



Charter Mark awarded - P5



Commended for actions - P8



'Tough Guys' compete - P11

SEARCH CONTINUES FOR NEW SHIFTS

THE search is to continue for a shift system which balances staff needs with delivering the best possible policing service for the county.

An extended hours system has been on trial in three divisions - Basildon, Chelmsford and Southend - since April 1 last year and has proved popular with officers, who have enjoyed a dramatic improvement in the quality of family and social life and sleep patterns.

There was also a positive benefit to Essex Police in the use of the so-called training day for either training or pro-active work.

But a special meeting of Force Development Group (which included the Joint Branch Board of the Police Federation) last month heard that the three days on three off 11-hour shift system on trial was less flexible than the traditional eight-hour shift system, especially when dealing with major incidents, such as Operation Echo.

Costly

It also proved more costly, because of increased rest day overtime; sickness levels, if calculated in hours, actually rose in the trial divisions; the system did not improve performance and the trial divisions struggled to maintain minimum staffing levels

by Norman Hicks

between 4am and 8am.

Force Development Group agreed that, in light of the evidence of the trial, a three on three off, 11-hour shift pattern was not viable for Essex Police.

However, recognising the popularity and welfare benefits of an extended hours system, it was agreed to continue seeking an acceptable alternative.

The three trial divisions will now be asked, subject to staff agreement, to trial a five shift extended hours system.

In a joint statement issued after the meeting of Force Development Group, Chief Constable David Stevens and Federation Joint Branch Board Secretary Pc Terry

Spelman, said: "The purpose is to identify a shift system that provides the best balance between operational needs and the needs of the individuals working it."

The statement added: "It is recognised that local issues, in particular the differences between rural and urban divisions, may make it impossible to introduce a common system across the whole force area."

Whatever the final outcome, any new system will need to sustain the Essex Police community policing style, Mr Stevens told the meeting.

"We cannot allow the shift system to dictate our policing style, but we will endeavour to look for an acceptable sys-

tem which provides a flexibility of approach," he said.

The project team tasked with researching alternative systems contacted every force in the country and examined all the different shift patterns in use.

No other force has collected as much objective data, looking at performance, sickness, overtime and other relevant issues, as Essex has done.

Divisions

Subject to the new trial being agreed by officers in the relevant divisions, those who are currently working the 11-hour system will not be required to revert to eight hours.

No start date has been set, but the three divisions involved will be aiming to reach agreement locally on the earliest start possible for the new trial.

All other divisions will be asked to examine the research into alternative shift systems and, in consultation with their staff, identify which system would be likely to be the most beneficial in their particular area.

Inspector John Meggison, at Southend, will remain the Project Manager for the new shift system trial and regular up-dates will be found here in The Law and on the Intranet home page.

Welcome for pay deal

ESSEX Police Authority Chairman Anthony Peel and Essex Chief Constable David Stevens have welcomed the agreement reached in the Police Negotiating Board (PNB) on a new allowance for police officers working in the force areas surrounding London and not in receipt of a housing allowance.

The deal, subject to approval by the Home Secretary, will provide for the following allowances to be paid, with effect from April 1, 2001:

In Essex, Thames Valley, Surrey, Hertfordshire and Kent an allowance of £2,000 per annum will be paid to new recruits and those officers recruited from September 1994 and not in receipt of a housing allowance.

The sum of £1,000 will be paid to officers in Bedfordshire, Sussex and Hampshire in similar circumstances.

As with the London award, these are taxable and non-pensionable allowances.

● Continued on page 3



● A GUARD of Honour lines the route to Chelmsford Cathedral for the funeral of Pc Rod Daniels, killed on duty last month.

Photo: HQ Photographic Dept.

Tragic death of serving officer

CHELMSFORD Cathedral was filled with more than 600 mourners for the funeral of serving police officer Pc Rod Daniels, killed on duty last month.

Rod died trying to warn drivers of an earlier crash on the A12 in poor weather conditions on February 8.

At 53, Rod had already served with Essex Police for almost 31 years and was regarded as an outstanding officer.

Paying tribute to him, Supt Doug Adams, of the Mobile Support Division, to which Rod was attached as

a camera enforcement officer, said: "His self motivation, professionalism and dedication at work was only surpassed by the love of his family. He was a truly devoted family man."

The cathedral service was conducted by the vicar of the parish of North Shoebury, the Rev Philip Kearns and Chelmsford Police Chaplain, the Rev Katy Hacker Hughes.

It was followed by a private cremation at Southend. ● A full report and another photograph can be found on page 3.

Shift review disappointment - but don't give up hope yet

A SPECIAL meeting of Force Development Group took place on February 17, to discuss the shift trial.

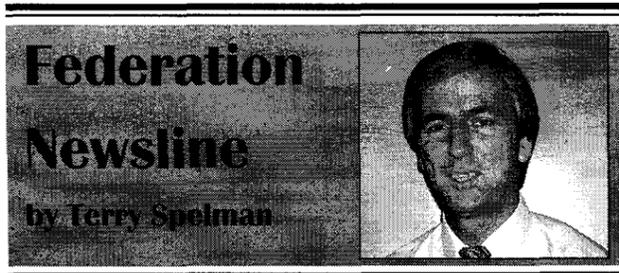
Full details have appeared on the Intranet and you will know from the report of the meeting on page 1 of the outcome.

Obviously, a lot of people will be disappointed at the result of the trial so far, but, overall, we are still keeping the doors open for some kind of changes to the shift system.

Regional allowance

THE new regional allowance will be paid from April 1, this year to all post-94 recruits.

The £2,000 increase will at least be across the Force rather than the first proposal which, as we said, would have been totally unacceptable.



Plan for your financial future with our clinics

WE continue to provide financial planning clinics for Essex Police Officers.

Clinics are held at the Federation Office, Police Headquarters.

Should you wish to make an appointment, please contact

the Federation Office regarding dates on extension 54560.

The following are some of the questions that can be covered.

Should I -
● Plan to increase my pension?

- Review my present financial planning?
- Start planning in advance for retirement?
- Clear the mortgage when I retire?
- Take advantage of separate taxation?
- Invest in the stock market?
- Be concerned about Inheritance Tax?
- Commute part of my pension?

- Make use of the tax breaks offered by ISAs?
- Invest in a building society?
- Take out life cover?
- Review my endowment policies to ensure they are on target to clear the mortgage amount outstanding?

Car insurance

PREMIUMS, I'm told, are all going up this year.

We do deal with a local firm whose leaflets should be on Division but if you ring 0800 004121 for a quote - it could be to your advantage.

Not everybody wins but the majority seem to.

Copperpot Credit Union

THIS continues to grow.

One member won £500 recently in the monthly draw.

It is salary deducted. Ring 0116 272 7878 if interested.

Pay success

Unison
by Lee Robson

UNISON was successful at the ACAS Board of arbitration, achieving a 3.2 per cent increase and the bottom two spinal column points have been removed.

There is also an increase in the stand by allowance rate.

Our case was to address the 0.55 per cent gap between support staff and police officers' pay awards since the PSSC was set up in 1996.

The employer's side sought to use local authorities as a comparator but it's clear that since the inception of the PSSC the evolution of police support staff roles has rendered such a comparison meaningless.

The removal of the bottom two scale points addresses Unison concerns among staff at the bottom of the pay scales, who are predominantly female part-time workers.

In summing up ACAS stated: "The parties were agreed on the important role performed by police support staff as part of a unified police service, responsive to the community, particularly in a context where they have taken on roles which under previous arrangements, would have been performed by police officers."

"The board accepted that the public perception may be what matters most is police on the streets but we agree with the staff side that the effective delivery of a cohesive service requires that police staff do not feel undervalued."

"The 0.6 per cent gap which has opened up between police and support staff settlements and the fact that the support staff award has been consistently below the police award risks fostering this feeling."

Derecognition - Essex Police remains determined to undermine Unison.

The document sent to the Police Authority by the Chief Constable and the draft for employees are both inaccurate on a number of points and fail to take into account existing collective bargaining and recognition agreements.

Jobs boost

A NEW internet-based recruitment company has been launched, specialising in securing employment for retiring and retired police officers.

Ex-policerecruitment.com is a subsidiary of Action Recruitment Ltd.

Anyone interested can complete their CV online on the company's website, or via the company's e-mail link: staff@actionrecruitment.fsnet.co.uk

Survey response

THE following response has been received from Assistant Chief Officer (Support) Philip Onions, to comments in the Unison column on this page, regarding a forthcoming survey on staff representation:

"The decision of Essex Police to provide each support staff employee with an opportunity "to have their personal say" is in response to a desire to seek local bargaining arrangements that reflect the majority wish of support staff."

"This democratic approach of asking employees for their view has the support of the Police Authority."

"The current membership of support staff within Unison continues to remain a minority compared with the total number of support staff who are eligible to join."

"All support staff employees will be receiving a postal

ballot paper between March 12 and April 2 and an accompanying letter explaining the issues around local bargaining."

"The ballot will provide each employee with a unique opportunity to state their preference i.e. whether they wish to continue to support the current local bargaining arrangements Essex Police has with Unison or some alternative arrangements e.g. a staff council that could include Unison representatives."

"An independent company Electoral Reform Services will conduct the ballot to ensure absolute confidentiality and independence."

"The Electoral Reform Services will provide a report of the ballot within five working days and this will be shared with each employee."

They are again proposing puppet staff association as an alternative, no doubt chaired by the Head of Personnel as in the past.

Such a group would be untrained, unaccountable, non independent and would have no legal standing or status.

The issue is not whether you want to belong to Unison. The issue is whether you want an independent, accountable, trained representation for collective bargaining? We represent your interests as a member of support staff and our aims and policies are open to scrutiny.

A puppet association is not a viable alternative.

Do not take our word for it - seek independent advice. Before you fill in any ballot form circulated by Essex Police, make sure that you are fully informed and aware of the consequences to you personally.

Such a proposed puppet association is not suitable for collective bargaining as it is not independent from the employer and therefore fails to comply with the Sections 188 & 189 of the Trade Union & Labour Relations Act.

We are currently seeking legal advice as to the legality of the proposed ballot which fails to comply with the relevant legislation and is simply an attempt to leave another ballot as a further option.

Decriminalisation - The proposed transfer of Southern traffic wardens is on hold. Rumours abound and there is much anxiety caused as a result. If you hear rumours speak to your steward. The situation remains one of denial.

Whether or not this is TUPE (Transfer of Undertaking and Protection of Employment) Regulation transfer is arguable and has yet to be resolved.

The argument for maintaining traffic wardens is that the ticketing function is a very small part of their role and they are removed the remaining significant duties can only be carried out by police officers. It is stating the obvious but are the public aware of this?

Intrusive surveillance - Unison are trying to challenge a paper which will allow Essex Police to monitor any mail, phone conversation, computer generated messages at any time. Concerns have been raised not least of which was the complete lack of consultation with Unison. So your local steward for details of our response.

Redundancy figures - Unison has raised the continuing problem of employees being given inaccurate redundancy figures on which to base their decision, then find they are significantly worse off. We await a response from the Employee Services Manager.

HomeBank Flexible Mortgages (brokers) PLC Are you being Robbed?



If you have a Traditional Mortgage you probably ARE - and you don't realise it!

With interest charged yearly you are giving your mortgage company a free loan for up to a year with every payment you make. They are still charging you interest on it - they invest this money, and they keep the interest earned. And YES its legal but still daylight robbery.

With a Flexible Mortgage and daily interest every payment you make will reduce your balance immediately saving you Thousands of ££££s and paying off your mortgage early.

HomeBank - Opening the door of Opportunity

At HomeBank we will show you how to make the greatest savings on your Mortgage. No lender will do this as its not in their interest to do so.

We have exclusive rates and can offer you a totally free remortgage package with certain lenders. If we can't show you substantial savings we will not try to sell you a Mortgage.

As shown on BBC's Watchdog programme, a Flexible Mortgage is the only ethical Mortgage you can have and is backed by the Consumers Association.



For a totally free and no obligation consultation, call

Jean Baystead 01473 827897
07765 434323

Bid to halt 'date rape'

A CAMPAIGN to combat drug-assisted sexual assault has been launched by Essex Police in Chelmsford.

Fifty-thousand leaflets are being distributed through night clubs and larger pubs in the town to alert people to the risk of predators spiking drinks with drugs to make the victim more vulnerable to sexual assault.

Leaflet

The leaflet includes advice about not accepting a drink from a stranger or leaving it unattended in a club or pub.

There have been two cases of suspected drug-assisted sexual assault in the Chelmsford area since Christmas and these are under investigation.

Chelmsford crime reduction officer Kathy Payne said: "It is not a major problem, but we want to avoid it becoming one."

Sponsorship of the campaign has come from the Mid-Essex Drug Awareness Service, the Essex Drug Action Team and the NHS Chelmsford Primary Care Group.

Fringe pay deal agreed

● From page 1

Mr Peel said: "I am relieved that after months of effort we have finally got a deal which helps those officers in the county who joined after 1994.

"It is a major improvement on the previous proposal, which split the county into three bands.

Recruit

"Hopefully, this will also help in our continued drive to recruit more officers for front line policing in Essex," said Mr Peel.

Mr Stevens said: "Throughout these negotiations we have been striving to achieve an equitable settlement which will adequately reward officers for their loyalty in continuing to serve Essex Police.

"I welcome this announcement, which has met our objectives and which will now enable the force to move forward with confidence."

Tributes paid to officer killed on duty:

Rod Daniels - a true professional

by Kim Perks

NO-ONE was left in any doubt as to the popularity of Pc Rod Daniels as hundreds of mourners packed into Chelmsford Cathedral to pay a final touching tribute to the officer who died trying to protect the lives of others.

Pc Daniels was killed on February 8

on the A12 as he tried to warn drivers of an obstruction further along the road. Aged just 53 it is the tragic loss of an outstanding officer.

At the special service held in his honour officers lined the path leading to the cathedral standing firm against

the biting cold and rain. Ahead of the funeral cortege walked an officer carrying Rod's prized police motorcycle helmet.

Among the floral displays was one in the shape of Rod's collar number 2216.

Remembering a friend and colleague Supt Doug Adams spoke during the service of Rod's desire to become a police officer from a very young age. He achieved his dream in 1970 after two years as a Special Constable.

Accolades

Over 30 years later he had spent most of his career as a traffic officer and was working at the Essex Police Camera Enforcement Office when the accident happened.

Among his numerous accolades were five commendations and endless letters of congratulations.

One court commendation was awarded to him in the 70s after he was held hostage by a gunman in Rayleigh, who had already shot at members of the public.

Retired detective David Bright recalls working for the Regional Crime Squad at the time when he and his colleagues found themselves, by chance, behind Rod's marked car and could see the shotgun being held to his head as he drove.

Always conscious of protecting the public, Rod had deliberately driven into a deserted factory area and waited for his opportunity to

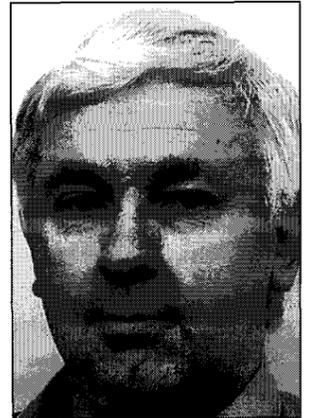
escape mindful to take the car keys to leave the gunman stranded who was later arrested by the crime squad officers.

David Bright said: "I have always thought it was ludicrous that Rod only received a court commendation for what he did that day. He was an all action police officer and despite his role on traffic was forever bringing in a string of prisoners. I always think of Essex Police as a club and there is no doubt that Rod was a premier member. He will be very sadly missed."

But although policing was his career he found time for many other worthwhile projects. As well as being involved in the Scout movement and taking part in many charity events he was a volunteer member of the Camping and Caravaning Club and held several posts including Chairman of the International Committee and the Youth Committee, organising youth rallies across the world.

Director General of the club, David Welsford paid personal tribute during the church service saying: "We shall miss his cheery smile, his sense of humour and wise counsel, but most of all we will miss our very good friend Rod."

In his address Supt Adams said: "His self motivation, professionalism and dedica-



● PC Rod Daniels

tion at work was only surpassed by the love of his family. He was a truly devoted family man."

Rod met his wife Cheryl when she was an officer and they were paired up in the mixed doubles of the table tennis competition.

Love

It was a love match and the couple went on to have two sons. Gareth is now 15 and their eldest, Brett, aged 19, has been accepted into Essex Police and is awaiting a placement later this year.

Following the cathedral service, which was conducted by the vicar of the Parish of North Shoebury, the Rev Philip Kearns, and Chelmsford Police Chaplain, the Rev Katy Hacker Hughes, a private cremation was held at Southend.

Police role in farms crisis

THE foot and mouth disease crisis gripping the nation's farming community has prompted a string of meetings between Essex Police, MAFF and Essex Trading Standards.

Although police involvement is minimal, the crisis appears to be deepening with confirmed cases now reported in every area of the UK, since it was first located in a slaughterhouse in Little Warley, Essex.

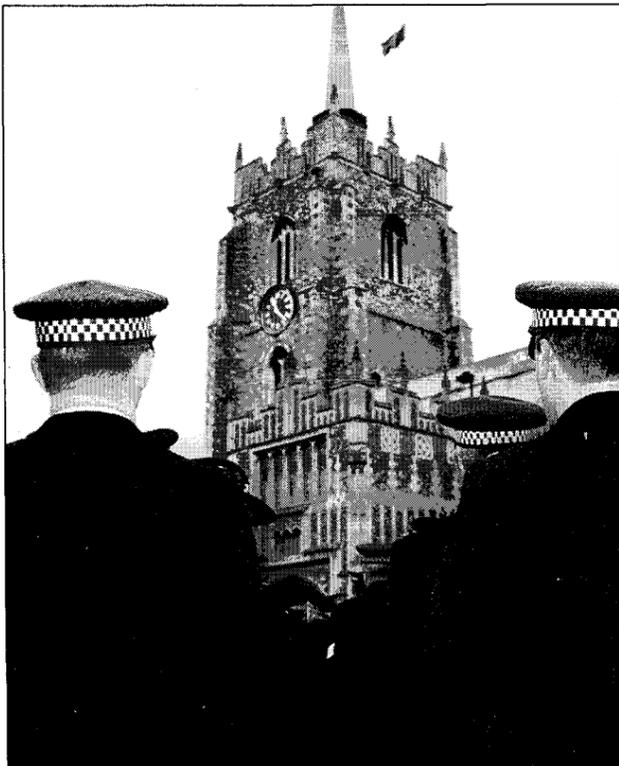
Other Essex locations affected have been Great Warley, Canewdon and North Fambridge. The primary role for officers is to stop any vehicles transporting livestock within the infected area and immediately seek further advice from MAFF, via the FIR Inspector.

Licences are being issued by MAFF, under strict controls, to allow certain movement to specific locations for livestock slaughter. Licences needs to be checked for authenticity.

Officers also need to be prepared to respond to any requests for police assistance and provide resources to any pre-planned MAFF operations.

It has been agreed that Trading Standards will be the prosecuting authority where breaches of regulations occur, so officers attending situations should be obtain full details, report for the offence and forwards all details to Trading Standards at Chelmsford.

More detailed information can be found on the intranet.



● The Essex Police flag flies above Chelmsford Cathedral during the funeral of Pc Rod Daniels.

Photo: Courtesy of *The Essex Chronicle*

Role of School Liaison Officers reviewed

THE ROLE of schools liaison officer may change this summer if recommendations from a review paper are given the go-ahead.

A report is currently under way by the Community Safety Department to define the work carried out by a SLO, and build on the partnerships that already exist between the force and schools.

Divisional command teams

were consulted following an earlier review on national school education literature. Head teachers welcomed the "valuable and unique" contribution provided by officers in their schools.

Vital

Inspector Stuart Ashton hopes any proposals will continue to help promote best practice in this field of policing.

"It's vital we seize on this opportunity to develop our role in schools," said Insp Ashton. "A school presents the police with a way of connecting, not only with young people, but also with the school as a community."

The review is due to be delivered to Chief Officers next month for their consideration, following which recommendations will be made.

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Law letters

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

Britain should stay a Nation State

I HAVE to reply to the letter by Tony Hillam in the February letters column, as it was directed specifically at me.

First and foremost, I am actually very well informed on the subject of the European Union.

Furthermore, I am a "he", as I signed my letter J Reynolds, Mr Hillam should know that any letter signed without a title is from a male.

As for "living in the gentle British era etc" I actually own and run my own company, which entails hard work, long hours and crucial decisions.

I also have a 15-year-old daughter who more than keeps both myself and my wife busy.

It does not bother me that Britain does not rule the waves and I have never known how many stones in a

ton, but in the past I did know what a bushel was, but have since forgotten.

Why Mr Hillam keeps harping on about imperial measurement escapes me, as I never mentioned this in my previous letter and, although I am over 30, I actually work in metric.

I agree we have access to a mostly free world without restriction, but have to disagree with him in regard to the EU becoming the most important and productive Union ever.

I do not base my views on national tabloids that are owned by Rupert Murdoch or anyone else. In fact I do not read any newspaper that is owned by Mr Murdoch.

What I do not want is for Britain to be part of a Federal State called Europe (the EU).

I believe the best for

Britain both on economic and sovereign grounds is to remain a Nation State, trading with the whole world, including those countries whose politicians (but not the people) want them part of a Federal State.

Mr Hillam wants to be governed by Brussels and not Westminster that is his concern, I simply disagree with him.

May I conclude with the following quote by the European Commission President, Romano Prodi, addressing the European (EU) parliament:

"Are we all clear that we want to build something that can aspire to be a world power? Not just a trading block, but a political entity."

Jim Reynolds, Brentwood.

EU threat to UK law

I WOULD like to reply to Tony Hillam (The Law, Feb) with two words: "Corpus Juris".

The EU intends to replace our legal system!

As a result, J Reynolds (The Law, Jan 2001) and I will be liable to six months imprisonment without trial.

It also brings in the rule "No restrictions whatsoever shall henceforth be placed on the jurisdiction of the Court of Justice".

There is plenty more where that came from, so you will see we are not altogether "uninformed".

Gordon Oakley, Wickford.

Scrap this system

I REFER to the Law letters in the January issue, concerning commendations and the views of John Higgitt and the Deputy Chief Constable.

Whilst I agree with special circumstances being awarded such as those putting your own life on the line for another, the current system should in my opinion be scrapped.

To my own knowledge commendations have always been an embarrassment, perverse, archaic and divisive.

They invariably are for matters that are expected of police officers anyway, if they are doing their job properly.

Bob Miller,
Chelmsford

Thankyou for support

ALL of the family of the late Alan Weatherley would like to thank the Essex Police force and past colleagues for your sympathy and support in their great loss.

To see so many colleagues and friends at the funeral was very heart-warming and brought great comfort and many tears at this sad time.

Myra Weatherley,
Hatfield Peverel, Essex.

A great comfort

WE are writing to thank everybody for their kind wishes, cards and flowers, following the death of our son Gregory, who was killed tragically in a car accident.

It was a great comfort at this sad time.

Sgt Tony and Tina
Garrett, Chelmsford.

Leaving Essex Police Plc

I AM writing to you for the first time in my service and before the opportunity is lost forever.

I am retiring in the next couple of weeks, having completed the full sentence with no remission.

I would like to take the opportunity to say goodbye to all my friends and colleagues, serving or retired. I will not be having a wake, better known as a retirement "do", because I have always hated attending those of other offi-

cers and would not wish to impose such torture on my friends.

The real reason may well be that I do not in fact have any friends, so would be stuck with two gross of assorted party snacks and a redundant DJ!

Diplomacy within the organisation has never been my strong point, so I shall not start now.

Having joined Essex and Southend on Sea Joint Constabulary in 1971, I

quickly realised that I was a junior member of a large family. I was happy to honour the responsibilities which went with the role.

I am now leaving Essex Police PLC.

I have enjoyed being a family man, not so much a "corporate cog". Perhaps I am out of touch with reality. Mind you, so are most members of the public then.

I have been accused of a nostalgic desire for the return

of traditional values, a la "Heartbeat".

Why do you think that TV programme is so popular? Probably because so many ordinary people also desire a return to the same values.

I promise not to make comment on policing in Essex (or UK) in the future. Who would listen anyway? I am emigrating to Eire to paint and make pots.

Ex-Sgt Dick Chaplin,
Gt Dunmow, Essex.

Random breath tests needed

I REFER to your January 2001 issue "Dismay at rise in drink driving".

I am fully supportive of efforts to curb drink driving, but the solution is in the hands of the Chief Constables of this country, who take a weak stand on the subject of random breath tests saying, as I recall, that they are not needed as the current law is sufficient.

The current law deals with the offender. It does nothing to prevent the activities of those who feel that because their driving is OK they will not be stopped for a moving traffic offence.

I commend ACPO to look at the Australian system, where Random Breath Test (RBT) Units are a feature of all States.

They act as a team, sweep-

ing up all motorists in any area. I saw this on the approach to Sydney Harbour bridge on Christmas Day and it is anyone's guess where they will next strike.

As a result, the incidence of drink driving in Australia has fallen.

The knowledge that there are active RBT Units and that you need do nothing wrong to be tested has had a

dramatic effect. ACPO must press for this law here.

Roy E Bracey,
Chelmsford.

Anyone up for a Romford reunion?

I SERVED in the old Romford Division in the 1950s when it was part of Essex Police.

Every time I meet old colleagues at functions, the subject of a reunion of officers who served in that Division and who stayed with Essex or transferred to the Metropolitan Police is mentioned.

I am contemplating arranging such a reunion and would like to hear from anyone who would be interested in attending.

I suggest a mid-week meeting for lunch at a central venue. Please indicate in your response whether or not you would be prepared to attend a reunion on a Wednesday in the Chelmsford area and include your name, address, post code, telephone, fax and e-mail where applicable.

Send your replies to Stu Mather, 25 Queens Avenue, Tower Park, Pooles Lane, Hullbridge, SS5 6PS.

Stuart Mather, Hullbridge.

Switchboard nightmare recalled

I WAS once the front office clerk at the old 'nick' in Alexandra Street, Southend and had only been there for a few weeks when I had to stand in for the telephonist, who had gone sick.

It was one of the old type switchboards with cords. I had been used to a divisional station switchboard with about 20 extensions. This monster had about a hundred.

Things were going fairly smoothly until about 9am when it started to get a bit hectic.

I answered an incoming call to a Doctor Norman, the Chief Constable's doctor.

I told him the Chief was in Plymouth and put him through to the Admin Superintendent.

Would you believe the very next call was from the Chief, reversing the charges from Plymouth!

He asked who I was and whether or not I had been duty at the weekend (it was the Tuesday after a bank holiday). He asked me if there had been any trouble on the seafont and numerous other questions.

The 'dolly eyes' on the switchboard were flicking up and down with people wanting attention.

Eventually the Chief asked to

be put through to the Admin Superintendent. I said the Super was talking to Dr Norman and the Chief said he needed to speak with the doctor urgently and could I connect him?

This I did, not realising that, in doing so, I had effectively closed down half the switchboard!

I don't know how long the Chief was on the phone, but it was long enough for Westcliff Police Station to send an area car to find out why their switchboard was cut off from ours.

Next morning, to my relief, the telephonist reported for duty. Shortly before 9am the station

sergeant told me to tell her the duty inspector wanted to see her and to relieve her until she returned.

Right on 9 o'clock every dolly eye on the switchboard dropped. I nearly had a heart attack.

Suddenly from behind me there was a roar of laughter and there stood the station sergeant with the telephonist and some of the control room staff.

Someone had hidden behind the switchboard and banged the back, causing all the dolly eyes to drop!

Jack Faulkner,
Southend on Sea.

Channel change for ASU

A NEW radio channel for the Air Support Unit will come into effect next month in order to accommodate the rapid growth of the police helicopter in the region.

The introduction of the Suffolk Air Support Unit now means there are three helicopters operating on channel 88 within close proximity of each other.

From April 1, the dedicated air-to-ground channel will change to channel 90 to avoid communication conflicts where helicopters from Essex, Suffolk and Cambridge are airborne at the same time.

Viable

Pc Dave Manders from the Essex ASU believes a change of channel is the only viable solution.

"Since Suffolk's ASU came on-line last October, there have been occasions where all three helicopters have been flying at the same time," said Pc Manders.

"Due to the height that we operate at, radio interference is considerable and has begun to compromise our operations."

The majority of Essex Police's personal radios are already programmed with the new frequency, although officers must check with Headquarters Radio Communications Department as radios that display channel 90 are not necessarily programmed with the frequency.

Date

The department has started a structured programme to ensure all personal radios are equipped with the new channel prior to the changeover date.

Anyone with any queries should contact Radio Communications on ext 51683.

Dog trials hit by outbreak

THE REGIONAL dog trials due to be held this month in Cambridge have been cancelled.

This follows the recent outbreak of Foot and Mouth Disease around the UK.

ACPO took the decision to cancel the trials at RAF Alconbury.

Dogs, like humans, cannot catch the illness but can carry it.

Joint approach to safety fears

DESCRIBED as one of the safest districts in Essex, which in turn is the fifth safest county in the country, Maldon is a pleasant place to live and work.

However the fear of crime and crime committed within the borough is still of great concern to the community.

To discuss these issues the Maldon Crime and Disorder Partnership, comprising Maldon Borough Council, Essex County Council and Essex Police, held its first conference at Plume School with an invited audience representing all sections of the community, including local councillors, Age Concern, youth groups, Neighbourhood Watch, the emergency services and social services.

The four main topics under discussion were domestic violence, anti-social behaviour, road safety and auto crime.

Short presentations were given by representatives of the various sub groups that have been set up to tackle these problems.

Although violent crime is

by Helen Cook

not a major problem in the district - in fact there is a greater chance of being injured on the road than facing violence on the street - the number of reports of domestic violence is high.

In Chelmsford Division one woman daily is physically injured by her partner (not forgetting that three percent of domestic violence victims are men).

The problem is exacerbated in rural communities by the difficulty of finding help. Victims often live in isolated areas, have no immediate access to transport and no-one nearby to turn to.

Adopting an initiative used in the Cotswolds, the Crime and Disorder Partnership will be launching a project in which members of Victim Support will be given training and offer support and advice, becoming a "friend" to domestic violence victims.

A project that has been deemed successful over the last year involved young people and their behaviour.

Many adults find groups of youngsters, with their "bad" language and boisterous behaviour, threatening and a nuisance.

Essex Police, Essex Social Services and Maldon District

Council provided funds for outreach youth workers to make contact with these youngsters and then discuss with them other possibilities for recreational activities.

Useful skills such as first aid, catering and hygiene have been made available through courses for these youngsters which it is hoped will promote self-esteem and confidence.

It is planned to hold activity days at the two main secondary schools in the district, where all local sports clubs, people with interesting pastimes or hobbies and youth groups will be invited to show what is available.

A web site should also be up and running later this year giving details of 'what to do' activities.

Ray Stannard the local Crime Reduction Officer told the audience that the fear of crime is greater than the reality.

He said: "The Maldon area is a very, very safe place to live. Out of 238 local authorities Maldon came eighth on the list for safe places to live."

He added that a high percentage of elderly people fear crime but in reality they are

Charter Mark thought to be a national first

BELIEVED to be a national first, the Chelmsford Community Safety Partnership has received a charter mark for providing an exceptionally high quality of service.

The award to the community safety partnership, which comprises Essex Police, Chelmsford Borough Council and Essex County Council, is believed to be one of the first of its kind in the country.

Assessed

All the services are assessed on a wide range of criteria including setting standards, providing open and full information and consulting and involving customers.

Chelmsford Divisional Commander Superintendent Julia Jeapes said: "This award is a tribute to the

joint efforts of all the partners within Chelmsford district and represents acknowledgement of the work consolidated by the Crime and

Disorder Act.

"There is still more work to be done but this award demonstrates that we have made an excellent start."



Supt Julia Jeapes and Insp Chris Macintosh, of Chelmsford Division, with the Charter Mark.

Survey will seek public's views

ACCENT Marketing and Research are an independent market research company who have been contracted, by Essex Police, to carry out a survey into the public's views of Essex Police as a service provider and employer.

This work is part of the Home Office Action Plan under "Dismantling Barriers" and the recruitment, retention and progression of ethnic minority officers.

Minority

The survey will be conducted both over the telephone and in person, with the street surveys being with members of ethnic minority groups.

The survey began last month and will take three weeks.

A phone number within the Community Safety Department will be given to anyone wishing to verify the work is genuine.

least likely to be victims.

One of the problems now is complacency. Too many people are leaving doors and windows unlocked and not taking sensible precautions.

Other partnership initiatives planned include the launch of an age 16+ identity card, a car crime awareness campaign in June, and a home security offer to fit door and window locks and carbon monoxide and smoke alarms.

Pub Watch and Shop Watch continue and a bid has been submitted to the Home Office for CCTV for Maldon town centre.

The conference was attended by local Member of Parliament John Whittingdale and Anthony Peel, Chairman of the Police Authority who both contributed points from the floor of the conference.

The conference ended with a workshop designed to influence the policies to be adopted by the partnership for the coming year.

Airwave project pilot under way

RESEARCH is under way into health and safety and interference issues concerning the new police radio system, Airwave.

The system's operational pilot study began in Lancashire on February 26 and will last for three months.

Using TETRA, an advanced digital technology, Airwave will provide police officers with many benefits, including guaranteed national radio coverage, emergency buttons on radio handsets, voice encryption, better quality sound and the availability of talk groups.

However, following concerns raised by the Police Federation, Home Secretary Jack Straw has called for research, in advance of the roll-out of Airwave, into possible interference associated with TETRA terminals and health worries.

This may lead to recommendations to change police operational procedures for using the new technology.

The Stewart Report, produced by the independent Expert Group on Mobile Phones in May 2000, identified "contradictory results" when looking at the effect of radio frequency emissions at or near a modulation of 16Hz. TETRA works on 17.6Hz.

While no obvious health risk has been suggested by the Stewart Report, it recommended a precautionary approach.

As a result the Home Office has approached the Defence Evaluation and Research Agency and the National Radiological Protection Board, which have both agreed to conduct a review of the relevant science.

In addition, the recently announced Mobile Telecommunications and Health Research Programme - initiated by the Government in response to the Stewart Report - is focusing on emergency technology and it is anticipated that this will support further research in areas that are directly relevant to TETRA.

Mr Straw said: "We are determined that the police service will have the best possible tools to do their job properly."

"We are, of course, aware of the concerns that have been raised by the Police Federation and are determined to ensure that the new system is scrutinised fully as Airwave is rolled out."

If the additional research throws up any issue which suggests a risk to health, it will be made public without awaiting publication of the final reports, said Mr Straw.



● Tilbury Festival in full swing, helping to build community spirit in the town.

Tilbury swings into community action

COMMUNITY spirit did not start with the introduction of the Crime and Disorder Act, although this has regulated and focused agencies into dealing with community issues, writes **Heather Watts**.

Retired police officer Pete Hewitt was born in Tilbury and has always had an interest in his local community and towards the end of his service he was allowed to devote more time to community matters.

Unfortunately Pete was forced to retire on ill health grounds following two separate assaults but he was able to carry on with his ambitious

Riverside Project, a self funding charity started in 1992, which had the support of Essex Police and other agencies.

The plan was to regenerate the river area between the two historic forts in Tilbury: Coalhouse Fort and Tilbury Fort, the latter owned by English Heritage.

Tilbury had become a very run down area, thanks to various factors, including the opening of the Dartford Crossing - which hit a thriving ferry trade - and containerisation, which cut down on labour at the ports.

Engineering works closed

with the demise of steam trains used to take people to the cruise liners, which no longer berth there and the lack of work meant many people moved out and shops closed.

The Riverside Project and other projects in the area aim not only to regenerate the area but to attract visitors.

A National Lottery grant of £136,000 has meant that the project can employ two staff and expand on the original work to improve the riverside.

Project manager Pete, who is still a volunteer said: "I had the idea in the police service and thankfully Chief

Superintendent Keith Southgate recognised a need in the community and allowed me time to develop the project.

"Since having to retire it has given me another life to watch the charity grow. I would encourage community officers to come and see what can be achieved with other people and agencies over time."

Walking between forts along the sea wall has been vastly improved with the construction of a surfaced walkway, ramps for wheelchairs and even an underpass eliminating the need to use the staircase over the sea wall.

Further developments planned for 2001 are the construction of a cycle path and foot way from Coal house Fort to the Old Cory landfill site with a scenic picnic area.

When work is finally completed on the riverside walk and cycle way it is hoped that in the future there will be a park area on the open fields.

The National Lottery funds have provided a community fund, which will help local people further their education and help improve their careers or get back to work.

It has also meant that volunteers can be trained to deal with local business managers and it provides funds for a local newspaper run by volunteers to be produced.

Another spin off of the project is the very successful Tilbury Festival, which will be held on July 22 this year. In the past this, with donations from local shops, has raised funds for Tilbury Christmas lights and, as a result of the lights there is also now a Christmas Fayre held in the town.

The Riverside project has gone from strength to strength winning the River Thames Society Annual Award in 1998 and the Thurrock Business Awards for 1999 and 2000.

Pete Hewitt said: "At the moment parts of Tilbury have come to life again and there is a local pride and determination in our achievements so far.

"The National Lottery funding ends next year but we still need more time and money to continue."

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Tu

A NEW training package is rolled out to improve investigative skills and capitalise on the technology available to reduce volume crime.

It will also look at how Essex Police deals with victims of crime and how to maximise the information to be gained from offenders.

Det Chief Insp Mark Shields, Crime Division Support Manager, is the architect of the package and explained its rationale.

He said: "We have identified that our performance in investigating volume crime and the service that we provide to the public, is not as good as it should be.

"The reason for this is that constables do not receive any formal investigative training, to supplement the

tial training. To fill the we are delivering a package to all constables, sergeants and inspectors, uniformed and inspectors, uniformed CID on territorial divisions," he said.

The package focuses on scene management, dealing with victims and dealing with suspects and offering

Scene

Divisional commanders and crime managers asked where they thought the main deficiencies were. They replied consistently that it was in the area of first officers arriving at the scene, not maximising

Essex in the

ESSEX Police is leading the way in accepting a Government challenge to make better use of DNA technology.

Extra central funding is being made available to forces to spend on gathering additional DNA evidence and to extend the Criminal Justice sampling of offenders. This will make greater use of the DNA database to identify offenders.

In April 2000 the Government announced that whatever was spent by Essex Police on submitting to the database CJ samples taken from prisoners, together with crime stains taken at scenes, would be matched.

Det Chief Insp Tor Head of Scientific said: "Previous data indicated that we would spend £390,000 during the year on DNA related cases."

"The Government wanted to match that figure reached our target allowed us to sample prisoners and submit crime stains."

The spending target reached by October year, and we have been ering the cost of submitting the cost of submitting the database CJ samples taken the Home Office.

Half way through the Government at an additional special

Cracking ca

A NEW policy for recovering stolen vehicles should increase the possibilities of catching car thieves.

Research has shown that a stolen vehicle is likely to provide twice as many evidential fingerprints than a house burglary and three times more than a commercial burglary.

Until now, however, the onus has been on the owner of the vehicle to arrange for its recovery and for the car to be forensically tested.

This is often an inconvenience to the owner and cars left abandoned in the same location for too long can raise the fear of crime or be re-

stolen. Any delay in recovery by the owner forensic testing can be crucial evidence destroyed.

Under the new Av Recovery Policy from a number of commercial garages have come on to form a rota system will aid the recovery of a vehicle.

The companies will take to recover the car in 30 minutes and return to their premises where will be kept undercover the right heating and conditions.

They will then fax the Scenes of Crime office

Turning down the volume

As Operation Resolve 2 swings into action, tackling crimes which are of most concern to local communities, *The Law* looks at some of the new measures which are being introduced by Essex Police and which will have a long-term effect on reducing volume crime.

chance to gain evidence from it.

"Anything which is not secured within those first few hours will be lost and cannot be recovered," said DCI Shields.

The package will also bring officers up to date on new approaches to such matters as dealing with offences to be taken into consideration, human rights legislation and how best to deal with victims.

Videos have been prepared which take officers through a number of scenarios relating to a burglary, although the same principles apply to other types of volume crime.

Said DCI Shields: "What we are hoping to achieve out of this is to raise everybody's knowledge and investigative skills, to raise the standard of investigation, so that everybody is competent to deal with volume crime."

First

Essex Police is the first force to produce a training package specifically for volume crime and there has already been interest from several other forces, anxious to adopt it.

The package will be delivered on Divisions by locally based officers, who can adapt it to reflect local needs.

In the introduction to the training video which accompanies the package, Chief Constable David Stevens comments: "In some areas we are very good indeed. There are only three forces in this country with a lower crime rate than us and incidents of burglary and car crime are going down."

There were, however, concerns over customer satisfaction, with victims of crime feeling that they were not getting the service they should expect, or that they had a few years ago from Essex Police, he said.

"When people are victims of volume crime, then they judge the performance of Essex Police. When an officer goes to the scene, possibly their house, that's when they (the victims) form an impression of how professional an organisation we are," said Mr Stevens.

Advances

One of the areas identified for improvement is in the way information is circulated to officers on developments such as advances in forensic science, he said.

The training programme will cover three key areas, said Mr Stevens.

"The first of these is about the scene of crime itself. What can we do to make sure we get the absolute best out of all the developments in forensic science, such as DNA, fingerprinting and so on?"

"What can officers who are first on the scene do to pre-

serve it, to make sure that scenes of crime officers have the best possible chance of getting an identification from it?" he said.

"Then we are going to look at the needs of the victim. What does a victim expect when a police officer goes there? Is it just tea and sympathy or is it some kind of practical help?"

"The third area is in dealing with suspects. We are moving into an area of saying to suspects when you come into one of our police stations we want to give you the opportunity to tell us all you know about crime and criminal activity in this area.

"We will make the point: If you do not tell us about crimes you are involved in and we find out later, after you have been to court, that you have been involved, we will be

knocking on your door, or standing outside the gates when you are released from prison."

Mr Stevens said he recognised an enormous amount of willingness among Essex Police staff to get involved. "When I talk to officers they really are keen to give a first class professional service to the people of Essex," he said.

"In many ways it is about getting back to the start of what is effective policing?"

Vehicles

"We are going to examine more scenes, we are going to bring more stolen vehicles in for examination, we are going to examine more vehicles that have been used in crime, to improve our chances of getting more detections," said Mr Stevens.

Those who will deliver the new training package have already had their own training and are ready now to start rolling it out around territorial divisions.

Leads the way use of DNA

of tripling the number of prisoners on the database and tripling the number of crime scenes submitted over the next three years.

Forces were invited to bid for a share of £187 million of new money being allocated towards achieving this target.

Staff

Essex is bidding for a substantial slice of this money, which will be used to employ seven forensic vehicle examiners and appropriate back-up staff in Scientific Support, to increase the number of submissions to the DNA database.

A forensic intelligence unit is also being created, under

DCI Harper's command, based at Headquarters.

"With current success rates for converting fingerprints found at auto crime offences to identifications running at 39 per cent, and one in two crime stains submitted 'hitting' on the DNA database, the additional vehicle examiners are bound to increase our detection rates substantially," said DCI Harper.

"The new Forensic Intelligence Unit will monitor the success of the initiative, to ensure we are continuing to use forensic science effectively in criminal investigations and to identify future crime trends where forensic science can play its part," he said.

The total Essex bid of £1,155,000 will pay for the extra staff and increased submissions to the database.

Although final confirmation is awaited from the Home Office, the additional personnel have been recruited and are currently being trained, ready to operate from April 2.

"This will be a challenging year for Scientific Support but the rewards to the force will be worth the effort.

"The new funding will have a major impact on improving our detection rates and continue to keep Essex as the top performing scientific support unit in the country," said DCI Harper.

crime

will carry out tests for fingerprints and DNA. The local Crime Management Unit will then notify the owner, cancel the vehicle on PNC and close the incident.

The whole process should be dealt with within 24 hours with some exceptions, such as vehicles which are thought to have been used in other crimes.

The owner will then be free to collect the vehicle paying a statutory fee to the garage in question.

All officers should be aware of the new procedures and anyone who requires more information should contact Insp John Yee King at Hadleigh on ext 41440.

Burglary target

HARLOW Division has teamed up with British Gas to launch a high-profile operation, to crackdown on burglary.

Operation Cutback informs and educates homeowners about safeguarding their valuables. Community Policing Teams have identified a number of burglary hotspots in the town and targeted nearly 3,000 homes, encouraging people to take active steps to secure their property by post-coding items of value.

Sgt Adrian Went said: "People are less willing to buy marked goods because it

increases their risk of being prosecuted.

"We encouraged people to display window stickers to indicate that their property has been marked and help ward off potential thieves."

A leaflet drop offered residents the opportunity to allow police to mark up to five items of their choice.

Information packs, supplied by British Gas, allowed individuals to post-code other items at their leisure.

Essex Police is supporting Operation Cutback through its Community Safety Department's Crime & Disorder Fund.

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● Insp Mike Carter, back left, with his fellow course members at the passing out ceremony in Surrey.

Mike's award a first for Essex

INSPECTOR Mike Carter has become the first Essex Police officer to be awarded the National Police Driver Instructors' Award after taking an 18-month re-assessment and re-qualifying course under Surrey Police.

Insp Carter was until recently with the Driver Training School when he started the course.

He is now based with the Professional Standards Department at Headquarters, but is due to retire at the end of May,

after serving over 35 years with the force, most of which was with traffic units.

He hopes to set up a training centre for fleet drivers based in Colchester upon his retirement as he believes he has a lot more energy left within him.

"I've never been out of work throughout my entire life and, after serving with Essex Police and the Army, I just can't see myself sitting idly at

home," said Insp Carter.

He initially undertook his driver instructors' course in 1976.

The Driver Instructors' course is accredited by the national education body BTEC and Insp Carter was awarded his Higher Diploma at Surrey Police Headquarters earlier this year.

Convoy to roll again

AT least six members of Essex Police staff are travelling again to Romania in June this year.

They will be travelling to Breaza, in northern Romania, to an orphanage where the children are suffering with various disabilities, the majority having Motor Neurone Disease.

Once there, they will be carrying out tasks such as redecorating and building bedrooms, infirmaries, corridors, shower room, toilets, a kitchen, playground and laundry room. There are about 26 people attending with the Essex Police contingent and 15 police officers from the Met.

Any staff wishing to help can either donate cash or fill shoe boxes with items suitable for the children. These can include soap, toothpaste, other toiletries, toys, crayons, children's clothes, in fact anything else appropriate.

The Romanian Government has set only one requirement - that they have to be new items. So next time you are out shopping, please pick up an extra item.

Among those travelling in the aid convoy will be Emma Salisbury, from Force Information Room. She said: "I'd like to take this opportunity to thank all those staff that helped us with the shoe box appeal last year."

"The children's faces when they received them was unforgettable. I hope you will fill another shoe box this year."

Items can be given to the team loose, but preferably if a few items were placed into a shoe box along with a pound coin, it will help in the transportation.

They can be handed, together with any cheques - made payable to: Convoy Romania (Essex Police) - to any of the following:

Emma Salisbury (FIR), Pc Nicky Slingsby (FIR), Jan Alexander (FIR), Dc Paul Keely (Harlow), Pc Wayne Hickey (Stansted), or Damien Dickins (FIR).

Robber jailed thanks to Ken

THE latest facial mapping techniques, developed by Essex Police, have been used to help convict a man of robbery.

Junior James Farrell and an accomplice attacked Mrs Betty Ka Ching Kwan, a Hong Kong High Court judge as she returned to her Notting Hill flat.

They grabbed her around the neck, ripped a Rolex watch from her wrist and stole her purse.

Recovered CCTV footage showed that the two attackers had followed Mrs Kwan from a local shopping centre to her apartment block.

Clarity

Unfortunately, the clarity of the pictures was poor and the investigating officers from the Metropolitan Police Service needed more to go on.

They called in Ken Linge, Head of Essex Police HQ Photographic Department, who is an acknowledged expert in facial mapping.

Ken scientifically compared the CCTV footage to covert pictures taken of Farrell and was able to conclude that the probability that the CCTV was not of Farrell was over six million to one.

Paddington-based Det Sgt John Cushion said: "We wouldn't have had a chance in court without the facial mapping work."

Farrell was sentenced to four years in prison for robbery.

Outstanding acts marked

CHIEF Constable David Stevens has presented certificates of commendation to officers, in recognition of their outstanding actions and professionalism.

Pc Andrew Waldie, Leigh and Pc Simon Harman, Harlow were commended for their actions during the early hours of June 7, 2000 at Leigh on Sea, when they found a man unconscious in the street.

Pc Waldie immediately commenced artificial respiration whilst Pc Harman performed heart compression. Both officers continued for a considerable period until the arrival of paramedics.

The man was taken to Southend Hospital where, regrettably, despite the actions of these officers, he was pronounced dead on arrival.

Andrew Waldie, 27 is married and lives in Benfleet and Simon Harman, 26, who has since been promoted to sergeant, is single living in Chelmsford. They both joined Essex Police on July 10, 1995.

Pc Howard Jackson, Rochford were commended his actions on the evening of June 10, 2000, when he identified a man driving a vehicle that he had previously been advised was responsible for two robberies at local stores where a knife had been used.

Pc Jackson followed the vehicle, which was being driven in a dangerous manner, until it crashed.

The man ran off through dense undergrowth with Pc Jackson in pursuit. The man twice threatened the officer's

by Heather Watts

life before he caught up with him and arrested him.

The man admitted the offences, was charged and remanded in custody.

Howard has been with Essex Police for five years. He lives in Rayleigh.

Pc Lee Harron, Harlow is commended for his sustained professionalism, enthusiasm, dedication to duty and self-motivation over the past 18 months.

As a result of his knowledge of local criminals, his cultivation and use of intelligence and information, and his hard work whilst on and off duty, he has made over 160 arrests.

Arrests

In addition, whilst off duty, he has made a number of arrests and has witnessed criminal acts to which he has alerted colleagues, which have led to arrests.

The arrests include a large number of prolific offenders convicted for crimes subject to force objectives.

Lee, 27 who joined in 1996 is married and lives in Harlow.

Pc Martin Hatfield, Waltham Abbey and Pc Edward McEwen, Metropolitan Police seconded staff, are commended for their outstanding bravery in the performance of their duty on July 5, 2000, at Buxton



● PC Philip Passfield and Bozley proudly display the Commendation certificate.

Road, Waltham Abbey at the scene of a reported house fire.

The officers were the first members of the emergency services to arrive. Believing that people were trapped in a burning smoke-filled house, the officers, at considerable personal risk, forced entry and carried out a systematic search of the house until they were sure it was clear.

Martin Hatfield, 39 has served with Essex Police since 1988 and lives in Aveley and Edward McEwen, 47 has been seconded to Essex Police since April 2000.

Pc Philip Passfield, Colchester Dog Section, Pc Michael Bond, Maldon and former Sc, now Pc Sharon

Taylor, Clacton are commended for their actions at Stanway on January 9, 1999, when knowing that a vehicle had been stolen from its owner at gunpoint, followed it and then pursued the driver on foot and into an unlit garden where they detained the suspect.

A loaded air weapon, balaclava helmet and gloves were later found near to where the suspect was detained.

Philip Passfield, 31 lives in West Mersea and has served with Essex Police for 22 years, Michael Bond, 44 has served for eight years and Sharon Taylor, 37 was previously a special constable joining as a regular in July 2000.

Book
your
seats
now

ESSEX Police HQ Sports and Social Club has a host of activities and outings planned for 2001.

On Saturday, March 24, a coach sets off for the Ideal Home Exhibition, leaving HQ at 9am for the trip to Earls Court, at a cost of £16 per person.

Ladies' Day at Ascot will be on Thursday, June 21 (subject to the current foot and mouth disease crisis being resolved by then).

There are limited places available on the coach for this outing, costing £34.50, to include a ticket for the silver ring.

Saturday, June 23 will be a day trip to Lille, with the coach leaving HQ at 9.30am for a lunch-time crossing on the ferry, arriving back at Chelmsford at about 1am the next morning. Cost is £18 per person.

Buckingham Palace will be the destination on Sunday, August 12, leaving HQ at 9am for a sight-seeing tour of the capital, as well as a guided tour of the palace. The cost is £15 for adults, £13.50 for OAPs and £10 for children (aged five and above).

Popular

Also in August, the brand new production of the musical "My Fair Lady" is bound to be popular, so book early for the trip on the 23rd.

The show at the Theatre Royal, Drury Lane, stars Martine McCutcheon, Jonathan Price and Dennis Waterman. Cost of the coach and tickets for the central stalls is £36.

Other events planned include a summer barbecue and 60s/70s night, a charity walk and a trip to see "Toy Story On Ice".

If you are interested in any of these trips, contact Shirley Turner by e-mail or fax (extn 50655, or 01245 452157 external).

Campaign to end hate crime

MORE than 200 people attended the recent launch of the Essex Stop Hate Crime Campaign.

Organised by Essex Police Community Safety department, the aim of the campaign is to further a Government drive to stop hate crime and highlight the problem of crime based on prejudice and emotion.

Although the reporting of

by Heather Watts

racist incidents in Essex has increased from 229 in 1998/9 to 431 in 1999/2000 and homophobic incidents from 16 in 1999/200 to 44 in 2000 to date, Essex Police wants to raise awareness and encourage more people to report hate crime either directly to the police, or through third part reporting schemes.

An introduction to the

packed programme was given by Neil Frost chair of Police and Communities Together, a group that formed in 1996 when a need to provide an equality of service to all minority communities was recognised.

Committed

Chief Constable David Stevens gave the opening address in which he said it was important to recognise that hate crime harms both the individual and society.

Policing a diverse county, he said that Essex Police is fully committed to a diverse workforce.

He said: "There is a lot to be done and I am confident that Essex Police will be able to achieve a great deal. I am proud to be associated with the launch today."

Inspector Moira Owers, chair of the newly formed NEXUS networking group for lesbian, gay, bi-sexual and transgendered members of Essex Police spoke of the need for acceptance from colleagues of different lifestyles and welcomed the Chief Constable's support.

Detective Inspector Alison Newcomb, chair of the recently formed Essex Black Police Association looked forward to the future when

the need for organisations such as theirs would no longer exist.

Mike Lewis, Assistant Chief Constable for South Wales and chair of ACPO Race Relations main focus was external service delivery and best practice nationally in dealing with victims.

London theatre group SHOUT gave a thought provoking presentation.

Michael Cashman, Labour MEP for the West Midlands, possibly better known for his acting role as Colin of Eastenders welcomed the campaign, saying: "It is real action for real change."

PM backs roadshow's anti-drugs message

THE Prime Minister, Tony Blair, has given his backing to the 2 Smart 4 Drugs Roadshow.

He sent a letter of support to the Brentwood Centre where the Essex Police/Essex FM drugs education roadshow was being performed to an audience of 1,400 excited youngsters from eight schools last month.

He said: "Drugs are illegal and dangerous. They damage the people who take them, their families and the wider community."

"Today's show, I know, will help you to understand the consequences of taking drugs."

"When I heard about the '2smart 4 drugs Roadshow' project I was really impressed that the prob-

lems of drug abuse were being dealt with in such a down to earth way by Essex FM and Essex Police.

"What is important is that you are aware of all the facts, so that if you come into contact with drugs you can make the right choice for yourselves."

Future

"You are the future of our country and it's only through understanding that we can all make a difference and tackle the problems."

"I'm sorry I can't be there with you today but enjoy the show."

Essex FM DJ Chris Brooks and singer Tina Cousins presented the show, a mix of live music, dancing, comedy drama

sketches and quizzes.

They host a fast moving, action packed and entertaining show that puts across the message that drugs, alcohol and smoking are dangerous, but in an informative way, which will hopefully allow the youngsters to make informed decisions for themselves when faced with drugs.

Special guests included BBC TV's Kirsten O'Brien, chart singer Sheryl Dean from Thrillseekers and the London Leopards basketball team.

Comments from the pupils as they left included "it was great", "really excellent" and "brill".

The show goes on to visit five more schools with the message that they are too smart for drugs.



ORGANISERS of this summer's Basildon triathlon hope to attract hundreds of competitors for the three-legged event, which has been designed to encourage both the novice and experienced athlete with a challenge.

The Gloucester Park Swimming Pool will be the focus of attention on Sunday 20 May as enthusiasts compete in the multi-sport event, incorporating swimming, cycling and running.

The course is entirely off-road, with each discipline undertaken immediately after the other, commencing with a 400m swim and finishing with a two-mile run around the Gloucester Park.

Three laps of cycling

around the park's circuit splits the two, with competitors completing six miles.

In addition to the individual race, a relay event will take place with teams of three competing each leg of the triathlon.

Sergeant Peter Bryan from the Western Road Policing Unit believes everyone should be celebrating the start of summer by attending the Basildon triathlon.

"The hardest step in any sporting event is the first one."

"There will be die-hard fanatics out on the course, but it's also a fun day out where everyone can have a drink and a joke at the end of the day," said Sgt Bryan.

For an entry form and further details, please contact Peter Bryan at the Chigwell Traffic Unit on ext 21707.

Charities boosted by HQ staff fund raising

ESSEX Police HQ Sports and Social Club recently handed over cheques totalling more than £3,000 to local good causes.

A cheque for £1,130 went to the Mid Essex Hospitals Diabetic Unit and a similar sum to MacMillan Cancer Relief.

A further £750 was presented to the Red Cross.

Some of the money was raised at the annual

Headquarters Bonfire Night celebrations and some from the Essex Police Millennium Family Day and other events organised by the staff within Vehicle Services.

Members of the HQ Sports and Social Club and Vehicle Services' staff are pictured (left) handing over the cheques in the Chief Constable's garden.

Essex in semi-finals

IN the PAA ladies' hockey competition, Essex beat Durham by 4 goals to 1, and are through to the National Semi-Finals.

The following officers have recently qualified for the National Indoor Games PAA Finals in their respective disciplines:

De James Cousen (Rayleigh SB) - Billiards Regional Singles Winner; Pc Lindsay Jones and Pc Nicola Twist (Southend) - Ladies' Doubles Darts Winners.



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

Police Mutual needs your ideas for book

THE Police Mutual Society will be launching a Pictorial History Book in June 2001.

The book will complement 'The Story of the Police Mutual Assurance Society', published in 1992.

The objective of the new publication is to articulate the strong views of the Society and how they have remained unchanged during the changing times in which the police service operates.

The Society is appealing for photographs, letters, force orders or any other police memorabilia during the period 1866-2001.

Anyone who is able to contribute should include a short commentary with the item.

A full acknowledgement will be included within the book.

The Society is keen for all forces to be represented within the book.

When replying, use the freepost address: PMAS, FREEPOST, Lichfield, Staffordshire, WS13 6ZA.

To find out more, contact Public Relations Manager Ian Dempster at Police Mutual, Alexandra House, Queen Street, Lichfield, WS13 6QS, tel. 01543 414191, or direct dial 01543 305227.

John joins ALO team

PC John Hills has been appointed to the post of force Architectural Liaison Officer.

In post since January 29, John was formerly crime prevention officer and ALO at Colchester and Chelmsford

He is one of two force ALOs, joining Pc Heather Alston at Headquarters Community Safety Department.

Any officer who requires advice regarding 'Secured By Design', 'Secured Car Parks' or the designing out of crime on building developments within their division can contact John and Heather on extns 54441 or 54442.

PC Lisa Pitcher, 38, has retired on medical grounds after 20 years as a constable,

Names in the news

based in Chelmsford division.

She joined as a cadet straight from school and has been at Maldon, Southminster, Chelmsford and at CPU.

She received two commendations during her service, one for arresting a violent burglar, single handed and the other as part of the team investigating the "body in concrete" murder.

Married to a serving officer and with a two year old daughter, Lisa plans to take things easier and slower.

DC Geoffrey Herbert, 51, retired last month after 25 years with the force. He was serving at Rayleigh CID at the time of his retirement.

PC Lisa Collinson, 28, retired on medical grounds at the end of February from the Force Information Room at Headquarters.

She had served nine and a half years.

Obituary

FORMER Insp Kenneth Kelly has died aged 59. He served from 1963 to 1992 at Colchester, Southend and FIR.

Retired Dc Fred "Tapper" Watts has died aged 78. Tapper served from 1946 to 1976 with the Southend Borough.

Former Pc Michael Simister has died aged 54. He served from 1966 to 1993 with the Southend Borough and Rayleigh Traffic Unit.

Tug-of-war challenge

HAVE you thought about changing your sport?

If so, have you thought about tug-of-war?

Training has already started at the Colchester Garrison, but more team members are needed.

Andrew Thorpe, based at Brightlingsea, explains: "I am looking for new members, in

order that we can compete at the Police Nationals, being staged in Glasgow, this summer."

If you want to know more, contact Andrew on extn 17140, or both he and colleague Skelly Lambert can be contacted via the Essex Police Intranet e-mail system.

World Games call-up

THE 2001 World Police and Fire Games will be held in Indianapolis, Indiana, USA from June 8-16.

They are open to all full-time and retired police officers and career fire fighters.

More than 10,000 athletes, from over 60 coun-

tries will compete in 70 different sports during the Games, which promote physical fitness, friendly competition and camaraderie.

Visit the website: www.2001wpfg.org, or phone free on 1-888-542-2001 to find out more.

Three vie for Croker Cup

THREE Divisions look set to battle it out for the Croker Cup this year, following completion of the latest events.

In the snooker, Rayleigh finished first (12 points), followed by Basildon (10) and Braintree (8).

In the billiards, Braintree collected maximum points, with Basildon (10) runners-up and Rayleigh (8) third.

This leaves Basildon heading the Croker Cup table with 113 points, followed by Braintree (105), Rayleigh (96) and Southend (71).

Remaining events are sea angling, being staged on March 21, the same day as the rugby sevens at Harlow Rugby Club; tennis and bowls (if it is to be replayed).

Mind your own business

The column of the Essex Police Business Association

THE Inland Revenue Business Support Team will be giving us a presentation at our next meeting.

It is some years since the IR has attended our meetings and there have been many changes in the tax laws and requirements that so many of us are not aware of.

Hearing it from the "horse's mouth" has been by far the best way to get that personal advice and the IR are not the such frightening people as some may think.

They have been asked to be prepared to advise us on small business issues and more importantly the problems faced by persons engaged on long self-employed contracts with a single employer.

The latter would be of great interest to those on such contracts with Essex Police.

CURRENT ESSEX POLICE

CONTRACTS: AN invitation has been sent to the head of human resources at Essex Police HQ to attend our next meeting.

Our sub-committee has not received any information regarding future work by our members.

After all the hard work our committee have put into advising the various police departments making such overtures regarding contracts things have gone very quiet and communication non-existent.

It will be nice to be told what the current Essex Police policy is on such matters and have some feedback after all the assistance we gave them in setting up such a scheme.

We await confirmation of their attendance.

NEXT MEETING: Wednesday, April 4, 2001, 7.15pm for 7.30pm start.

Please Note: The Inland Revenue Presentation will commence at 7.30pm sharp.

A full agenda is promised with the above as our main topics.

Much more is proposed with work experiences by members, nominations for a new chairman and assistant secretary being required and a Data Protection update.

Do not miss out on such and important meeting!

FUTURE MEETINGS: Wednesday, September 5, 2001 (AGM) at 7.30 pm HQ Sports Pavilion.

NEW MEMBERS: Contact Membership Secretary Ken Luxford on 01206 395948 or email kenluxford@supanet.com

GENERAL ENQUIRIES: Contact Association Secretary Roy Dennis on 01206 504246 or email roy.dennis@pop.ntlworld, or Assistant Secretary Bob Craven on 01702 582750 or email lsg@tinyworld.co.uk

Market Place

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and rank

Station Home Tel.....

Date Signed

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

Only adverts from those directly connected to Essex Police (either serving or retired) will be accepted. Adverts should be restricted to a maximum of 24 words and repeat ads should be re-submitted on a monthly basis. The Law team reserves the right to edit or omit any advert which doesn't meet this criteria.

CALPE, Spain. Apartment to rent that sleeps four, with one large double and one twin bedroom. Large lounge with balcony. Fully-equipped kitchen. Three-minute walk to safe, sandy beach. From £125 per week. Contact Mr Naden on 01255 815140.

CORNWALL - Polperro. A chalet which sleeps 4/5. All mod cons. On pleasant site with heated indoor and outdoor pools. Club and all facilities included. £75-£250 per week. Contact Craig Bailey on 01279 653570/832837.

COSTA DEL GOLF, 20 minutes from Malaga Airport. 35 golf courses, two double bedrooms which sleep six in total. Available in July/August. £300 per week. Contact Dave Roberts on 01376 550954.

CUMBRIA, delightful B&B in unspoilt village, Ravensstone Dale. Convenient for lakes and dales close to the Eden valley. All rooms are en-suite with TV and hairdryer and

coffee-making facilities. Excellent walking spots, with a golf course nearby and two family pubs in the village. Contact Neil Brook on 01539 623641.

DIET. If you want to lose weight and look this summer and a 30-day money back guarantee then contact Julie Vansertima on 01245 262265.

FLORIDA Kissimore, 4-bedroom luxury villa with own screened pool and kids pool. Contact Denise House on 01268 750062.

FLORIDA villa with four air-conditioned bedrooms and two bathrooms. The swimming pool overlooks a small lake. £450 per week. Available for 2001. Close to Disney and airport. Contact Linda or Pete Taylor on 01245 321378.

FOUR person ridge tent with ground sheets. Two-ring and grill camping calor gas cooker. Very good condition. £190 ono. Contact Keith Simpson on 01245 323707.

GOOD homes wanted for

cats and kittens. Contact Miss Parsonson on 01206 864284.

HONDA CIVIC Lsi Auto, 1992, MOT. Low mileage 56,000. Electric sunroof and windows. Excellent condition. £2,600 ono. Contact Louise Garnett on 01245 452881/354228.

NORFOLK Broads Holidays, elegant cruiser offering two cabins, showers, toilets and helms. Full week hiring only. 20-25% discount off commercial rates. Lock-free navigation. Contact Neil Evans on 01279 442231.

ORLANDO, luxury villa with 4 bedrooms and 3 bathrooms. Sleeps up to 10 with private screened pool. Near to Disney and other central Florida attractions. For more details contact Mr Cook on 01376 573406.

SCOTTISH Highlands. Self catering in one bed or four bed bungalow. Or stay in an Austrian-style home on B&B basis, or full board. Skiing, fishing, shooting,

walking and bird watching, or just relaxing. Contact Andy Nunn (ex Chelmsford Traffic) on 01479 841717.

TECHNICS single rack system with tape deck. Model RS-M215 (circa 1982), anodised aluminium finish with operations instruction manual. £40. Contact Paul Watson on 01702 203015.

VICTORIAN cottage in Bonchruch, Isle of Wight to rent. Sleeps six, two bathrooms (one ensuite). All mod cons, dishwasher microwave, washing machine etc. South facing garden and sea views. Sorry no pets. Contact 01279 437560 for a brochure.

YAMAHA Neos 50cc Moped. Blue, 1999, T-reg 3,200 miles. Very good condition. Helmet, gloves and jacket included. £900 ono. Contact Elaine Fuller on 01621 859958.

YAMAHA FJ1200, recently serviced, fully prepared for touring. Ill-health force sale. Contact John Rickard on 01702 353802.



● THE 'Tough Guys' team from Essex (left to right) - Sneids, Ginger Serg, The Boss, Jobber, Rossi and H, with the "undercover agents" intermingled. Pictured below, Al Barley shows just how much fun it's possible to have pounding the beat!



'Crazy Gang' get tough

I HAVE in my time, whilst striving for the ultimate sporting 'high' done, as they say, some crazy things.

However, nothing could have prepared me for what I was to witness on an icy, fogbound, farm field on the outskirts of Wolverhampton.

I am reliably informed over 4,000 - yes 4,000 - normal, sane men and women, for some reason which totally escapes me, subjected themselves to acts which I can only describe as "collective insanity" and all to achieve the status of "Tough Guy".

Indeed, the event which boasts that title holds a unique place in the sporting calendar.

Among the 4,000 plus were seven of Basildon's finest, plus two from HQ.

Certified

In order to protect their identities, to protect them from being clinically certified, we will refer to them by nickname only: Jobber, Ginger Serg, Rossi, The Boss, H, Sneids, JL, plus two 'undercover agents' from Headquarters Support Unit. Yes, it's true to say insanity spreads!

I expect they all had their own reasons for wanting to become "Tough Guys", perhaps their leader Jobber had more than a little to do with it.

And perhaps they gave him more than a passing thought, as they subjected themselves to the military assault course, complete with barbed wire,

smoke, thunderflashes, mud, mud and more mud. Freezing icy water (which I personally witnessed being broken prior to the event), rope bridges, then more mud and icy water.

You name it, this event had it.

I only hope it was all worth it. I'm certainly glad I was only the driver. Having said that, I salute them all. A truly magnificent

Lottery winners

WINNERS of the February draw are: £1,500 Mrs SC Ding, retired; £1,000 Pc Stephen Harris, Rochford; £500 Pc Jason Malone, Grays; £300 Susan Coley, FIR; £200 Ds Simon Tolliday, Chelmsford SOC; £100 Pc Terry Irving, EPTC.

Consolation prizes of £50 go to: Pc Stephen Howard, Saffron Walden; Carol Liddiard, South Ockendon; Mr RW Booth, retired; Daniel Brewington, Chelmsford; Jennifer Lamoureux, Thurrock CJD; Ps Gary Lane, Southend; Brian Ladd, Traffic Management; Supt Julian Field, Colchester; Pc Ian Robertson, North Road Policing Unit; Mrs P Byford, retired.

The result of the January draw was: £1,500 Pc John Simpson, Northern Road Policing Unit; £1,000 Pc Ian James, Clacton; £500 Pc Stephen Wynn, Wickford; £300 Mr Neil Brook, retired; Pc Peter Wood, FIR; £100 Mary Brassett, Admin Services, HQ.

The following received £50 consolation prizes: Pc Susan Keefe, Witham; Pc John Woolaston, Chelmsford; Geoffrey Butler, Braintree; Elizabeth Preston, Southend; Supt Jacqueline Cheer, Stansted Airport; Insp Malcolm Ding, Clacton; Julie Askem, Southend; Dc Terence Lambert, Clacton; Pc Jane Ball, FIR; Pc Nicole Leeder, South Woodham Ferrers.

(if totally mad) achievement and I feel certain many of them will be there again next year. Good luck to them. Just don't ask me to join them - apart from driving.

EPSA annual meeting

AT the annual meeting of Essex Police Sports Association, the following were appointed as respective section secretaries.

The following are the 2001/2002 secretaries. The Croker Cup status is signified with (C), while suspended sports are followed by (S):

Athletics, Pc Laurie Rampling, Grays (C); Angling Fly, Pc Tony Lewis, Great Dunmow; Angling Freshwater, Pc Graham Garnham, Bocking Dog Section, Mobile Support Division (C); Angling Sea, Pc Dave Clark, Hadleigh (C); Badminton, Pc Richard Edwards, Maldon (C); Billiards, Det Insp Peter

Orpe, Braintree (C); Bowls, Ps Perry Funnell, HQ (C); Cricket, Det Insp Richard Argles HQ; Vets Cricket John Stonehouse, HQ; Cross Country, Pc Mick Bond, Maldon (C); Cycling, Pc Graham Snellin, Great Dunmow; Darts, Pc Paul Bates, Leigh (C); Football, to be advised (suspended); Golf, Pc Nick Padmore, Harlow (C); Hockey, Supt. Sue Harrison, HQ (S); Ladies' Football (S); Netball, Dc Sue Clark, Canvey Island (C); Orienteering, Ps Dave Birkett, Chelmsford; Rugby, Pc. Paul Daly, Mobile Support Division (C); Sailing, Insp. Tony Britten, EPTC; Shooting (S); Skiing, Pc Tab

Hunter, Camera Enforcement Office; Snooker, Insp Peter Orpe, Braintree (C); Squash, Pc Adrian Bunting, Southern Road Policing Unit (C); Swimming, Pc Chris Mathlin, Basildon (C); Table Tennis, Dc Mark Bloxham, Southend SOC (S); Tennis, Stu Bowman, HQ (C); Triathlon, Ps Peter Bryan, Western Road Policing Unit; Volleyball, Pc Karen Brimson, Epping; Walking, Pc Steve King, Copford (C).

Those sections wishing to enter the 2001/2002 competition who are currently suspended should notify John Stonehouse of their intentions as soon as possible, on 588888.

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Opening hours: Monday to Friday 8am to 8pm,
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All loans subject to status. A written quotation of our credit terms is available on request. You must be 18 years or over and in receipt of a regular income of at least £7,500 per annum. To help improve our service to you, we may record or monitor telephone calls. Hamilton Direct Bank (a division of HFC Bank plc) is a trading name of HFC Bank plc. Registered Office: North Street, Winkfield, Windsor, Berkshire SL4 4TD. Registered in England No. 1117305. Loans from £500 to £2,999 at 11.5% APR. Loans from £3,000 to £4,999 at 13.8% APR. Loans from £5,000 to £11,999 at 11.5% APR. Loans from £12,000 to £14,999 at 9.6% APR. Loans from £15,000 to £20,000 at 8.7% APR. Typical example: 11.5% APR. A loan of £5,000 payable by 64 monthly payments of £83.40 per month. Total amount repaid £5,323.84. Terms for 'buyers' and 'traders' purposes excluded. Rates are correct at time of going to press.

*Sport
and Leisure*

A NEW concept in golf, health and fitness will see Essex Police join forces with a former officer to bring unbeatable discounts to members of the Essex Police Sports Association.

by **Kim Perks**

The scheme has been pioneered by retired officer Tony Kitching who regularly witnesses the reluctance

New concept for club membership

of police employees to join golf and leisure facilities because restricted access to clubs is not conducive to shift work, and therefore is not financially viable.

Golf clubs, for instance charge anything up to £900 per year for a seven-day membership when most officers will only have one in three weekends off.

Likewise health club prices can vary dramatically depending on the time of day the facility is used.

Golf Force and its sister company Health Force plan to change all of that by offering "associate memberships" to a selection of facilities across England and Wales.

In golfing terms that means seven day access to a golf course of your choice at the annual knockdown price of just £320.

Fees

This membership will also entitle you to reduced green fees of just £10 at any other golf course in England and Wales that is on their list.

To date over 60 courses across the country have signed up and this is expected to total 110 by the time the scheme goes live in the Spring.

And quantity doesn't negate quality as members

will have access to some superb courses, including Marriott St Pierre Chepstow, Marriott Sprowston Park, part of the American Golf Corporation estate and some private member clubs such as Pinner Hill and Hurlston Hall.

It is a similar situation in terms of health and leisure. With no joining fee and a monthly direct debit of between £20 and £25 you can join any health club on the Health Force selection list.

The LA Fitness chain has already signed up to the scheme and ordinarily you would have to pay them a joining fee and a monthly sum of £49 for unrestricted access.

A number of country clubs have also signed up and negotiations are underway with some major players which will lead to an extensive national network by the company's Spring launch.

As part of Essex Police's partnership with Golf Force and Health Force all members of the force Sports Association will be receiving information about the scheme in the post in due course.

The pack will outline all of the clubs available for membership and details on how to join.

Launch

In the meantime if you want a member of the Golf Force or Health Force team to contact you ahead of the launch then leave details on their website www.golf-force.com.

The offer is currently only open to members of the Essex Police Sports Association and their immediate family over the age of 18, so if you want to take up the offer but aren't a member you need to contact John Stonehouse on 01245 491491 ext 58888 to find out how to join.

'Tough Guys' tested



● INTO BATTLE - Insp Vic Wallace (aka The Boss) leads his troops into battle during the gruelling "Tough Guys" Challenge. He was joined by eight other Essex Police officers for this test of strength, stamina and endurance. Full report and more pictures on page 11.

Hockey men in PAA final

ESSEX Police Men's Hockey Team have reached the national P.A.A. finals in the cup after beating Gloucester 6-1 in the regional finals.

This was a great achievement on behalf of the force by all those involved, especially in light of the difficulties in getting time off for force sport.

The team now aims to

improve upon winning the P.A.A plate final last year. Anyone interested in joining the team can contact either Pc Jamie Gingell at Thurrock, or Pc Gareth Oats (Capt.) at Southend.

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£10,000	81.14	87.37	99.01	124.48
£15,000	121.72	131.05	148.52	186.72
£20,000	162.29	174.73	198.03	248.96
£25,000	202.86	218.41	247.53	311.20
£30,000	243.43	262.10	297.04	373.43

OTHER LOAN AMOUNTS AND PERIODS AVAILABLE
Typical example: Borrow £20,000 x 120 months = £248.96 per month.
Total Repayable £29875.20

ABSOLUTELY NO ARRANGEMENT FEES TYPICAL 10.9% APR				
LOAN AMOUNT	300 MONTHS	180 MONTHS	120 MONTHS	60 MONTHS
£10,000	93.90	110.09	134.53	214.58
£15,000	140.86	165.14	201.80	321.87
£20,000	187.81	220.19	269.06	429.17
£25,000	234.76	275.23	336.33	536.46
£30,000	281.71	330.28	403.60	643.75

OTHER LOAN AMOUNTS AND PERIODS AVAILABLE
Typical example: Borrow £10,000 x 60 months = £214.58 per month.
Total Repayable £12874.80

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NEXT ISSUE: April

COPY DEADLINE: March 23, 2001

PRINTED: April 2, 2001

The Law was edited this month by Norman Hicks, Helen Cook and Nishan Wijeratne

Published by Essex Police HQ, Chelmsford. Tel: 01245 491491 ext 50620/50625. Printed by The Essex Chronicle Series, Westway, Chelmsford