



4 x 4 fun with  
Jeremy - P5



Head of Crime  
retires - P6



Boy's bravery is  
rewarded - P9

## Boundary change running smoothly

IT is exactly six months since Essex Police took over responsibility for areas of the county previously policed by Metropolitan colleagues, and the transition appears to be running smoothly.

It was at midnight on March 31 this year that Loughton, Chigwell, Buckhurst Hill and Waltham Abbey became the jurisdiction of Essex Police - for the first time in over 160 years. The move brought the whole of the Epping Forest District Council area under one policing umbrella.

Six months on divisional commander, Superintendent Ian Learmonth, is pleased with the way things are going. Mr Learmonth joined the team two months ago, taking over from Supt Andrew Drane.

He said: "Speaking to police officers working in the new areas it would appear there was a seamless transition, and the feedback we are getting from officers and members of the public is extremely positive."

● Continued on page 3

## Pay talks progress

PROGRESS on talks to end the imbalance between police officers' pay in London and those in surrounding forces was made at a meeting of the Police Negotiating Board Working Party on October 6.

Essex Chief Constable David Stevens, who leads on the issue on behalf of the affected forces, said afterwards that a firm proposal would now be put forward to the PNB when it meets on October 19.

He said there was "strong support" for the proposal, details of which would not be revealed until after the PNB had had the chance to discuss it.

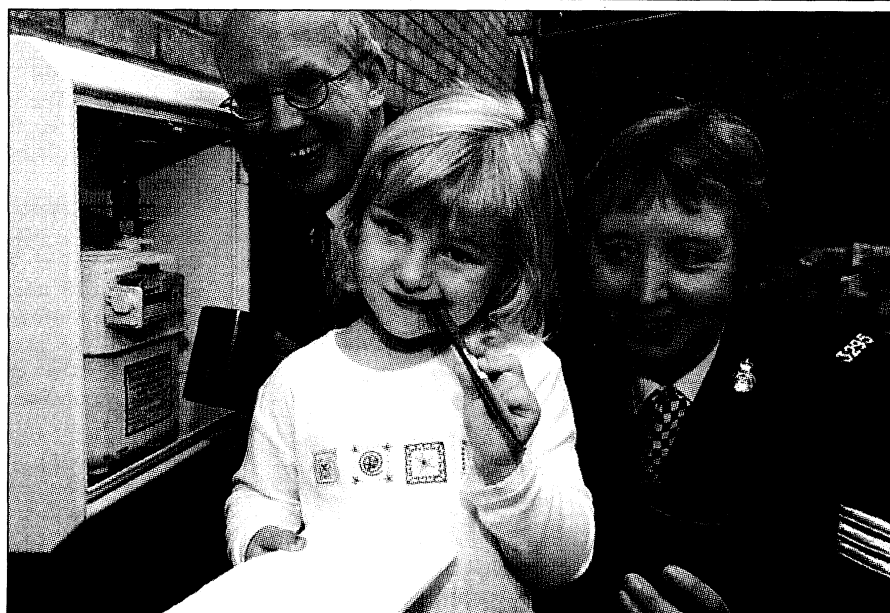
"It is hoped that from that meeting a firm proposal will be put to the Police Federation," he said.

● See Federation column page 2.

## Lessons learned from successful operation

# FUEL DEMOS: WE'RE READY

## Honour for Allison



ESSEX Police officer Allison Campbell has been praised for her contribution in the local community by being selected as the winner for the Anglia region in the Nationwide Awards for Voluntary Endeavour.

Allison is a sergeant with the local community policing team based at Loughton and has been the architect behind the building of a new playgroup for toddlers in Purfleet, Thurrock.

She has been liaising with the local authority for the past two years, in which time she has also managed to raise £150,000 from over 200 local, and not so local, firms and businesses to support the cost of building materials. Local tradesmen, parents and residents have donated their time and skills to the project and Allison herself has spent some of her own money to keep the project going.

The facilities will provide high quality pre-school education for 200 children with local parents trained as fully-qualified staff. It will have separate services for child support schemes such as child psychology and speech therapy.

"People with young children have to travel to Grays which is over five miles away because there are no similar playschemes in the area. With the number of families here, this area is crying out for such facilities," said Sgt Campbell.

The awards have been developed by Nationwide Building Society and are designed to recognise those who have made an outstanding contribution to the local community.

● Sgt Campbell is pictured, right, with three-year-old Katie Harvey and Peter Collier, Network Officer for Transco, one of the project's sponsors.

by Norman Hicks

**AS Britain braces itself for the possibility of more fuel tax protests, Essex Police has drawn up contingency plans to minimise the effects of any future blockades.**

Praise for the way in which the force tackled the September demonstrations at fuel depots and refineries around the county has come from many quarters.

However, feedback from divisions and departments involved in the first phase of Operation Echo is currently being scrutinised by a strategy group, chaired by Assistant Chief Constable (Operations) Joe Edwards, to ensure that the Essex Police response to any future action by the protesters is even more effective.

In a message to all staff, following September's events, Mr Edwards said:

"I wish to thank you all for your efforts in supporting this operation."

### Tasked

"All officers and support staff, whether directly involved or tasked with maintaining normal policing on divisions, conducted themselves with the greatest professionalism and enthusiasm."

"We effectively averted crisis in Essex through

rapid mobilisation and deployment, the brunt of which was borne by divisions."

"During a period of political sensitivity and public concern, Essex Police provided a reassuring and competent response for the benefit of the people of Essex. Well done."

### Order

Divisional commanders are being invited to attend the next meeting of Operational Policing Policy Group, when details of the operational order for policing phase two of Operation Echo will be discussed.

Although the key to resumption of the protests is likely to be the Chancellor of the Exchequer's autumn statement in November, the danger of "panic buying" of fuel ahead of this will also be covered by the order.

In the event of any major disruption to supplies of fuel, the Essex Police position will remain the same, i.e. to ensure public safety, protect life and property, ensure free movement of tanker traffic and to allow lawful protest.

# Our stance on regional allowance

THE subject of a regional allowance has raised many eyebrows over the last few months.

We have had thrown back at us that the Federation is doing nothing for post '94 recruits.

If that was the case, why did the Constables' Branch Board propose a questionnaire, which was endorsed by all three ranks, to highlight the problem of retention and disparity over the pay differential between ourselves and the Mets?

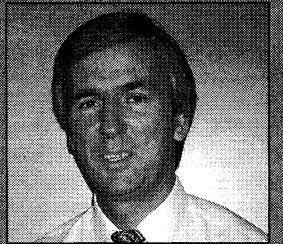
Yes, our long-term aim is to support our National Federation in the reinstatement of housing allowance for post '94 recruits.

Yes, we were against a separate regional allowance because we believed it to be the thin end of the wedge in the break up of the Police Negotiating Board, our national pay negotiating machinery.

That said, we listened to the ground swell of opinion and, at our last meeting, although still endorsing the long-term aim, our short-term plan is to support the Chief Constable in his negotiations for a regional allowance for post '94 recruits.

## Federation Newsline

by Terry Spelman



We have furnished the Chief Constable with a breakdown of the questions and responses obtained from the questionnaire, a precis of which is set out for your perusal on this page.

What is important is that 97.5 per cent of post 94 officers responded to the questionnaire and, from that figure, nearly 76 per cent were considering transferring to the Metropolitan Police.

What does concern us is the suggested possibility of a staggered allowance being offered, i.e. some divisions bordering the Metropolitan Police being offered an amount, with other divisions not receiving anything.

I know the Chief Constable is against this possible proposal and we could not support the concept either.

We are arranging three open meetings, if possible in the north, south and centre

of the county, to talk these issues through and answer your questions.

I know the next date for the Police Negotiating Board will be October 19, so I would expect the open meetings to be after that date.

Your local reps will have details when they are known.

### Discipline, Complaint and Misconduct Issues:

Within the next few days all Essex Police officers should receive from their local Federation representatives two leaflets referring to different aspects of discipline, complaint and misconduct issues.

These have been designed by your local Police Federation in consultation with the force.

The first is a guide and general advice on what to do if you are the subject of a complaint or misconduct investigation and explains

the support that you can expect to receive from the Police Federation.

The second deals with Witness Support.

This starts with general advice on duty reports or statements and the circumstances under which they can be required.

It then acknowledges the

pressure on a police officer required to give evidence against a colleague in any court or tribunal and explains the support that they can expect from the Police Federation.

You are advised to retain both leaflets for future reference.

## Survey results

Total number of Constables in the force: 2220

Pre-1994 Constables: 1645

Post-1994 Constables: 575

Total number of survey responses: 1524 (68.18 per cent)

Pre-1994: 963 (58.54 p.c.)

Post-1994: 561 (97.56 p.c.)

Question 5 - Have you applied for the Metropolitan Police recruitment package?

Pre-1994 Yes 106 (11 p.c.)

Post-1994 Yes 223 (39.75 p.c.)

Question 6 - Have you applied to transfer to the Metropolitan Police?

Pre-1994 Yes 15 (1.55 p.c.)

Post-1994 Yes 36 (6.41 p.c.)

Question 7 - Are you considering applying to transfer to the Metropolitan Police?

Pre-1994 Yes 335 (34.78 p.c.)

Post-1994 Yes 426 (75.93 p.c.)

Question 10 - Are you considering leaving the police service completely?

Pre-1994 Yes 479 (49.74 p.c.)

Post-1994 Yes 225 (40.10 p.c.)

## Police dog Bruce and handler Mark in trials success

PC Mark Hall and German Shepherd Bruce did exceptionally well when they represented Essex Police at the Benfleet Working Trial Society trials held last month at Tilbury.

Competing for the first time in working trials Mark and Bruce came second in the Companion Dog Stake gaining 93 out of a possible 100 marks.

Their dogged determination, demonstrating what a police dog is capable of under test conditions, gave them a certificate of merit which will enable them to compete in future championship working trials.

● The first in-force police dog trials since 1995 took place at Wethersfield and HQ during the first week of October.

Three dogs and their handlers, plus a reserve were being selected to go forward to the Eastern Region trials in Cambridgeshire next year.

A report and pictures of the Essex trials will appear in the November issue of *The Law*.

## Diaries

THE Force Sports Association has once again produced a quantity of diaries, which start from August 1, 2000 to incorporate the winter season.

Supplies have been distributed to divisional representatives for committee and sporting secretaries.

The rest will be kept in the sports shop for distribution to members on a first come first served basis.

## Support staff pay talks go to ACAS

POLICE support staff are still awaiting the outcome of negotiations surrounding an increase in pay and conditions after the Police Support Staff Council (PSSC) and Unison could not come to an agreement.

A proposal for a six per cent increase across the board and a deletion of the bottom two points of the national pay spine was put on the table by

Unison, while the PSSC made an offer of a three per cent increase on all existing spinal column points.

Both parties rejected the other's offer, but it was agreed that the two sides would consult their members before meeting with ACAS representatives later this year, where a compromise will be sought.

## Community car 'invaluable'

LOUGHTON'S Community Policing Team are the proud owners of a brand new car when their local Renault dealer donated a Megane to add to their vehicle fleet.

The new community policing car was given to them by Darlington's, the Theydon Bois dealers in West Essex.

Community Officer Pc Jeremy Spencer

believes the car will be an invaluable resource in maintaining the drive for high-visibility policing in the area.

He said: "We're very grateful to Darlington's for providing us with this new car which will enable us to remain mobile and accessible to the local communities of Loughton, Chigwell and Buckhurst Hill."



● The sponsored Renault Megane guarded by Insp Ivor Harvey and Pc Jeremy Spencer.

## Car Insurance

### 35% Discount for Police Officers

- Discounts for civilian staff, retired officers and families
- Added security of a Lloyd's policy
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- FREE courtesy car (comprehensive cover only)

\* Subject to status



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## service line

INSURANCE

## Bid to cut hate crime

A NIGHTCLUB in Basildon is helping police to crack down on hate crimes and encourage more victims to report incidents.

The initiative is part of Basildon Division's community race relations strategy and although it includes all hate crime, is currently focused on homophobia.

A panel of police officers and community members has been formed, and members of the group hold a 'drop-in' at Colors Nightclub in Southend, on the first Friday of each month.

Visitors there are able to talk and seek advice about a range of issues from criminal activity to sexual health.

On these nights staff of the club don special campaign T-shirts bearing the slogan "Basildon Against Hate Crime".

Pc Andrew Meyer, a member of the panel, said: "In 1999 six homophobic incidents were recorded by Basildon Police, so far this year there have been 20.

"Although there has been a marked increase, the 'drop-ins' suggest there is still severe under-reporting. This campaign is helping to drive home the message that hate crime will not be tolerated and that many organisations, of which Basildon Police is one, will listen and support victims, and where appropriate take positive action against those responsible."

## Human Rights Act in force

A TRAINING programme is under way, to ensure that all members of staff are familiar with Human Rights legislation, which came into effect on October 2.

The Essex Police Human Rights Project was set up in March this year to oversee creation of the Essex Police Training and Awareness Strategy, in conjunction with EPTC and to start the process of auditing Essex Police policy, procedure and practices.

Some awareness raising was already taking place in Essex Police before the project was under way. Wherever possible existing training has been used for inputs on Human Rights.

A poster campaign has been launched throughout Essex Police and the project has a dedicated update on the Essex Police intranet. The Law has also carried articles on Human Rights and the

### EVERY member of Essex Police staff is to receive training in community and race relations over the next two years.

The programme will start later this month with the distribution to all personnel of a community awareness training workbook, which staff will be allowed four hours' working time to complete.

This will be followed by one or two-day classroom sessions run by Home Office approved trainers IONANN, and will be at various locations around the county.

#### Model

The workbooks are currently being printed and are based on a model devised by Kent Police.

The aim of the workbook is to raise knowledge and awareness of community relations issues, in order to promote fair and professional service delivery and to ensure that all staff start their classroom training with similar levels of understanding.

The book is divided into a

number of tasks and self assessment exercises, with a final declaration, which will have to be signed off by supervisors and the completion of the workbook will be recorded on personal training records.

#### Focus

Fifteen internal focus groups have already taken place, looking at all the majority and minority groups within Essex Police and covering all ranks, including chief officers and support staff.

IONANN will be meeting minority groups within the community during October,

### by Norman Hicks

for training needs analysis and as a benchmark of where the force is now.

The knowledge gained from the focus groups and community groups will be used in the running of two pilot training courses before Christmas, with the main training beginning in the new year.

Front line staff, who deal with the public daily, will be the first to be trained, followed by supervisors, managers and other staff.

Front line staff, who deal with the public daily, will be among the first to be trained, along with supervisors and managers, non-contact staff training will follow.

Further focus groups will meet at the end of the training period, to assess what has been gained.

#### Role

In his foreword to the workbook, Chief Constable David Stevens says the most fundamental role of the police is protecting the public.

"We are charged with the protection of the most vul-

nerable in our society and we daily demonstrate that we are the greatest of all protectors of civil rights," he says.

"Race relations and community issues are not a peripheral policing task. Dealing with these matters well is part of the main stream of our business and critical to our mission to take a lead in making Essex safer," says Mr Stevens.

Commending the workbook, Mr Stevens adds that it "sets out the knowledge, understanding, skills, attitudes and behaviour that the service expects of you in relation to the issues that affect minority groups".

## Aid mission set to return

THE police-inspired humanitarian aid mission to Romania earlier this year, which brought hope to hundreds of orphans and terminally ill children, is to be repeated next year.

Ex-Det Supt David Bright, one of the co-organisers of the May 2000 convoy - a joint venture with the Metropolitan Police, Inner London Probation Service and the charity Aid for Children - said the plan is for the same organisations to return to Romania next June.

A number of projects were carried out at orphanages, a children's hospice and a leprosy colony in the East European country in May.

Said Mr Bright: "Where we went this year we thought was terrible enough, but we now learn that these were some of the better places."

Further details of the return mission will be published once a date has been fixed.

"If anybody is interested in coming along, they must be prepared for some very hard work. It's not a holiday," said Mr Bright.

The project has the backing of Essex Police Chief Constable David Stevens,



who presented this year's Essex contingent with certificates of appreciation, signed by Metropolitan Police Commissioner Sir John Stevens, at a ceremony at Headquarters last month.

Anyone who is interested in joining next year's mission - which for Essex Police staff has to be in their own time - should contact Angela Smith on extension 52004 in the first instance.

● The convoy group with their certificates, after the presentation at Headquarters.

## Boundary change runs smoothly

● From page 1

"The boundary change was the result of two years of hard work. I have joined Harlow Division at a point when the transition has been completed and everyone involved is beginning to settle down. It

would certainly seem that the changes are proving satisfactory to all concerned."

Chigwell councillor, Brian Sandler, who used to be a Metropolitan police officer before becoming a councillor, said he was quite concerned when news of the changes

was announced, as local councillors had spent years building up a relationship with the Metropolitan Police. But good liaison with Essex officers prior to March 31 alleviated any concerns.

Mr Sandler said: "Since April 1, everything has been

very positive. There are more Home Beat officers, more Special Constables and we have entered into a partnership to provide CCTV.

"There has been some criticism of response times, but all in all the change has been a big plus."



# Law letters

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

More letters  
on page 11

## Federation has let us down

THERE is currently a lot of debate regarding a SouthEast Allowance for all those officers who joined the force post 1994.

We would like to express our gratitude and thanks to the Chief Constable and the Police Authority for their efforts in raising this issue at ministerial level.

A number of us have been wondering what the Essex Police Federation are doing and to support this issue.

Questions have been asked

by a number of officers at meetings and by phone to the Federation office and it appears that they have been less than truthful with their replies.

At the annual Federation open meeting earlier this year the question was asked, "What are the Federation doing to help the financial plight of post 94 Officers?"

The reply from Dave Jones was that they would fully support post 94 officers and do everything it could to get

financial assistance.

"Fantastic" we thought, our subscriptions are going to good use after all.

We were therefore surprised to read in the joint branch board minutes dated July 31, 2000 that the Essex Police Federation supports the national stance of resisting a southeast allowance.

Are we being bitter and twisted or are our Federation officials all in receipt of housing/rent allowance and on the upper reaches of their respec-

tive pay scales and therefore don't care about the financial plight of post 94 officers.

They seem more concerned about pursuing a national allowance for all post 94 officers in all 43 forces in England and Wales, a noble stance but an offer which is not on the table and unlikely to be so.

We find it quite hypocritical to support a federation to the tune of £13 per month, when they are using this contribution to actively resist a

proposed increase in pay for Essex post 94 officers.

Therefore it is with profound regret that we will find it necessary to withdraw our funding to the Federation.

**Gary Simpson,  
Kevin Adams,  
Jason Burnham,  
Ian Steele**

**Chelmsford Community  
Policing Team**

● Editors' note: See Federation column on page 2 for response.

## Don't talk to me about stress!

RECENT articles in the press concerning the stress factor faced by police officers in their duties brought back memories of my first day in the Borough of Southend-on-Sea.

It was 1954 and I was about to start early turn shift - my first day let loose alone on an unexpecting public.

### Map

I had to report for duty at No.5 police box and set off from home at 5.30am, allowing 20 minutes to reach the box. I was not familiar with the Southend area but I had a street index map and how could I fail to see such an imposing feature as a police

box? That was my first mistake.

I covered Thorpe Hall Avenue about three or four times without a glimpse of anything resembling a police box. Panic set in, it was now five past six - what a start to my first day! Out of the blue I saw a postman and was placed in the embarrassing position of asking him where the police box was. Once he had stopped laughing he directed me to the railway bridge.

There, completely camouflaged by a large bramble bush, was the missing box.

It was now ten past six and I was told that the sergeant was looking for me and likely

to have part of my anatomy when I arrived.

My second and third mistakes were in quick succession. When parading at a police box you were allocated a cycle beat and you wouldn't think there would be any difficulty in the simple operation of leaving your own cycle in the box and collecting the police cycle.

### Pedals

Whoever had used the cycle before me must have been 6ft 9in, as there was no way I could sit on the saddle or reach the pedals and the necessary spanner was missing. My first two-and-a-half hours were spent pushing the

cycle with my beat booking containing the points to be at half hourly intervals.

I set off for my first point - alright if you're riding a cycle but when you're pushing and quarter of an hour late starting, it becomes a problem, particularly when you also can't find all the locations.

I eventually arrived at the station at 8.30am anticipating a bacon and egg breakfast. There I met Sgt Wakeford who spent the next 10 minutes telling me things about my parentage I had never dreamed of, and that I was to see the inspector at 9am.

The inspector spent some time telling me about

Mackesey, my predecessor, and what I should set my sights on in the future. "The CID in about 10 to 12 years time boy," he said, and then dismissed me. Nothing was said about me parading late or missing my points but I learned much later that I was officially reprimanded.

### Dogs

I set off for the second half of my shift and my fourth mistake was not remembering what the Dogs' Act said about strays. I was approached by a lady with a dog which she said she had found with a collar and lead. Before I had time to explain it was her responsibility to take

it to the station she looped the lead over the handlebars and left me with a very unhappy mongrel who had no intention of coming with me or letting me look at his collar.

With the dog pulling one way and me pushing the bike the other the chain came off covering my uniform with grease. Then the dog bit me!

After a traumatic journey to the station I arrived to the sergeant saying he didn't want that "dirty smelly thing" in his station.

### Cruel

A few minutes later a woman arrived to claim her pet and complaining bitterly that she had been informed that a policeman had been seen dragging her poor SATAN (yes, that was his name) along the road in a cruel manner and tried to kick it.

The remainder of my day passed reasonably peacefully apart from directing a lorry driver three miles out of his way, and forgetting to get a signature in my pocket book for property handed in by a member of public.

Three breaches of the discipline code, a complaint from a member of the public, torn and grease-stained uniform and nothing to eat for 18 hours - how's that for a stressful day? And it was only 2 o'clock.

Little was I to know there were to be worse days!

**Ray Law, Southend**

## Sad note on which to end his career

ON behalf of Malcolm (Sgt Malcolm Johnson, formerly of MSD, Stanway) and myself, I would like to publicly thank all the retired/serving officers and partners who attended Malcolm's retirement celebrations recently.

We cannot begin to express how much it meant to have you all join us.

It was certainly an occasion of mixed emotions and one that Malcolm will always reflect upon.

### Generosity

The generosity of all those who contributed to Malcolm's Stanway gifts, as well as that of those who brought along individual gifts, has left us speechless and we thank you all so very much.

However, I am not entirely lost for words when it comes to drawing attention to the fact that none of his commanding officers took the trouble to seek him out before he worked his last shift.

During past eras and under past regimes, this would never have happened.

The lack of such a simple gesture is yet another example - to rank and file - that many gov'nors are oblivious to the welfare of their officers. Little wonder that such widespread low morale exists.

After giving 100 plus per cent during every shift for 30

years, you would have thought that it was worth a handshake and a message of good wishes.

Sadly, in today's climate, Malcolm was not surprised that this did not happen.

However, the absence of this courtesy from his own management was ironically highlighted by the fact that Colchester Town called him up during his last shift, to say goodbye and wish him well.

Under the circumstances, he was especially appreciative of this particular initiative.

It is a sign of the times that only frontline officer colleagues can be relied upon to give back-up required in every possible situation imaginable.

They are the ones with their fingers on the pulse, but hardly anyone at HQ listens to them or cares about them.

### Farewells

It was only fitting, therefore, that Malcolm said his farewells surrounded by people who had supported him (and myself) through thick and thin.

To these people we say thankyou for everything!

**Heather A Johnson (Mrs),  
Colchester**

● Editors' note: Chief Constable David Stevens has responded personally to the author of this letter.

All I want is a  
**repayment  
mortgage!**

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## Open Day focus on success of youth projects

BASILDON Police Station threw open its doors this month with a day of displays and activities to celebrate the success of the police and other agencies, working with the town's young people.

Under the umbrella title "Youth in Basildon — Our Future", the open day focused on how a variety of projects and initiatives in the division have already helped young people achieve their full potential in society - one of the key objectives of the Basildon District Community Safety Leadership Group, set up under the Crime and Disorder Act.

The day also marked the official launch of the latest such initiative, a Junior Neighbourhood Watch Scheme. This is based on a pilot scheme being run at Chalvedon School, under the title The Chalvedon Challenge, which has among its objectives: "To make young people aware of issues which affect the community and work together to improve the quality of life within it."

Guests at the open day included the High Sheriff of Essex, Giles Coode-Adams; Basildon MP Angela Smith; and the Chief Executive of Basildon Council, John Robb.

### Displays

Atrocious weather limited the outside activities, but the partnership displays were popular, including those by youth organisations, including Essex Scouts Association, Essex Association of Boys' Clubs, Essex Motor Project, Prince's Trust Volunteers and the Millennium Volunteers - a Government scheme which encourages young people to take part in community activities in their own time.

### Recruit

Among the most popular displays was that of the Northern Racing College, based at Doncaster Race Course, who brought a horse-riding simulator. Essex Police also had a recruitment display.

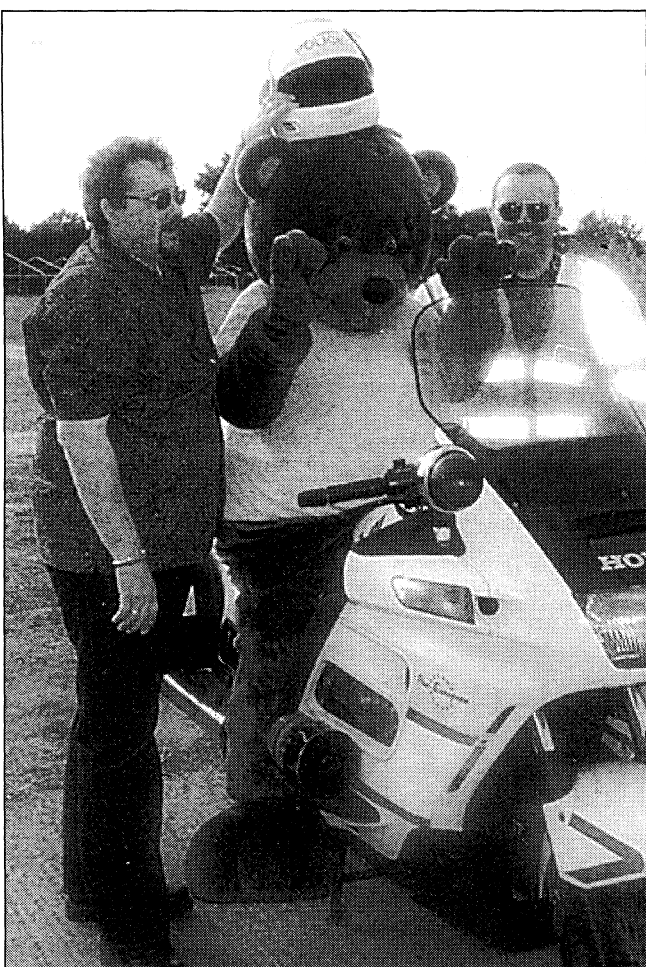
Essex Leopards provided a basketball display and there was also the chance to tour the Divisional Police HQ in Great Oaks, including the control room and the custody area, where drugs referral worker Ian Swift was on hand to explain his role.

Members of Basildon Youth Council, the Youth Offending Team and Basildon Youth At Risk scheme members were also in attendance.

HOLMES 2 system will speed up information flow

# Casualty Bureau goes hi-tech

## Jeremy's fun day out



THE third annual 4x4 FunDay in Kent on Bank Holiday weekend was a roaring success with the underprivileged children of Essex, as Assistant Chief Constable Joe Edwards waved them off from Thurrock Services.

The Hop Farm hosts a variety of attractions for both children and adults, including dray rides, go-karting and a bouncy castle to keep all amused; with Basil Bear on hand to entertain the children as they arrived on the buses from Chelmsford, Colchester and Southend.

The highlight of the day was the 4x4 off-road course which was enjoyed by all those who participated, while the army were on hand supplying the steady stream of burgers and sausages from the barbecue menu.

The special guest of the day was Jeremy Spake, from BBC TV's *Airport*, who sampled the delights of the barbecue before embarking on the 4x4 course.

All the vehicles were donated by various local car dealers to the delight of committee members and officers from the Force Support Unit.

The sunny conditions made for a dry course, with little chance of daring manoeuvres.

The Essex Police Dog Unit were out in force with German Shepherd dogs Tex and Yenna providing playful entertainment, while bloodhound Sherlock was proving a wet option for those who went within slobbering distance.

Event organisers would like to thank all those who sponsored the event which included local supermarkets, banks, restaurants.

Arriva and Eastern National Buses provided the buses, with Texaco supplying the fuel.

● Jeremy Spake is pictured having fun with Basil Bear.

by Roger Grimwade

**THE power of new technology has been harnessed to help the Essex Police Casualty Bureau deal more effectively with the huge volume of calls which follow a major incident or other emergency.**

The common understanding of the role of a casualty information bureau is to receive calls from the public, who may have friends or relatives involved in an air crash, or similar disaster, and confirm their worst fears, or reassure them that all is well.

### Swamp

This is often far from the case, as the Essex Police Casualty Bureau has been put into operation for crashes on the M25 when, even though casualty numbers are small, the volume of calls to the Force Information Room threaten to swamp their operational effectiveness.

It has also been used to handle incidents like the kidnap of baby Karli Hawthorne when the number of calls from the public, wishing to give information was again enormous.

Responsibility for the Bureau now lies

with MICAS at HQ, who are using the Casualty Bureau application on HOLMES II computers.

This should drastically improve the sifting and matching processes that previously had to be performed manually.

### MICAS

The Casualty Bureau was previously the responsibility of EPTC, but will now be manned by MICAS staff aided by over 40 volunteers from support staff.

There is still a need for more volunteers who will be given the necessary training. MICAS manager, David Blackiston said: "Holmes II technology will have the benefits of speeding up the processing of information and releasing police officers to deal with the operational aspects of a major incident."

"The support staff volunteers should get real job satisfaction by making their contribution to the handling of a major incident."

Anyone interested in volunteering should contact ext. 52270.

The demands made on a Casualty Bureau are often too great for one police force to handle, so Essex Police has joined with seven other forces to handle the volume of calls.

As these other forces adopt the Holmes II package the information will be transferred electronically, further speeding up the process.

## Driving skills in spotlight

A NEW programme aims to improve driving standards by giving motorists who have been stopped for driving offences the chance to attend a correction course rather than appear before a court.

The Driver Improvement Scheme, which will be jointly run by Essex Police and Essex County Council, will provide motorists the opportunity to spend a day and a half with independent driving instructors in a bid to correct their faults for which they came to notice after a road collision.

Research shows that the majority of people who are involved in one collision usually go on to have a further two or three crashes within several years.

The programme, based on a

similar scheme run by Cambridgeshire Police, consists of classroom and practical lessons given by both police officers and accredited driving schools' instructors with possible input by police officers as appropriate.

### Points

Surveys conducted by several forces around the UK found that nearly 90 per cent of drivers who participated in such courses found them beneficial and more useful than paying the statutory fine for careless driving.

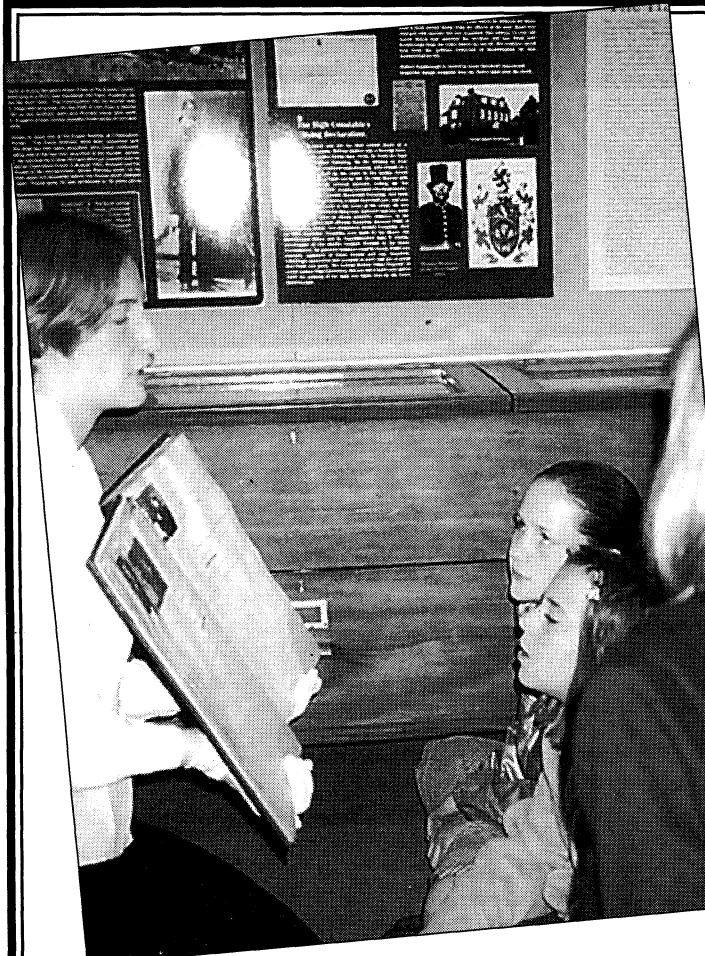
The scheme, which is due to get off the ground early next year, will cost each driver a sum of money in lieu of a fine and penalty points on their licence.

## PC's murder on TV show

A DOCUMENTARY detailing the murder of Pc George Gutteridge by Frederick Brown and William Kennedy in 1927 at Stapleford Abbots is being produced by The Discovery Channel. Researchers are looking for anyone who may have information about the case, in particular anyone who is interested in finding anyone who may be related to people who worked on the case. If you can help, please call Naomi on 01276 700942.

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





● Curator Elizabeth Farnhill explains the mystery of custody records of long ago to an eager young audience. Elizabeth leaves Essex Police this month, to join Calderdale Borough Council Museum Service, as an outreach officer, designing educational material and resources for school use. It is a three-year contract funded by the Heritage Lottery Fund. Everyone connected with the Essex Police Museum and her colleagues at Headquarters wish her well in her new post.

## Fun approach to learning makes Essex Police

# This hidden starting to s

Tucked away in a little known corner of headquarters is one of Essex Police's hidden gems, the Essex Police Museum.

The Museum was opened in 1992 to safeguard the heritage of Essex Police and since then serving and retired members of staff have been working to establish it as one of the best independent museums in Essex.

This year, the museum has taken important steps forward. It has signed a five-year management agreement with the Police Authority, which formalises the practice of serving officers and civilian staff depositing items belonging to the Police Authority with the museum, and it has developed

a documentation action plan with Colchester Museums.

This action plan provides a framework for the entire collection to be documented by 2005, ensuring that in the future, if anyone is looking for a particular item, museum staff will be able to type in a few key words and be able to locate the item immediately.

However, the museum has not just made progress with its vital 'behind the scenes' work. It has also developed a programme of fun, national curriculum based educational activities about Victorian policing, which unfortunately most of *The Law* readers are too old to join.

Primary school visitors are invited to travel back in time to 1840 and decide which truncheon they would like to carry on duty with them and, based on their examination of the

### Report by Heather Watts

truncheons on display, decide which ones would have been used in that year.

They then have to take a close look at a Victorian officer's uniform and work out how an officer used his uniform.

Do you know why a Victorian policeman's hat was so tall?

### Games

Well not only did he keep his sandwiches in there, it was also useful to stand on so that he could look over walls and hedges.

Not only do these games keep the children guessing but they also give the right answers.

Moving on, the children get

to experience the darker of Victorian life as they gently enter the museum's straw strewn cell.

Imagine what it would have been like to be a prisoner those years ago... dark smelly conditions, with the straw for a toilet.

Prisoners were often maced, not only to stop attacking other prisoners also to safeguard the prisoner's wife, who looked on while the husbands on duty.

Quietly coming back into the main part of the museum look at custody records of chains of the past complete 45-minute visit.

The murder of Spratty in the village of Wix in

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## Lee's legacy st

HEAD of Crime, Det Chief Supt Lee Weavers, retires this month after more than 30 years devoted to the policing of Essex.

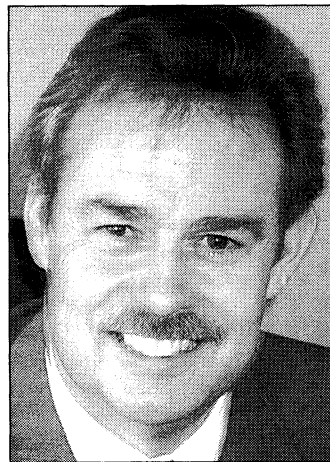
A respiratory illness which struck last year and which has seen him battling to regain his former health has finally ended his police career.

Mr Weavers joined Essex Police in September 1969 as part of the first intake of cadets at the Training School and was first posted to Ongar as the station probationer.

After spells as an area car driver and with Chelmsford CID, he was promoted into uniform, working at Epping before becoming a Detective Sergeant at Harlow and Epping.

He then became staff officer to the then ACC(O) Matt Comrie, before promotion to Detective Inspector in Crime Intelligence, later transferring as a uniform inspector, working on the first Essex Police computer project, helping to develop the early command and control system and HOLMES I.

Further tours of duty at Brentwood, as uniform inspector and Benfleet as DI followed, before promotion to Chief Inspector in the mid-



● Lee Weavers.

1980s, responsible for computer development.

A year out to study for his Masters degree in Police and Criminal Justice at Exeter University, was followed by 18 months at Rayleigh, before promotion to Superintendent and one of the most challenging roles of his career, as staff officer to the then Chief Constable John Burrow during Mr Burrow's vice-presidency and presidency of the Association of Chief Police Officers (ACPO).

"This was clearly an incredible period, working with someone as experienced as John Burrow on the national scene," said Mr Weavers.

"I was someone newly promoted into the

Superintendents' ranks, working with those who were preparing the service's national response and evidence, Sheehy, the Royal Commission and Kenneth Clarke's agenda.

"It was two-and-a-half years of living out of a suitcase, a lot of very high profile work with other organisations and other police forces," recalled Mr Weavers.

"The highlight of that was the very telling visit which John Burrow was to make the service's case, 1993 summer ACPO conference in Birmingham.

"In his very calm and unflinching way, he took the Home Secretary apart politely - as he always did - and got a tremendous reaction from all those attending and the media and right. It was an incredible moment. He shaped much of the outcome."

Following this hectic in his career, Mr Weavers given the task of leading 1993 force restructuring was promoted to Superintendent in returning to G Division then had become, as Division Commander.

Three years later returned to Headquarters set up the new Crime Division.

## Museum a popular venue for all age groups

# gem is sparkle

provides the springboard into a one hour role play session for teenagers, who have to assume the role of inspector and select three villagers to interview about Spratty's death.

Once they have selected and discussed their choices, the detectives become the suspects as they each assume the role of one of the villagers and read out a script, based on the evidence their character actually gave at the trial in 1848.

### Visits

Sounds fun doesn't it? And although these activities are not available to older members of the community, you can arrange group visits to the museum.

The Essex Police Museum is set to embark on an oral history project to capture people's accounts of policing since the 1930s and would like to hear from any officers, specials or

civilian staff who have worked for Essex Police or any of the borough forces and would like their memories recorded and shared with a wide audience for posterity.

We would also like to hear from volunteers who would be able to spare a few hours a month to interview people about their memories.

Full training and equipment will be provided.

If you would like to become involved with the museum either as a volunteer, as a member of the museum's committee, or to help with the oral history project please get in touch with Martyn Lockwood (tel 01245 452338/Ednet 50294).

If you would like to organise a group visit to the museum, please contact Ruth Collin, in Public Relations, on 01245 452395/Ednet 50770. Please note that the minimum number for a group visit is 15.



● The hands-on approach to learning brings the past to life at Essex Police Museum, as these children from St Andrew's School, Weeley discovered on a recent visit.

## nds test of time

which he has headed ever since.

Asked what have been the highlights of his career, he answers: "Its been one big highlight. I've loved every minute of it and I hope over the years that I have made a useful contribution, doing things that have taken root and stood the test of time.

### Arrest

"If I had to pick out moments from my career as a whole, then I would have to go back to my very first arrest and interview and gaining an admission from someone responsible for theft of tools. That was when I was a CID aide in Ongar in 1974.

"That was when I first realised that dealing with crime was the thing that really gave me the greatest satisfaction," he said.

He has been involved in several high profile incidents and operations - the Tanzanian hijack, Operation Catchment, Operation Monarch to name only three - but says much of the most satisfying work he and his colleagues have devoted themselves to over the years has involved cases which have attracted much less attention and have involved both uniform and crime initiatives.

The ill health which has dogged him for most of the past

year means that he must leave the job he loves.

However, the long-term prognosis is good and Mr Weavers - who is still only 47 - will not be resting on his laurels when he leaves Essex Police at the end of the month.

As well as devoting more time to his family and pursuing his hobbies of sailing, golf "and drinking good red wine", he is helping to float a new consultancy - The Ramesses Group. As soon as health permits, he will be a full-time director. His new team are working on a number of projects, including an overhaul of the police service in Jamaica!

As he looks back on his career and contemplates a change of lifestyle, Mr Weavers remains optimistic about the police service.

"I think the service is in great shape for the future. The difficult decisions we have had to take in recent times and changes made were necessary. I am sure these will make us a much better organisation in the long run.

"I do, however, worry that we are losing sight of what we need to do to look after our people and this is adversely impacting on morale and performance.

"You could argue that we used to be too cosy and that it

was too comfortable, but we are in danger now of losing sight of the fact that our people are our most valuable resource and we do not appear to be supporting them and managing them in the most beneficial ways."

Mr Weavers was full of praise for the support he personally had received from the Chief Constable and the force during his illness, but said that, having "seen it from both sides now" it did concern him that "some of those following behind are losing sight of what has gone before and the balance has shifted too far".

Said Mr Weavers: "I do not detect very much compassion and I do worry at times about this.

"I am one of the bad sickness statistics and feel very guilty about it, yet I have always given of my best and have been totally committed to this organisation.

"People do not come to work (particularly in the public sector) to do a job badly or fail, but there seems to be a developing trend in our thinking that suggests that because we are more businesslike, people are to be beaten with sticks, blamed or viewed with suspicion, rather than led, motivated and supported in achieving their own and the organisation's objectives."



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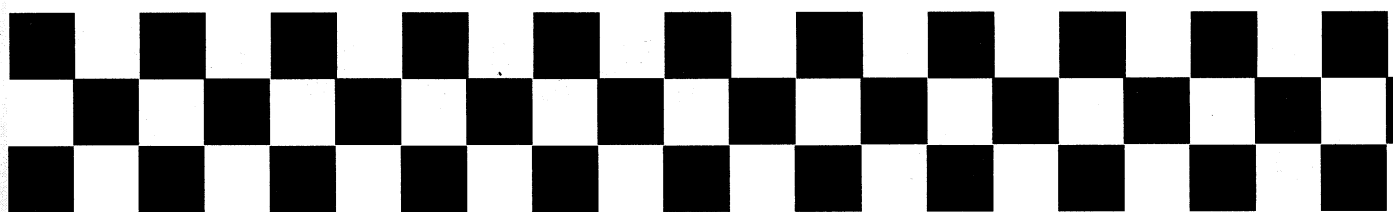
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## Brave Christian's wish granted

A ROMANIAN boy who was invited to Essex Police Headquarters last month has had his operation to have a new leg fitted after his was severed in an accident.

Nine-year-old Christian Corodea was in the UK for the operation after an Essex couple managed to raise over £1,000 needed for the new leg. Christian was rounding

up sheep while helping an uncle on his farm near his home village of Sintoma when a couple of the animals strayed onto a railway line.

While attempting to get the sheep clear, a passing train tore off his leg.

George Henry and Lisa Brown belong to HAPPEE, a humanitarian aid charity which make

trips to Eastern Europe delivering wheelchairs to needy people.

George and Lisa who live in Leigh wrote to Chief Inspector Wil Kennedy after football-mad Christian wished to visit a police station.

● Christian is pictured in the police museum at Force Headquarters during his visit.



## Dealing with adult abuse

by Ruth Collin

GUIDELINES for dealing with allegations of abuse from vulnerable adults are being published this month.

The document has been developed by the newly formed Essex Vulnerable Adults Committee and aims to co-ordinate response to abuse complaints.

Historically, Essex Police has had no set criteria for dealing with allegations of abuse from vulnerable adults.

Such victims may include the disabled, the elderly or those in poor health.

Until now, allegations of abuse from vulnerable adults have not taken into account the personal circumstances of the aggrieved. For example, they may find it difficult to report abuse if they are living in a home or dependant upon carers.

Research into the reporting and processing of abuse allegations has now been carried out, with Essex Police working with professionals from Social Services.

### Committee

The Essex Vulnerable Adults Committee has been formed with representatives from Essex Police, Essex Social Services, North Essex Health Authority and South Essex Health Authority, to develop a protocol under which all the agencies will work to make it easier for vulnerable people to report abuse.

Every police force in the country was consulted and the "Guidelines for the Protection of Vulnerable Adults" have been developed.

This work has coincided with a government initiative, entitled "No secrets", which highlights the need for a locally based protocol in dealing with vulnerable adult abuse.

The Essex Vulnerable Adults Committee is now publishing its guidelines and launching a "No secrets" publicity campaign, to increase awareness of adult abuse and encourage people to report any concerns. Publicity material, including posters

and flyers will feature a social services telephone number as a first point of contact for the public.

A comprehensive training programme has taken place and more than 100 Essex Police staff have attended.

Detective Supt Dick Madden, who represents Essex Police on the committee said: "All people have the right to be heard and have any allegation listened to and investigated. I hope these guidelines will make that process easier for the victim and more co-ordinated for the officers dealing with the case."

Any officers who would like to see the new guidelines should contact their local Detective Inspector or speak to Ds Iain Fraser on ednet 54327.

## TV unit helps Herts inquiry

ESSEX Police TV Unit has played a major role in attempting to trace the Hertfordshire Rolex watch killers, who gunned down a 46-year-old woman on August Bank Holiday Monday.

The TV Unit happily responded to a request from Hertfordshire Police to use their resources to film a reconstruction, in order to generate media interest which could help solve the murder investigation.

Operation Knight is the Hertfordshire investigation into the murder of Josephine Martorana, 46. She died in hospital two weeks after she and her husband were shot at after returning from a shopping trip in Central London.

Two men attacked them, demanding they hand over two gold Rolex watches worth £100,000 which they had just bought. Shots were fired at Mrs Martorana as she tried to get help, while

her daughter and her boyfriend were shot at while rushing outside the house.

The two men then fled the scene in their Vauxhall Vectra, pursued for more than a mile in his BMW by Mr Jo Martorana, before losing them.



● The TV crew prepare for the first scene in the reconstruction.

Several weeks of production work finally came to fruition when the TV Unit filmed the reconstruction on Sunday, October 1.

Hertfordshire Police, who no longer have their own dedicated TV Unit, met the cost of the two-day shoot.

by Norman Hicks

## THE results of the latest Equal Opportunities Survey show positive progress being made within Essex Police.

Despite the organisation going through considerable change, with its inherent uncertainty and anxiety, the survey shows that progress in equality issues continues to be made and that working relationships are generally very good.

The October 1999 survey

was sent to every police officer and member of support staff (a total of 4,265 at that time), with 2,027 (47 per cent) returned.

It was the third survey of its kind, previous versions having been completed in 1993 and 1996.

### Audit

The results of the latest survey will be fed into a comprehensive audit of equal opportunities within Essex Police, to be carried out by EO adviser Jan Woodhouse.

The survey revealed very high levels of satisfaction in working relationships throughout the force, with around 90 per cent of staff either satisfied or very satisfied with their immediate supervisor, line manager and colleagues.

The same percentage also believe that chief officers, managers and supervisors demonstrate commitment to equal opportunities, whereas only 59 per cent thought so in 1993.

Of the 49 ethnic minority employees 41 responded to

the survey and, of those 33 believe management generally shows commitment to equal opportunities.

A similarly high proportion of female respondents (1305 of a total 1415) detected positive commitment, from chief officer to supervisor level.

The survey showed little evidence that ethnic minority staff or women felt their career opportunities were limited by race or gender, with only a small number in each case responding negatively.

### Banter

Levels of inappropriate banter or behaviour witnessed by staff has fallen, although there was a slight increase among the ethnic minority staff who reported that they had been the subject of such behaviour.

There was a slight increase in those who felt they had been harassed or bullied, but a fall in the number of people who felt raising a formal grievance would be held against them in future.

The majority of respondents cited team spirit and working with colleagues as major benefits of working for Essex Police.

### Positive

Commenting on the survey, Jan Woodhouse said: "The results of the 1999 equal opportunities survey are very positive, but clearly there are areas which require further attention."

"The Essex Police Equality of Service Strategy provides for such action to occur in a focused and structured way and for progress to be measured by chief officers on a regular basis."

## United concert first

ESSEX Police is unique among police forces in Britain in having three separate musical groups.

The Essex Police Choir, the Essex Police Band and the Essex Police Musical Society are joining forces in a concert to be given at Christchurch, New London Road, Chelmsford at 7pm on Saturday, October 21, 2000.

This is the first time that all three musical elements of Essex Police have come together. On this occasion "sunflowers" will be worn in aid of the hospice movement, and a collection will be made for Save the Children.

The event is already a sell out, with a waiting list for any cancellations.

Former Deputy Chief Constable of Essex Police and Chairman of the Essex Police Choir, Peter Simpson said: "It has long been my ambition to bring the talents of the three musical sections of Essex Police together for a major concert, and I believe that this evening will be a treat for both the audience and the participants alike."

For further information contact Roger Grimwade on 01245 452450 or 01702 341901, or Peter Simpson on 01245 281412.

The choir has 57 singing members and has been in existence for 11 years, the band has 31 members and was formed in 1965, and the musical society 45 members, formed in 1958 and has produced 76 shows.

The band has made four recordings and the choir will make its first in November.

# Head of Crime retires on health grounds

HEAD of Crime Division, Det Chief Supt Lee Weavers is retiring this month, on medical grounds, after more than 30 years' service.

An interview with Mr Weavers appears on the centre pages.

Det Insp David Hughes has retired from the Scenes of Crime department at HQ, after more than 30 years' service.

Retiring after almost 27 years' service is Pc Calvin Heal, who was based at Clacton.

Pc Laurence Collins served

for more than 27 years before retiring earlier this month from Brentwood.

After just over 21 years' service Dc Allison Stewart retired at the beginning of October from the Drugs & Serious Crime squad.

Pc Christopher Jacob retires from Rayleigh Division after over 30 years in service.

For many years he was sec-

retary of the Essex Police Sports Association and represented the national PAA at table tennis in the European Championships in Belgium last month.

After nearly 11 years' service Pc Peter Carr retires from Harlow Division.

Pc John Kettley retires from Rayleigh Traffic Unit after more than 18 years with the Essex force and a total of 30 years with the police service.

Pc Richard Houghton retired earlier this month from HQ(IT) after more than 22 years' service.

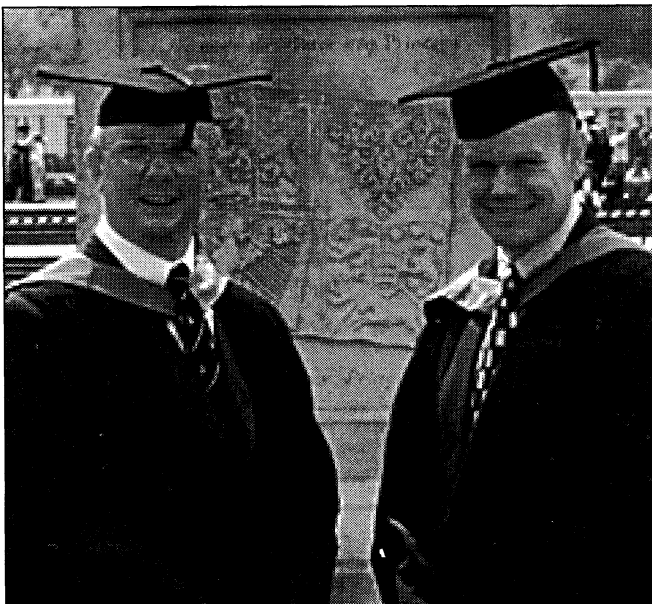
Also retiring on ill health grounds is Pc Donna Batchelor, based at Thurrock, who retires this month after almost eight years' service.

## Names in the news

## Degree successes

TWO sergeants and two constables from the training school at headquarters have graduated after successfully completing a two year degree course.

Sgt David Colwell, Ds John Chambers, Dc Roy Buckley and Dc Anthony Kantaris all passed the Post Compulsory Education Training (Cert Ed).



● Sergeants John Chambers and David Colwell don graduation gowns to collect their degrees at Greenwich.

## Obituary

Former sergeant Constance Guiver has died aged 76. Miss Guiver was living in Rochford and retired from Essex Police in 1979 after serving with Southend Division.

Former constable Bruce Berry has died aged 61. Mr Berry retired from Essex Police in 1991 and was living in Wivenhoe. He leaves a widow Barbara.

Ex-Pc Derek Rowe died last month at the age of 71. He retired in 1975 and leaves a widow Sheila.

Ex-Pc Edward Wiggins from Leigh-on-Sea has died aged 66. Mr Wiggins retired in 1989 after postings in the south west of the county. He leaves a widow, Kim.

## Mind your own business

### The column of the Ex-Essex Police Business Association

AT the annual meeting, it was decided to increase the number of committee posts to ten, because of the increased workload on the Association's officers.

The following were elected for the further year: chairman, Bill Pirie; vice chairman, Neil Seymour; Association secretary, Roy Dennis; assistant secretary, Bob Craven; membership secretary, Ken Luxford; treasurer, Brian Hindley; assistant treasurer, Malcolm Hargreaves; social secretary, vacant; committee members, Geoff Markham and Martin Hayhurst.

Both Bill Pirie and Bob Craven stated that they intend to step down from office after this year.

The constitution has been revised to accord with the new ethos of and the very active work being carried out by the Association.

The new constitution will ensure that the Association can continue to be of benefit to its members and be less open to misinterpretation and misunderstanding.

**Essex Police Inquiry Agents Scheme:** Contact has continued with Corporate Support and there will be an advert in *The Law*, seeking applicants for the inquiry work.

Interviews will take place and those successful entered onto a database. A co-ordinator will be appointed who will be based at HQ.

Divisions who want work carried out will then contact the co-ordinator to supply a suitable agent in the area.

Tenders will have to be submitted for the work on a

simple form. The inquiry work pay is in the region of £12 - £12.50 per hour.

Project work will continue to be subject of a separate tender.

There are no other details of how the scheme would work or whether Essex Police would pay mileage etc.

Roy Dennis will contact all those who have sent him CVs, as they are not now required.

It is obvious that Essex Police have to get the infrastructure of such a scheme right before embarking on such an innovative idea.

Individual members are strongly recommended to seek advice before entering into a contract to carry out any proposed work and to balance the personal costs against the rewards.

Personal taxation, National Insurance, professional indemnity insurance, accountant's fees and the many other unforeseen overheads of being self-employed can seriously cut profits.

**Christmas dinner:** Bill Pirie is arranging the function at the Essex County Cricket Club, Chelmsford, on Wednesday, December 6. The cost will be £20 per person for a three course meal and two glasses of wine. Partners are also invited for the first time this year. Please let Bill know if you are coming.

**Future meetings:** Wednesday, April 4, 2001 and Wednesday September 5, 2001 (AGM), both at 7.30 pm HQ Sports Pavilion. Committee meets Wednesday November 8, 2000 7.30 pm HQ Sports Pavilion.

**New members:** Contact Ken Luxford on 01202 395948, or e-mail: ken.luxford@supanet.com

**General inquiries:** Contact Roy Dennis on 01202 504246 or e-mail: roy.dennis@pop.ntlworld or Bob Craven on 01702 582750. lsg@tinyworld.co.uk

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**FORD** Mondeo, 1.8i Zetec, silver, alloy wheels, A/C, e/windows, traction control, ABS, CD radio, excellent condition, 10,500 miles, £9,000. Contact Steve Humbles on 07941 163570.

**THE** original Florida experience. Why not take a break in our home in Florida. Many have and return each year. Fifteen minutes from Disney. Four bedrooms with secluded solar-heated pool and deck. Overlooks wetlands and wildfowl areas. Excellent value. Contact Lee Weavers on 01245 362228.

**YAMAHA** FJ1200, 1990 sports tourer, Krauser panniers, excellent condition, low mileage. £1,995. Contact Keith Davies on 01245 360153.

**HALESWORTH**, Suffolk, 2-bedroom holiday cottage for let, completely modernised but retaining beams and oak flooring, near Southwold Broads and beautiful countryside. Contact Pc Taylor on 01245 324651.

**FREE** to good home, 1960 Austin A40, some work needed, i.e. welding, MOT, good winter project. Contact DC Mayo on 01245 440830 ext 25126.

**ROVER** Metro Knightsbridge, 'G' reg, 1.3 hatchback, blue, very good condition, £995 ono, MOT until March 2001, taxed until April 2001, new clutch, new tyres. Contact Neil Seymour on 01268 693255.

**ALICANTE**, are there any like-minded who would like to part-own a Spanish retirement property. Interested? Contact either Rita or Paul Warriner at Colchester Police Station.

**FORD** Escort, 1.6si, 1996 'N' reg, 46,000 miles, aubergine, 3 door, electric windows, central locking, spoiler, MOT until August 2001, very good condition, £4,395 ono. Contact Mr Watkins on 01702 474482.

**SUZUKI** GSX(F), 750cc, black, 9,000 miles, one owner from new, 'S' reg, including helmets and protective equipment, £3,000 ono. Contact Paul Whittingham on 01277 262212.

**ERCOL** dining-room suite including table, sideboard and four chairs, light wood excellent condition, £200 needs collection. Contact Mike Benning on ext 5412 at HQ.

**NEW** Russell Hobbs Classic, 2-slice toaster, £15. Contact 54126 at HQ.

**SWALEDALE**-Yorkshire Dales, traditional two-bedroom 18th century cottage which sleep 4, excellent furnished and equipped with tv, CD player, fridge, cooker, microwave, etc. sorry no pets or smokers. For further information contact Christine McKay on 01784 884675.

**HONDA** CBR 1000F 1996, rare colours, baglum, magnum, blue vision, serviced every 2,000 miles, choice of screens, original handlebars and in mint condition hence £3,800 ono. Contact Harman Cons on 01621 855673.



# Please make more use of this facility

MAY I use your good offices to advertise a facility for disabled people, which is readily available for use by or on behalf of regular police officers, members of the Special Constabulary, civilian members of support staff and their family members or friends.

Some years ago, the Fun Day committee acquired two long-wheelbase Ford Transit personnel carriers from the proceeds of force charity fund-raising.

## Charity

We anticipated them being used for charity transport purposes, but they were seldom on the road.

Last year the committee decided to donate one vehicle to Littlehaven Hospice and convert the other for use by those with disabilities.

I have tried to advertise the availability of the latter, but it remains underused - perhaps we can bring it to the notice of a wider audience through your pages.

The vehicle details are as follows:

It has a diesel engine, manual five speed gearbox, has been converted to a seven seater and can accommodate two motorised wheelchairs and their occupants.

There are seven conventional seats, including the driver's, all fitted with seatbelts.

There is a nearside sliding door, opening into the rear of the vehicle and a fold-down step facilitates easy access for the reasonably mobile.

The rear of the vehicle has two opening doors with a manually operated ramp for wheelchair access.

## Winch

Towards the front of the rear area is an electric powered winch and cable to facilitate loading of wheelchairs and their occupants using the rear loading ramp.

The floor of the vehicle has a fitted tract to secure the wheelchairs when in transit

## Thanks for good wishes

MAY I sincerely thank all of you who were kind enough to send me Get Well cards, letters and good wishes on my recent illness and subsequent operation.

I am pleased to say I am getting better daily.

It is my intention to answer you all individually.

My best wishes to you all and to all your families.

Vincent (Paddy) Duffy, Greystones, Co Wicklow

## Letters

Continued from page 4

and to secure inertia reel seatbelts for wheelchair users.

A briefing on the use of the vehicle's equipment will be given to first-time users.

To defray costs, there is a charge of £20 for a full day and £10 for a half day.

Both charges include insurance cover. The vehicle is supplied with a full tank of fuel and must be returned with a full tank. Additionally, the vehicle must be returned in a thoroughly clean condition.

I can arrange a driver under some circumstances.

Contact for hire: Ralph Young, at Headquarters Transport Management Department, on 01245 232538 normal business hours; or me via Jenny Young, on 01245 452111.

A current driving licence for this vehicle's group must be produced at time of hire.

Many people worked hard to make this facility available - it would be gratifying to see it used more frequently.

Geoffrey R Markham, Chelmsford.

## Cherished number memory

IT was with interest that I read an article in the local paper regarding the controversy raised in a recent issue of *The Law* over the procurement of a cherished index number A13 EPD for one of the pool cars used by senior officers.

My mind went back to the days when I first joined the job in the 1950s, when the then Chief Constable Jonathan Peel had his own personal use car belonging to the force.

This I remember was lovingly polished daily by his chauffeur (Pc Walters?) and carried the index number UPU 1, which really did make a statement.

It was never clear why the ACC at that time hadn't splashed out and bought the next consecutive number for his own car.

Perhaps the Police Service has lost its sense of humour since those days. After all, A13 EPD is a bit boring.

Ex-Pc Peter Stockwell, Maldon

## Sport and Leisure

# Tight at top of Croker Cup table

SEVERAL Croker Cup events have been completed, with Basildon and Southend sharing the early season honours at the top of the table.

These are the early results:

**Netball:** 1 Basildon (12 points), 2 HQ (10), joint 3 Rayleigh and Southend (8), 5 Braintree (6).

**Golf:** 1 HQ (12), 2 Rayleigh (10), 3 Tendring (8), 4 Southend (7), 5 Basildon (6), 6 Braintree (5), 7 Chelmsford (4), 8 Colchester (3), 9 Harlow (2), 10 Thurrock (1).

**Cricket:** 1 Combined side of Southend, HQ and

Tendring, 2 Tendring (10), 3 Chelmsford (8). The winners shared the points as follows: Southend 8, HQ 2.

To avoid any correspondence, the Force Sports Secretary was present throughout the proceedings and all participants were more than happy with the points distribution.

**Freshwater Angling:** 1 Thurrock (12), 2 Southend (10), 3 Braintree (8), 4 Rayleigh (7), 5 Basildon (6), 6 Colchester (5), 7 Harlow (4), 8 Chelmsford (3), 9 HQ (2). Tendring did not enter.

The early season table looks like this:

Basildon 36; Southend 36; Rayleigh 33; Braintree 29; HQ 26; Tendring 20; Chelmsford 19; Thurrock 18; Colchester 14; Harlow 13.

The **badminton** tournament is scheduled to take place on October 25, at Greensward College Sports Hall, Hockley. Organiser is Mick Thorp, ext 33180.

The **darts** will take place at Southend Police Station, on Sunday, November 5. Organiser is Paul Bates at Leigh, with the regional qual-

ifier also at Southend on Sunday, November 19.

The **race walk** will be held in Chelmsford on Sunday, January 28, 2001. Organiser is Steve King, Colchester.

This year's **cross country** event will be in Basildon, on November 30, organiser Alan Barley, ext 40143.

The **sea angling**, due to take place at Bradwell Marina in November has been postponed to March 2001. Organiser Dave Clark, on 01702 332315.

## Roll up! Roll up! It's show time

THERE are just six places left for a night out in the West End to see the musical *The Lion King* at a cost of £35.

The price includes travel by coach which will be the same used on the night to transport people to the new musical in London *Notre Dame de Paris*. Seats and stall are still available at £30.

The annual Christmas shopping trip to Oxford Street has very few places left. Costing £5 per person, the coach will leave on Saturday, December 2, in the morning.

Tickets are now on sale priced £5 for the New Year's Eve disco which will be held at the Sports Pavilion.

The Children in Need Quiz Night is taking place on Friday, November 17, at the

Assembly Hall at 7.30pm. Tables of six can be reserved to help support local children's charities.

Tickets can be reserved for the Holiday On Ice spectacular at Wembley Arena in February, when a coach will be on hand to provide transport.

For further information on any of the events mentioned or to book or reserve tickets please contact Shirley Turner on 01245 452157 or ext 50664.

## Remember, remember the 3rd of November!

THE Essex Police HQ Sports and Social Club's fireworks display takes place this year on Friday, November 3, starting at 7pm prompt on the HQ sports field.

Refreshments will be available in the form of burgers/sausages - donated and provided by force caterers Sodexo (formerly

known as Gardner Merchant).

There will also be some children's amusements and a candy stall. For further information contact Phil Knight on extn 50834, or Chris Evans, on extn 50661 (tel 01245 452289). Admission is free, but there will be a charity collection on the night.



## CASTLE POINT BOROUGH COUNCIL

### Chief Executive's Department

## LICENSING AND ENFORCEMENT OFFICER

£15,210 - £16,680 plus car user allowance

Required to work in the Committee Services Section of the Chief Executive's Department. This will involve activities associated with on the ground monitoring and enforcement relating to private hire/hackney carriage licensing and public entertainment licensing in respect of public houses and night-club venues within the Borough and other associated administrative functions.

You will be required to deal with the testing of taxi meters, and driving tests. It is essential therefore that you hold a full clean driving licence and be a holder of an advanced driving qualification.

You must possess practical and administrative skills relating to enforcement licensing functions. It is important that you have a proven track record in the field of investigation within a law enforcement agency. Good communication and report writing skills are also essential and it is desirable for applicants to hold appropriate qualifications. Computer literacy is desirable.

We are seeking a person who is a self starter with a positive and enthusiastic attitude, a flexible approach to working in a busy environment, and willing to work outside normal office hours for part of the working week.

For an application form, job description and other details please telephone Jonathon Appleby on 01268 882415. Please quote Post Ref CE32. The closing date for the completed application forms to be sent to the undersigned is Friday 3 November 2000.

In the interests of efficiency and saving, no confirmation of receipt will be dispatched.

Applicants who are not invited to attend interview before 1 December 2000 may assume they have been unsuccessful on this occasion.

Barry Rollinson, Chief Executive, Castle Point Borough Council, Council Offices, Kiln Road, Benfleet, Essex SS7 1TF.

Castle Point Borough Council is an Equal Opportunities Employer.

## Did you win?

WINNER of the September lottery top prize of £1,500 is Sgt Andrew Swann, of Northern Road Policing Unit, Stanway.

Other winners were: £1,000 Patricia Hazeltime, Colchester Admin; £500 Louise Bassett, Colchester CJU; £300 C R Hovells, retired; £200 Pc Ann Poulter, Loughton; £100 Sgt Paul Baines, Southend.

The following receive £50 consolation prizes:

Pc Steven Lee, Epping; Dc Mark Spellman, Braintree CID; Dc Leon Taylor, MIT Stanway; Jan Slatford, Basildon Admin; Pc Christopher Dicks, Driving School; Christopher Willock, FIR; Insp Stephen Shoesmith, Research and Development, HQ; Sgt Sharon Lewis, Chelmsford; Pc Fraser Macrae, Colchester; Insp Clive Butler, Colchester.

*Sport  
and Leisure*

## Essex on national stage

NATALIE Mair, Chelmsford, has been selected to represent the national PAA in the home international basketball series in Aberdeen over October 28/29 weekend. Sarah Bamfield, Clacton, Di Taylor, Chelmsford and Toni Brockwell, HQ have been

picked for the national PAA ladies' hockey team in fixtures during the period Friday, October 20 to Sunday, October 22, in Birmingham. In the inaugural European Police Squash Championships in Eindhoven, Holland, Harlow-based Jason

Foster won a bronze medal. Chris Jacob (Rochford), Julie Askem (Southend) and Julie Vansertima (HQ IT) represented the National PAA Table Tennis team in the European Championships in Belgium last month. Well done to all concerned.

### Charity soccer match

A CHARITY football match between an Arsenal All Stars XI and a 'celebrity' Harlow CID XI hopes to raise over £3,000 for the Cancer Research Fund and Victim Support.

Showbiz stars will kit out for a fun-packed afternoon at Harlow Sports Centre on Sunday 15 October where Essex Police detectives are aiming to outgun a reds team captained by ex-Arsenal and England midfielder Paul Davis.

The Harlow CID team will be led by Deputy Chief Constable Charles Clark, but some 'ringers' will turn out with Bradley Walsh and ex-Liverpool and Republic of Ireland winger Ray Houghton helping out the suits.

Tickets can be bought beforehand or on the day itself priced £3 for adults and £1 for children. The price includes a programme detailing the events for the afternoon. For further information contact De Paul Tindall on ext 20431.

### Runners' best yet

THE Essex Police team produced one of its best ever performances at the PAA marathon, in Glasgow.

The team, consisting of Mick Bond (Colchester), Paul Purkiss (Epping) and Vic Spain (Basildon) finished in third place overall, Mick Bond winning the 40+ category and finishing fifth overall. Very well done to all.

\* \* \*

THE Force Sports Secretary has received an invitation for one person to take part in the 2001 London Marathon. Contact John Stonehouse on 58888 for details.

**SHARPSHOOTER** Martyn Wells shot to fame last month when he finished third in the Police Athletic Association national shooting championship in Bisley, Surrey.

The Loughton-based Pc, who was the only Essex Police representative, managed a score of 550 out of a possible 600 but was beaten in the 10m air rifle event by a competitor from Strathclyde Police.

#### Standard

The British Police championship managed to beat Martyn by only 42 points, scoring an international-class standard 592.

Martyn joined Essex Police from the Metropolitan Police Service, when the boundary changes came into effect in April, after serving with the



● Martyn Wells showing off his glass bowl trophy.

London force for four years.

The 29-year-old from Braintree also took part in the smallbore 50m competition, finishing fifth in his class against 23 competitors.

Nearly 200 competitors from forces across the UK took part in 24 shooting

events at Bisley which will be the national venue when Britain hosts the Commonwealth Games in 2002.

Martyn will be representing Essex Police in the short-range shooting championships later this year, where

Chief Constable David Stevens will be attending in his capacity as chairman of the national Police Athletic Association shooting section.

Anyone who is interested in setting up a force shooting team should contact Pc Wells or Pc Michael Aldridge.

## Golf Society needs new blood to build on success

THE Police of Essex Golf Society (PEGS) has had a busy season and is now eager to recruit more members.

PEGS captain **Peter English** reports on his season at the helm:

"This season consisted of twenty-two fixtures, against clubs and neighbouring forces.

#### Return

"To date only a re-arranged match at Saffron Walden and our return against HM Customs remain.

"Unfortunately Rochford GC was unable to raise a team and this fixture remains unfulfilled.

"We also held our three

main meetings, at North Weald, The Warren and Orsett GC.

"We have a membership of a little over 50, which left little to play with in matches requiring teams of 16, but PEGB were fully represented in all.

"This was due to recruiting Special constables for the day, but mainly to the loyalty of longer serving (retired) members.

"Many of you would have had calls at the last minute, travelled further than could be expected, and cancelled other arrangements. For that I am extremely grateful.

"The society is down on numbers and needs at least ten more regulars.

"I would urge those that are considering joining to do so next year, you could be pleasantly surprised.

"Our matches have been played in a good spirit, by players of all handicaps.

"We had two new venues in Chigwell & West Essex, due to our taking over from the Met.

"Those who played will agree that these are fine courses and two of our best fixtures this season.

#### Victories

"On the playing side I can report victories over Herts, Suffolk, Southend, J Division (Met) & HM Customs. Club matches were, on the whole, evenly

fought with only narrow defeats.

"This excludes West Essex & Chigwell, where local knowledge, or lack of it, was our downfall and we were well beaten.

"I hope all members felt they had been offered a fair selection of matches, including preferences recorded on the application forms.

"I thank you for your support and I know the same will be offered to Nigel in 2001.

"Officers and support staff who are considering membership are encouraged to contact the Hon Sec Pc Nick PADMORE at Harlow, or Hon Treasurer Pc Nigel GINN at Newport Traffic."

## Tight finish to cup bowls

THE final of the Croker Cup Bowls was hosted by Colchester at the Colne Bowls Club.

Unfortunately, dwindling numbers of bowlers in Essex Police resulted in only two Divisions being able to field a team in this year's competition, but that did not detract from an excellent contest between Colchester (represented by Reg Burley, Gary Jay and Alan Rees) and Headquarters (represented by Mark Hughes, John Stewart and Brian Taplin).

#### Favourites

Headquarters were clear favourites with John Stewart and Brian Taplin having represented both the PAA and National English Police sides, whilst Reg Burley is comparatively new to the game.

Nevertheless, spirited bowling by the Colchester side combined with "the rub of the green" (luck by any other name!) ensured a closely fought contest throughout and the result was in doubt right to the very last end, when some excellent bowling by Headquarters closed out the game.

The final score was 17-14 to Headquarters.

#### Spirit

Whilst the plaudits go to Headquarters, Colchester must also be congratulated for a closely fought game played in excellent spirit and camaraderie.

It would be sad to see the demise of this "grand old game" which is not just for "the older person".

Any personnel interested in playing for their Division should contact Pc Peter Brown at Stansted Airport (Ext 22062) for further details.



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