the sounds of live musical duo *Take the Biscuit* with Pete and Dave, a fish and chip supper and prize raffle. Fancy dress is optional but there are prizes for the best boy and gal.

Tickets, priced £6 are available from Shirley Turner on 50655 (01245 452157). All proceeds will go to Farleigh's Hospice.



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Team produce marathon results

ESSEX produced arguably the best results by a men's running team in a PAA championship when they took third place overall in this year's marathon, held in conjunction with The Great Scottish Run around the streets of Glasgow.

This was the first men's team top three placing for over 25 years and the first ever in the marathon.

As the weather temperatures steadily climbed into the high 70s and the competitors faced a series of steep inclines between mile 15 and 23, many found the last few miles a struggle.

However, having already won the Veterans 5k at the track and field championships in June, Chelmsford's Mick Bond (2hrs, 53 mins) added his second PAA title by being the first over 40 man to finish and the 5th man overall.

Vic Spain (3hrs 5 mins) displayed his commitment to the team by remaining on his feet until he had crossed the finish line after a desperate last mile - the Basildon man needed medical attention for an hour after he had finished.

With only three to score the pressure was on the third Essex runner, Paul Purkiss (3hrs 28 mins). But the man from Ongar responded with a magnificent lifetime best to ensure Essex claimed the third team award.

Essex also had a 'uniform' team. This year's runners were Pete Bryan, Paul Anderson and the amazing Laurie Rampling (4hrs 22 mins) who just missed out on an individual over 50s men's award.

'Butch' celebrates Queen mum's century with his own

THE annual fixture between the Royal Household Cricket Club and the Gentlemen of Essex CID is always a special occasion. However the splendour of playing on a cricket square in the shadows of Windsor Castle paled into insignificance when John Butcher scored a magnificent 132 not out.

The Royal Household chose to bat first and were soon in trouble. The bowling was opened by Hurley and Kettle who had the home

SINCE Tab Hunter stepped down at the Angling Club's AGM in May, Graham Garnham from Bocking Dog Section, assisted by Alan Diver from Braintree, took on the task of running the team.

We sent two teams to the newly formed Eastern Region Competition run by Cambridgeshire at Ferry Meadows lakes in Peterborough, resulting in the A Team finishing runners-up to Cambs and the B Team finishing third. We were only beaten by two points, on their own water which was a good result.

We did however have the first and second individuals in the shape of Dave Smith from Basildon, with over 25 lbs of fish and Steve Adams from

Shoeburyness with nearly 19 lbs of fish.

The national competition this year was hosted by Gwent Constabulary, on a series of different lakes. Two days of practice on these lakes left everyone, except captain, Graham Garnham, happy with a method of catching fish, His lake was a nightmare full of weeds and crystal clear. Paul Bird, Southend had a very hard lake but had sussed it out, and even impressed the local anglers who live on the water, with his methods.

Thursday, August 17 arrived with everything sorted and Essex Police needing a good draw. Peg 11 was pulled out of the bag, right in the middle, with the added bonus of the Met 'A' team on Peg 12 - a good start

to the day. Rain whilst we were setting up didn't help but the whistle went at 11.30 with the sun shining.

Three of the sections were close together so at the end of the match Alan Diver, with 5 points, Mick Lawrence, HQ, with 5 points and Paul Bird with 3 points went back to the match HQ. We knew the Met 'B' had only 7 points from these three sections which was very good.

Graham Garnham was waiting for us with 3 points, giving us a total of 16 points. The Met 'B' team had a very bad result on Graham's lake, giving us a slight advantage.

Phil Brochen, from Leigh, arrived back from Cardiff with 10 points and Dave Crichton-Smith (Stansted Airport) with 6 points giving us a total

of 32 points.

However Lancashire had done very well on four of the sections so we knew it would be close. Dave (Wolfy) Smith, finished third in the reserve section so we went back to the hotel in good spirits.

The results were announced at the Presentation Meal in the Evening - South Yorks third with 35 points, Essex second with 32 points, and Lancashire winners with 27 points.

Very close at the end and our best ever result and points total in this competition.

To beat all three Met teams and split the northern teams, who normally win, was an excellent result for Essex, so who knows what next year will bring.

Terrible turnout, amazing athletics

DESPITE the lowest turnout on record (a mere 58 competitors) the re-arranged Force Athletics Championships boasted just about everything else.

by Laurie Rampling

Apart from superb competition we had the presence of a



● Record-breaker Paul Starns is presented with the Victor Ludorum trophy by Chief Constable David Stevens.

nationally acclaimed athlete - young Dominic King, son of Colchester's Steve, and a race walker of immense talent. Also a record-breaking performance by Thurrock's Paul Starns, who accumulated 38 points with wins in the men's hammer, javelin, discus and shot putt and 2nd places in the long jump and 100 metres.

What a shame our most impressive performer for many years will shortly be leaving the force for pastures new. Paul's achievement comfortably ensured him the Victor Ludorum trophy, his second such award in just over a month following his 28 points in the regional competition.

There were many other impressive performers on the day. Supermum Sue Bunting, from Southend single-handedly carried Southend's challenge with a superb 23 points.

Another fine performer was Lucy Bradley, from Braintree, with no less than six awards for her afternoon's work, and an impressive 27 points towards her division's total. Other 'girls' to impress were Sue Jones (Basildon), Jo Taylor (Basildon), Sue Clark (Rayleigh), Sophie Chatwin (Braintree) and, of course, Tanya Payton (Harlow).

Apart from Paul Starns, other men to excel were the ever-young Mick Bond (Chelmsford) with fine performances in the men's 1500/5000 metres vets, and Derek Walker (Colchester) with points accumulated in the men's 100m, 200m, 400m and 800m. Another early contender for the

Lend your support to netball squad

THE Metropolitan Police are staging this year's netball rally at the Chigwell Sports Centre over the weekend of September 22 and 24.

Seventeen teams have entered this competition which is expected to be of a high standard.

Organising the Essex contingent is Pc Sue Clark, Canvey CID and

Victor Ludorum.

The final impressive performance of a superb afternoon was Davey Joseph's victory in the veterans 200m in a time of 27.4 secs, to retain the Maurice Brazier Memorial Trophy - the icing on the cake to round off a competition dedicated to Maurice's memory.

I would like to think that 'Mo' was there looking down on us with a smile on his face as the newly dedicated John Hedgethorn Trophy (formerly the Charrington Cup) was presented by 'The Boss', Mr Stevens, to Basildon's Allan Barley as they retained the champions mantle for yet another year.

My final thanks must go to all the officers from Essex 3As (Howard Williams' merry band), my wife Marian for keeping the accounts, albeit minus her calculator. Last, but by no means least, Chief Constable David Stevens. After spending all morning in London, doing what Chief Constables do, he turned up to support us and, for the second time in just over a month, embarked on a marathon of presentations and photographs with the smile remaining throughout.

Thank you sir, for your support, and thanks to everyone who turned out to represent your divisions.

Final positions were; Basildon 194 pts, Braintree 104 pts, Rayleigh 99 pts, Harlow 88 pts, Colchester 57 pts, Thurrock 54 pts, Chelmsford 29 pts, Southend 23 pts and Tendring 9 pts. There was no team from headquarters.

spectators are more than welcome.

● The Croker Cup darts competition is scheduled to take place on Sunday, November 5, at Southend Police Station, at noon, with regional PAA competition same time, same place, the following Sunday (November 12). All competitors should register with Pc Paul Bates at Leigh.

