

Friends pay tribute to Adam - page 5



Web site for transport news - centre pages

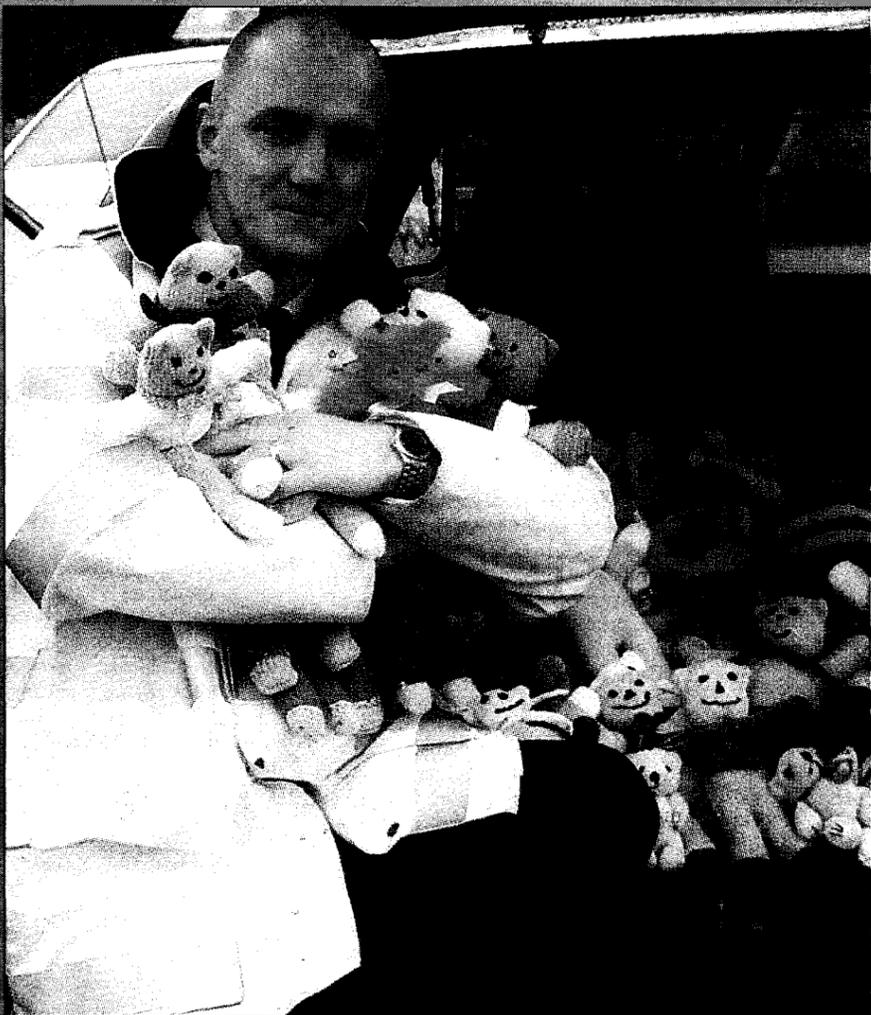


Crime reduction post sponsored - page 3

Booklet will provide support and guidance to officers carrying out 'sweeps'

TACKLING TRUANCY

Bear necessities



● Pc Chris Downes with his boot full of bears.

THERE is 'bearly' room to move in Chelmsford Road Policing office at the moment after a BBC radio appeal proved more successful than anyone imagined.

Pc Chris Downes contacted the radio station after running out of teddies to use as comforters for child road crash victims.

Little did he know that the appeal

would net him around 250 of the cuddly creatures.

A big thank you must go to *Teddies for Tragedies*, an organisation in Billericay that supplied the majority of the bears, and of course BBC Essex for voicing the plea. Essex Police will now be able to help cheer up traumatised toddlers for some time to come.

A 'CARROT' and 'stick' approach to dealing with truancy was the primary focus of a conference recently attended by a number of Essex police officers.

And the information gleaned from this conference will no doubt help with the production of the Community Safety Department's *Best Practice Guide to Truancy Sweeps* currently being drafted by sergeants Chris Atkins and Steve Nuttall, and due for completion by the end of April.

Consultation

The Crime and Disorder Act spells out the need for the police and local education authorities to work together to tackle the issue and, as a result, Community Safety has undertaken consultation with divisions as well as attending a variety of conferences.

The latest conference drew 300 plus professionals from many areas of youth work and included teachers, magistrates and police officers and focused primarily on the experiences of schools within the south east of England. The conference was then repeated in other areas of the country.

In the context of truancy the 'carrot' should be initiatives to make schooling more attractive to disaffected pupils with various tools such as breakfast clubs, wider curricular opportunities and good provision of educational welfare officers.

by Kim Perks

The 'stick' refers to the widespread use of inter-agency 'truancy sweeps'. In some areas of London agencies have even gone as far as asking parents of truanting pupils to attend classes for a day with their children, to ensure their presence. The embarrassment factor alone, is usually sufficient encouragement for many pupils to attend school.

It was, however, noted that appropriate 're-integration strategies must be in place as they help to highlight more deep-rooted reasons for truancy such as learning difficulties.

Closer to home local policing divisions have also identified unique means of addressing truancy issues, although the long-term effects on crime reduction may not be known for some time.

Basildon, for instance, is working in conjunction with town centre management and security on the possibility of introducing a Truancy Watch. Meanwhile in other areas Education Welfare Officers (EWOs) carry mobile phones to enable them to rapidly verify 'genuine' reasons for absenteeism given by youngsters detained by police officers.

There are currently some issues with regard to truancy, however, which remain unresolved. In theory detaining a youngster and taking them to a designated centre, handing over responsibility to EWOs, is a simple task. However, current legislation does not allow for the searching of truants and there are no powers for obtaining details of a young person who refuses to identify themselves which makes returning them to school an impossible task.

continued on page 3

Recruitment gets cash boost

POLICE recruitment in Essex has received an important boost as a result of the Home Office's confirmation of a cash award.

A new allowance of £2,000 per year will be given to police officers in Essex, Hertfordshire, Kent, Surrey and Thames Valley from April 1 to help meet the higher cost of living in the south-east.

The award will go to new recruits and all serving officers who were appointed after September 1, 1994, and do not receive a housing allowance.

At current pay rates, a newly-recruited constable in Essex will be paid £19,133 per year, rising to £21,170 after 32 weeks, £24,257 after five years and a maximum of £29,114 at 14 years' service.

Speaking for the Association of Chief Police

Officers, Essex Chief Constable David Stevens said: "This allowance recognises for the first time the higher costs of living and working in the south-east. It will undoubtedly help the forces involved, who are working hard to recruit more officers for front-line duty."

Essex Police will be recruiting 240 constables during the 12 months from April this year.

Force recruiting manager Sue Adkins said: "The award is an important development which will attract more applicants to a career in the police. It is likely to make the job more attractive to a wider range of people, including those who are interested in a career change"

Applications are accepted from people aged 18-and-a-half to 49. The Essex Police Recruitment Line number is 01245 452277.

Take a break

IF you are considering taking a break from your career as an Essex police officer then you need to follow the Career Break Scheme Qualification guidelines agreed by the Police Negotiating Board, a precis of which is set out below.

Any officer is eligible to apply for a career break provided he/she has successfully completed their probationary period.

The decision is for the Chief Constable and considerations of health, attendance and conduct are matters for his/her discretion.

The decision of the Chief Constable as to whether to accept or reject the officer's application should be notified to the officer within 28 days of the officer's application.

Where the application is rejected, the decision should be transparent and written reasons for the rejection should, at the same time, be provided.

Should the officer wish to appeal against the rejection then he/she should submit a notice of appeal to the Police Authority within 28 days, of receipt of the Chief Constable's reasons for rejection.

Status during career breaks

Officers on a career break are not required to resign. The Chief Constable and the officer concerned must agree, before the start of the career break, the obligations and expectation on the officer and the force during the career break.

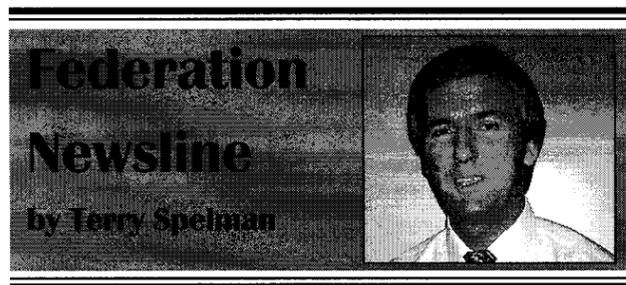
This should include the officer's response to incidents that may arise and that require police action, the application of the restrictions under Regulation 9 on private life and Regulation 10 on business interests, the appropriateness and practical arrangements for any short-term returns to the force, any need to keep up-to-date with new legislative requirements, and how this will be achieved, and refresher training on return to the force. These matters should be discussed between the Chief Constable and the officer and reached in the light of individual circumstances.

A period, or periods, will be agreed between the officer and the Chief Constable, up to a maximum of five years. The Chief Constable has the discretion to agree a longer total period in exceptional circumstances.

The commencement and return dates and the objectives of the career break must be agreed by the Chief Constable and the officer before it commences. An officer's career break should not extend beyond compulsory retirement age.

Return to duty

Subject to the provisions below, the officer will return to duty on the



return date agreed between the officer and the Chief Constable.

If an officer decides to return from a career break before the end of the agreed period of leave, he/she shall be permitted, subject to there being a suitable vacancy, to return to service with the same determined hours and work pattern within one month of giving notice of the wish to return.

In any event, the officer should return within three months of having given notice. An officer should not be required to return to duty from a career break before the agreed date without his/her consent.

Reviews

Officers should establish the career break objectives and timescales with the Chief Constable. These may be reviewed at any time during the career break by agreement between the Chief Constable and the officer.

Officers will be under a general duty to inform the Chief Constable of any circumstances which may affect the agreed objectives or timescales of a career break. In particular, officers must not undertake full-time education or activities for which they are paid, reimbursed expenses, or which involve them in the sale of goods or services without the agreement of the Chief Constable.

The Chief Constable's need to know should be balanced with protection of the officer's right to privacy.

Where a Chief Constable has reasonable grounds for believing that the agreed objectives and timescales of a career break may not be achievable, he/she may require that the officer attends a review.

As the result of such a review, the Chief Constable may require that an officer returns to duty after a minimum notice period of one month provided that the Chief Constable will allow the officer to make appropriate representations before a final decision is reached.

Conditions of service

Officers will not be paid during career breaks and service will not count for the purposes of reckoning entitlement to pay and annual leave.

An officer's rank and pay point will be protected for the duration of the career break. Entitlement on return will be identical to that on commencement of a career break, subject to relevant changes in regulations, Police Negotiating Board Agreements or Home Office

circulares. Provision should be made for granting any remaining annual leave entitlement due to the officer before the commencement of the career break.

Replacement allowance

Replacement allowance will not be paid during absence on a career break but entitlement on return will be identical to that on commencement of the career break, subject to relevant changes in regulations.

An officer living in accommodation provided by the force should discuss with the Chief Constable, before applying for a career break, his/her future in the property. Officers who are allowed to remain in police force accommodation for the entirety of

the career break may be charged by the Police Authority.

In circumstances where an officer is living/married to a police officer, this would be subject to the spouse/partner's eligibility for provided accommodation.

Pensions

Service during career breaks is not pensionable but, on return from the career break, an officer may buy back service at the normal officer contribution rate.

The buy back provision will apply to officers currently on career breaks who will be able to buy back any period that accrues from the October 19, 2000. Officers on a career break will have protected entitlement to all pension benefits at the point of commencement of the career break, including death benefits, enhanced ill-health pensions and injury benefits.

● Note the Home Departments reserved their positions on the provision to buy back service and a

further circular will be issued when this has been resolved.

Maternity provisions

Police officers who become pregnant while on a career break are entitled to the same maternity benefits as officers not taking a career break.

An officer on a career break who becomes pregnant should give notice as soon as reasonably practicable after she becomes pregnant of the probable date of birth of her child. The provisions of the maternity scheme will then take effect and the career break will be suspended (unless the officer, in giving notice of her pregnancy, confirms that she does not wish to enjoy the provisions of the maternity leave scheme).

Resumption of the career break in due course should be subject to further agreement between the Chief Constable and the officer.

Your chance to ask

DON'T forget the in-Force Open Meeting being held on the April 23, in the Assembly Hall, Police Headquarters at 7pm

This is your chance to ask the questions you want answers to.

Think before you vote

ESSEX Police has circulated ballot forms to staff. We asked for a joint letter in order to ensure that staff were properly informed but this was rejected. The wording speaks volumes, make sure you are fully informed of the consequences, member or not, before you cooperate with this process.

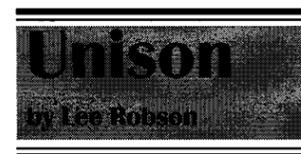
Unison has sought details of the chief officers' reasoning in adopting such a tactic, and further information has been requested. Regional and national officers have been appraised. This ballot has no legal basis. Unison is your Union and protects your rights.

Intrusive surveillance - Be careful when using the telephone, your computer or any other communication device. Essex Police proposes to intercept you whenever considered appropriate under its interpretation of current legislation. At any time you may be subject to such surveillance without your knowledge or consent.

We have raised concerns in respect of contractual rights, equal opportunities, and data protection. There was no consultation on the paper. Unison, and presumably support staff, were not considered relevant parties. ACO(S) has responded to our representations which were not circulated to committee members. We await further details.

Members will recall the data matching issue whereby our personal data had been used for data matching by the Local Authority while the Audit Commission guidelines and Data Protection Act were not applied correctly.

Unison ensured that staff were



made aware that their data was being used.

Such measures described as anti fraud are oppressive and bring about a climate of distrust, offending our dignity, and we view this as contrary to the duties of good faith and loyalty implied in our contracts of employment.

Call handling reviews - SOA and crime desk reviews are causing much concern. We have assurances that each division is preparing a consultation paper and there will be appropriate negotiation before attempting to alter any contracts. We have had a few problems with local managers jumping the gun. If you have difficulties speak to your steward or the area personnel advisor.

Head of Personnel, John Rhymes responds to 'intrusive surveillance' concerns:

AS a result of new legislation coming into effect last year Essex Police reviewed its policy on the monitoring of Essex Police internal communications. This work was undertaken by DCI Tony Guinan-Browne with the intention to ensure that all activity undertaken by Essex Police is compliant with the legislation.

The new policy is about to be published and in accordance with the legislation we will take reasonable steps to make everyone aware of the contents.

The policy has passed through our normal policy making structure, having been to both the Human Resources Policy Group and the Joint Negotiating and Consultative Committee. These meetings occurred on January 4 and February 14 respectively and minutes show Unison did not send a representative to either meeting.

All staff will, I am sure, be reassured by the published policy. It reflects the legislation and is there to ensure that Essex Police has in place, and adheres to, legal and legitimate practices.

Decriminalisation - Rumours still abound. There is no update at this time. We have a meeting with legal advisors pending. More news soon.

Bullying - The policy is being revised. There has been no consultation with Unison so far, but we have written to ACO(S) asking for it to take place.

Membership services - We have the free 'will' service, discounts at the Britannia Building Society, including mortgage deals, discounts with Britannia Rescue for motorists, the Medicash scheme is available and don't forget the Holiday Club, some local members have got some excellent deals. For further information contact Britannia Building Society - Paula Brunsden or Julie Whitfield on 01245 259546, Britannia Rescue Tel 0800 591563, Medicash - 0151 702 0235 (quoting Ref FF1), Unison Holiday Club Tel 08705 505000.

For free 'wills' or other services contact the branch office on 51012.

Offbeat

HAVING received a call from a concerned resident in Epping about a quantity of bones that were found in a wood nearby, officers followed the informant to the scene.

The officers had a devil of a job to decide whether they were animal or human, but eventually made their decision. The hooves were a dead give away!

Oh doh! Some jobs aren't that easy or perhaps it was just too early in the morning.

Officers alerted to a burglar alarm at *The Pharmacy in Danbury* were unable to locate the premises so they told the Information Room operator they would ask at the "chemist shop".

Officers were amazed when they took a crime complaint from a lady in Dunmow who had her car stolen. She had had only bought it the day before and it was not insured.

Just before the woman left the station she said, very seriously: "I suppose it is a bit late to insure it now?"

Moves to improve officer safety

OFFICERS are being urged to complete the necessary paperwork when they are injured on duty to help with future development of safety measures.

To demonstrate its commitment to officer safety Essex Police has introduced a systematic approach to reduce the number of assaults against police.

The move follows Home Office recommendations and entails a process of data-collection to analyse assaults, thereby progressing officer safety. The Pers 47 'Use of Monitoring Form' provides a standardised reporting structure which can ultimately help trainers to develop new scenarios and training techniques.

Officer safety training can then be developed to ensure it meets specific needs. The information provided on a Pers 47 will ensure risk assessments are carried out taking into account factors such as locations, types of duty and time of day.

Officers are required to complete these forms whenever a number of tactics are used. These range from drawing incapacitant spray to striking someone with a baton.

The force health and safety advisor will be responsible for collating this information and will also forward returns for national analysis. Forms should be submitted via admin departments which will then forward them on to the Health and Safety Unit.

Donor session

THE next blood donor session will be held at the HQ assembly hall on May 17 from 10am to 12.30pm and 2pm to 4pm.

Reducing rates of repeat crimes

IT is hoped to reduce the chances of Essex residents becoming repeat victims of crime by identifying early on specific factors that could make them a target.

Research has shown that when victimisation recurs it tends to do so quickly with offenders taking later advantage of opportunities, which the first offence throws up.

Offenders who repeatedly victimise the same target are more established in crime careers.

High crime rates and hot spots exist largely due to rates of repeat victimisation.

We know that repeat victimisation is one of the single biggest predictors of crime and, in the absence of specific intelligence, prior crime seems to be the best single variable predictor routinely available to police.

A revised Essex Police Repeat Victimisation Prevention Strategy

by Heather Watts

builds on previous guidelines, utilising lessons learned from best practice and the latest research.

The strategy aims to reduce the opportunities and incidence of repeat victimisation and to enhance victim support.

Basic patterns of repeat victimisation appear across a whole range of offences and we will target those responsible for incidents of repeat victimisation.

The Repeat Victimisation Prevention Policy will assist the victim to make changes that will diminish the chance of a repetition of the offence.

In cases of repeated domestic violence the liaison officer at each division has a critical role to play in co-ordinating police response and in suitable cases bringing them to the

attention of other agencies to initiate a multi-agency approach to the solution.

Community Safety Superintendent John Mauger said: "The new guideline is more inclusive. It focuses our

Booklet to help tackle truancy

continued from page 1

The Best Practice Guide to Truancy Sweeps aims to make clear what powers are available under legislation and how best to work with other agencies. There is advice such as the need in Essex to collect a truant in a marked police car to alleviate 'stranger danger', an issue which was of some debate during the last conference. There is also guidance on drafting operational orders.

Community Safety's Acting Chief Inspector Tina Noble, said: "The document is purely a guide for officers. A memorandum of

approach in a consistent manner, helping officers identify specific factors that assist them in identifying those who would likely to be repeat victims and sets out the appropriate actions for officers to take."

understanding had already been produced by Supt Patrick Rice, and we in turn have discovered a lot of good work being achieved out on division. We are simply trying to pull all of this material together to provide a support mechanism for officers carrying out truancy sweeps."

The Department for Education and Employment has also produced a guide offering advice on how schools and the police can best work together.

If you have any concerns with regard to the issue of truancy sweeps or anything you feel needs to be included in the guidance contact Sgt Chris Atkins on ext 54448.

Sponsorship will fund crime reduction post



● Supt John Mauger presented the £12,500 cheque to Chief Executive of the Essex Community Foundation, Laura Warren.

Photo: Essex Chronicle Series

YOUNG people and voluntary organisations are being encouraged to put their crime prevention and reduction ideas into practice through a new Essex Police sponsored scheme.

The Essex Police Authority has agreed a donation of £12,500 by Essex Police's Community Safety Department to the Essex Community Foundation, a charitable body that supports crime and disorder initiatives in the county. The money will be used to fund, for one year, the post of a part-time crime reduction officer.

The successful candidate, who is still to be recruited, will then work directly with individuals and groups within the community giving advice and support and actively encouraging them to develop initiatives and turn theory into reality. Similar schemes have already proved successful in Cheshire and Derbyshire.

Head of the Community Safety Department, Supt John Mauger, said: "Joint working in this way adds value to the aims of Essex Police. By building on the existing working relationship we have with the Essex Community Foundation, it will be possible to increase the level of information being shared, and significantly assist the promotion and co-ordination of major crime reduction initiatives.

"Tackling crime and disorder is, after all, the responsibility of everyone, not just the police. By recognising the wealth of ideas that exist within the community, and by encouraging those members of the community to link in to our own objectives, we can ensure Essex remains one of the safest counties in which to live."

Court grants order against sex offender

ESSEX Police has been granted its first ever Sex Offender Order following concerns about the actions of a 36-year-old man living in Southend.

The application was made under the Crime and Disorder Act 1998 with the intention of limiting the man's conduct and endeavouring to prevent him from committing further offences. Any breach is punishable by imprisonment.

The application for the order was made in accordance with the Essex Police policy of intelligence-led policing and the targeting of known offenders. It is hoped the order will act as a preventative measure and deter this particular man from breaking the law.

A community approach to crime prevention led to the application being made. It was the result of consultation with a number of other agencies.

Supt Mick Thwaites, said: "The granting of this order was the culmination of some hard work and excellent co-operation between the police and probation service. I believe it sends a strong message to the community that public safety is paramount and this order allows the police to take action when it is breached.

"It was not granted by the judge lightly because of its Human Rights implications but because of the evidence provided we were able to satisfy the court of its need."

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

A send off Rod deserved

ON behalf of my sister-in-law Cheril, and all of my family, I should like to thank all of you who attended and worked so hard to arrange the funeral of my brother Pc 2216 Rod Daniels.

It was, of course, a desperately sad occasion but also such an impressive one. We were so moved to see so many of his friends and colleagues at the cathedral. You gave him such a wonderful send off, one he would have wanted and one truly deserved.

We have also been so overwhelmed by the huge support we received. Cheril has received so many cards and letters that her postman has developed a back problem. She would like to write and thank you all personally but the sheer numbers makes this impossible, so please accept her sincere and heartfelt thanks.

It is my brother's legacy that he touched so many lives. I speak for my family when I say how immensely proud we all are of who he was and what he achieved. As my eight-year-old son said: "My Uncle Rod was a hero". I shall dearly miss my 'big' brother.

Peter Ward, PC 639
Rayleigh Road Policing

We miss Michael

MY family and I would like to take this opportunity to express our sincerest thanks for all the kind messages of sympathy we have received following the death of Michael. They have been of great comfort to us.

He was a very special person to us and we will miss him terribly.

We would also like to thank all who came to the funeral and are sorry we were unable to speak personally to you.

Patricia Simister, Benfleet

Nothing wrong with awarding good work

MY sergeant has recently told me that I am to be recommended to receive a Chief Constable's Commendation. This coincided with reading the letter from Bob Miller in *The Law*.

No I didn't catch a bullet between my teeth, nor did I save a drowning cat on the brink of death - I merely did my job!

Management is often criticised for quickly appearing when an officer is guilty of some wrongdoing and not so quick to act when praise is required. Receiving a commendation is the correct forum to demonstrate recognition for an officer's good work. Acts of bravery are obviously to be commended but there are also other

awards for which an officer can be recommended in recognition of brave actions.

Recently I had cause to be in the security office of a major store. Proudly displayed on the wall was a small collection of 'Employee of the Month' certificates, awarded to a store detective for merely doing his job. Commendations are akin to this. We all know you can merely do your job or you can do your job well with pride. I read a recent personnel bulletin awarding an officer a commendation for submitting a large amount of process and for making 70 arrests. Merely doing his job? I don't think so - he did a good job.

Receiving payment on the 15th of

each month, some say, should be enough recognition for good work but that is not so. You get paid your wage regardless of whether you've given the job your all for eight hours a day or whether you've done the bare minimum. With the current pay scales this is not much of a yardstick, they are so diverse they cannot be indicative of your value as an officer. A full time colleague with four year's service this month took home less money than me, part time with 14 year's service, but then that's another story.

Our organisation strives to achieve Charter Marks, of which we are so proud! So proud in fact that we print them all over our notepaper, just to

make sure everyone knows about it. To obtain a Charter Mark we must answer the phone quickly, reply to letters promptly and generally give a good all round service. Exactly what we should be doing anyway. This does not make the Charter Mark any less valuable to us.

Often our role is undervalued and undermined by the public, government, and quite frankly anyone else who wants to have a go. We must support each other in recognising the good eggs!

So Pc Roy Keyes, you did your job with pride, so go collect your commendation with pride - it's your own personal Charter Mark.

Pc Kerry Tolliday, Southend

Jobs for the boys?

YOU may well read this and think 'sour grapes' but you may read it and, like me, think 'what's going on?'

I recently replied to an advertisement from Essex Police for the post of a Forensic Vehicle Examiner. This is a new position (funded for three years by the Home Office) for one civilian at each division to examine and obtain fingerprint and DNA evidence from theft of or theft from motor vehicles.

I retired from the police last year, having spent the last 23 years of my 30 years in the scenes of crime department at Basildon. I left in June with the highest ident and work rate in the division at that time (big head?).

I had heard that my ex-sergeant, who had also retired the previous year, had also applied and anyone who knew him would know that even when he retired he was still (annoyingly) one of the keenest, enthusiastic and hard working officers I have known.

Another ex-SOCO from Grays, with many year's experience, applied. I therefore guessed that the sergeant must certainly get one of the posts (wrong!), the ex SOCO from Grays would be offered a post (wrong!) and I thought, therefore, I stood a good chance of getting one of the other posts (wrong again!).

Still, I trusted Essex Police to go for the best person to serve the public. So if the three ex-SOCOs with 60 years experience between them got knocked back, the 'chosen ones' must be the bees knees of all vehicle examiners.

After all, the money was not a factor as the Home Office was funding it. Guess what? I was wrong again. Now I am not saying that those chosen are not proficient in their previous jobs, but I understand that none of them have any forensic experience, other than maybe as a clerk in a SOCO office.

Walk in to any SOCO office and ask how long it takes to become proficient and an officer of any rank will tell you that you can be trained in a matter of weeks, but it will take years to become good at the job.

This all leads me to the question - WHY? I have asked everyone I know and I am given to understand that there are some officers, and I do not know who, who do not want civilianisation of scenes of crime officers. Therefore anyone who might prove it could work was not chosen. I cannot believe this. More importantly will the Home Office?

RIGHT TO REPLY: Head of Scenes of Crime, DCI Tom Harper

THERE are two hurdles to overcome in obtaining employment with Essex Police. The first, for an aspiring employee, is to complete an application form 'evidencing' his or her competence against the 'person specification'.

The application form is scored against the evidence provided with the highest scorers being selected for the second hurdle - the interview.

At interview the panel seek evidence from the candidate in support of the essential requirement of the person specification and score the evidence given accordingly, with the highest scorer being the one

I hope that if my car ever gets broken into it happens in another force.

May I request that in future any advertisements carry the statement 'Any experienced officers need not apply'. This would save many other ex-colleagues and myself a lot of wasted time and effort.

Dave Brooks, Rayleigh

selected for the job.

This is a tried and tested process over recent years and is demonstrably fair to existing police staff applying for a different position, whilst safeguarding the equal opportunity rights of non-police staff. All candidates start on an equal footing.

During the application and interview process no advantage can, or should, be made by the panel who have knowledge of a candidate and their skills, unless it is evidenced in the application form or interview.

The author of the letter didn't make it to the second hurdle on this basis.

Effectiveness requires brave decisions

TUCKED into a column on the inside page of *The Law* was a report that I thought to have far greater significance than it was accorded. I refer to the report into patrolling strategy that concluded that 'single crewing' continues to be the policy of Essex Police.

My memory may be fading somewhat, but I can not recall there was a policy about the method of crewing patrols, be they mobile, foot, or any other. Common sense used to be the criterion applied to this sensitive subject.

Common sense began to take a back seat about the same time as the antiquated and discredited system of having officers wearing stripes or pips that actually controlled how resources were deployed.

Of course, by the 1990s a far more sensible system had taken over the culture of the police whereby the one with the stripes or pips asked those without the stripes or pips "what would you like to do today?"

That's how we ended up with a culture where patrolling in twos, even threes became the norm and it has been necessary to restate policy.

The test is whether anything will change, I suspect it will not. Once a culture is established it takes heaven and earth to change it and it is usually definitely not popular.

There are also the eminently sensible 'get out' clauses for any of those with stripes or pips to refer to whenever they feel like being (heaven help us) decisive or authoritative. They can sit down until the feeling goes away and apply one or more of these clauses to a decision to do nothing.

Meanwhile the public do not have enough police officers to police, FIR can never find enough patrols to answer calls, politicians have a wonderful time arguing about whether there are more or less policemen than there used to be, and the taxpayers fork out an ever increasing

bill for an ever diminishing service.

"What about our safety?" Safety is the second most important factor in decisions about deployment. The most important factor, of course, is the duty the police owe to the public. That is, after all, the final arbiter of everything the police does. In return, the public has a duty to the police to ensure that the conditions under which the police serve are as safe as possible.

So, over the years, the police have been supplied with equipment like personal radios, an armoury of weapons, protective clothing, various restraining devices and training in how to most effectively use all of this, if not the strength to carry it.

The public rightly ask whether patrolling in twos is more effective. "Sometimes" is the answer, but overall the deployment of double crew adds up to an increase in

effectiveness of perhaps 25 per cent above that of a single crewed patrol. That is a sacrifice of 75 per cent effectiveness every time a double crewed car is unnecessarily deployed. That's hard to justify, but it is ultimately the responsibility of those with the stripes or pips. Being brave enough to make the right choices is what having those stripes and pips is all about.

Tony Hall, Harlow

Don't meddle with tradition

I WOULD like to take issue in the strongest terms with Mr Terry Hillam (letters, February 2001).

Why is it that people cannot stop meddling with our glorious British traditions that are the cornerstone of our great empire.

When I buy cloth for my suit, I expect it to be measured in Ells, as it has always been, and I certainly do not want to have to convert it into Hitches or inches, or whatever the new-fangled phrases are.

My house plot is measure in chains and rods, and that is the way it should always be. It is just three furlongs from the nearest bakers where I can pop in for a half-quarten

loaf, or a peck of newly ground flour.

Then there is this new money. Will we really have to convert our golden guineas into these new pounds sterling. How do we know that these copper pennies will have the same value as our old silver ones.

I say most strongly, let us keep our gills and our minims, our perches and our quartes. The old sea shanty says: "from Ushant to Scilly is thirty-five leagues". Our Royal Navy sailed over leagues and cables. The seas they fought over were fathoms deep. Do you really think Nelson would have won at Waterloo if he had been sailing in kilometres?

Roy C Clark, Chelmsford

New policy for reporting hate crime

HOT on the heels of the successful launch of the Essex Police *Stop Hate Crime* campaign is a new policy guideline 'Reporting and Recording Procedures for Racial and Homophobic Incidents'.

A racist or homophobic incident is any incident perceived to be racist or homophobic by the victim or any other person. Coming into effect at the beginning of May it is essential that where a racist or homophobic dimension is identified it is recorded as such and investigated whether a crime or non-crime.

Liaison

All officers will complete the crime reporting form and an additional form which will be checked by the designated divisional racial and homophobic liaison officers.

This will ensure that perpetrators of crime are dealt with by the criminal justice system and to ensure that details of non-crimes are available for intelligence as well as a potential basis for action by other agencies.

In all cases some further action over and above merely recording the incident will be appropriate, whether that be sharing information both internally and externally, increased patrols, crime prevention advice, provision of details of community support networks or consideration of evidence gathering.

Arrests are a matter for the officer and the circumstances of the case but if the crime is considered serious it may be decided that it is in the public interest to investigate against the wishes of the victim for the greater benefit of the victim and others.

Community Safety sergeant, Alan Ray, said: "It is an important development enabling Essex Police to gain a better understanding of the overall picture of hate crime."

● The Race Relations (Amendment) Act 2000 came into effect on April 1 and is likely to have an impact on police policy, practices and procedures. For more information see the intranet.



Expert advice from across the Atlantic

THE Essex Police Dog Unit was able to pick up some tips when two 'expert witnesses' took a trip to Essex from America.

The visitors were the Deputy Sheriff of the Illinois Municipality, Jack Shuler and civilian trainer Dehesha Grist. Both are experienced in working with man-trailing bloodhounds and were able to give advice to Essex Police with regard to bloodhound training.

They are pictured here with Pc Malcolm Fish, Pc Terry Smith, Pc Steve Hutley and Sherlock.

Shortlisted for crime cracking cameras

THURROCK policing division is set to benefit from state-of-the-art CCTV after being shortlisted for an £845,000 grant from the Home Office.

The bid was made in December by the Thurrock Crime Reduction Partnership. The cash will come from the government's CCTV funding programme and the Home Office has stated that it was impressed by the quality of the Thurrock bid. As long as there is no problem with the technical specifications the money will be forthcoming.

The partnership is extremely heartened by the announcement. Members carried out a great deal of public consultation before

submitting the bid and intend to use the money to install new systems as well as upgrading existing systems.

Acting Divisional Commander, Chief Inspector Steve Currell, who is a member of the partnership, said: "This is great news. Many residents and people working in the borough have been waiting anxiously for this. It will give us the opportunity to make Thurrock even safer. Not only will there be an impact on crime, the scheme will be a great boost for people's confidence and help people feel safer. The only people to fear the cameras are the minority who behave anti-socially, and commit crime and disorder."

Hoping to break the cycle of crime

YORK Road, Southend - a long street of Victorian housing with a transient population - was one of the most burgled streets in Essex.

From October 1998 to September 1999 there were 54 reported burglaries.

The receipt of a Home Office grant of £80,000 has enabled Essex Police, along with other agencies, to tackle the problems associated with this densely populated multi-occupancy road.

The two-year project, which has until April 2002 to run, has produced some excellent results with only three domestic burglaries reported so far this year.

Police have identified landlords, only some of whom are based locally, and have enlisted their support.

Some landlords have handed over property keys for access to communal areas and landlords are assisting with information and Crimestoppers posters have been placed in

by Heather Watts

some multi-occupancy premises.

The central beat team is carrying out high visibility policing, a large number of warrants have been executed in the area and intelligence is being maximised.

The exhibition trailer was taken to York Road last month where residents were able to get property postcoded while officers visited homes in the evening to postcode more property.

Southend Community Safety Officer, Pc Lynn Fenn, has assessed security in the road and made recommendations to landlords while Essex Fire and Rescue service is fitting 100 fire alarms to properties in the road.

Southend Borough Council Crime Prevention Officer, Shirley Morris, has given her full support to Essex Police and the council and environmental health are working to remove rubbish in the road and abandoned cars. The DVLA and the

council will also target any untaxed cars in the area.

Youth Offending Team sergeant, Kevin Croot, is also enlisting the help of offenders to clear the area of rubbish and a local landfill company has supplied gloves and protective equipment for this purpose.

Any drug offenders in the area will be referred to an arrest referral worker and there are plans for an outreach worker.

Pc Paul Bird, who is overseeing the project, said: "What we want to do is break the cycle of crime. Improving

the environment, upgrading security and enlisting the help of landlords has resulted in fewer calls to the area freeing up officers for patrol.

"The type of accommodation in the road does attract a mobile population and petty offences but with a multi-agency agenda to tackle these problems improvements are being seen.

We would like to get an active Neighbourhood Watch set up and we will be carrying out a survey with residents to evaluate the project."

Revised media booklet is on its way

THE Essex Police *Talking to the Media* pocket book has been updated and is now being reprinted.

It provides at-a-glance advice to police personnel on responding to typical inquiries from the media and is presented in alphabetical subject order.

The existing booklet was published in 1996. The new version has been updated to take new legislation into account.

This includes Data Protection Act

restrictions on naming casualties and guidance on film crews accompanying police on operations, in line with the Human Rights Act.

The revised booklet will be distributed by divisional administration managers on a personal issue basis. Your copy should be with you by the end of May.

The contents of the revised booklet will also be available on the Essex Police Media and PR Department intranet site.

Another officer killed in a tragic road crash

A TRAGIC road crash has claimed the life of another police officer.

The untimely death of 24-year-old Adam Burfield came just weeks after Pc Rod Daniels was killed in an accident on the A12.

Adam, who had recently got engaged, was off duty and riding his own motorbike when he crashed on the A414 at Writtle on March 4.

He had been an officer with Essex Police for nearly four years having first been posted as a patrol constable in Corringham. Just before the end of his

probation Adam became a member of the Grays Central Community Policing Team.

He had been identified as an officer who showed great potential in the way he conducted investigative work and had already indicated a possible wish to join CID. He had, however shown his diversity by enhancing his skills in traffic matters and achieving selection for the Thurrock Tactical Team.

In appraisals and other assessments he was portrayed as committed and level-headed and a person who gave

100 per cent throughout his tragically short service.

His divisional commander, Supt Ian Gruneberg, said: "Adam was a young police officer who had developed well in his first few years in the police service. He was showing real potential as an officer and could well have served within either CID or Mobile Support in future years.

"His loss is a tragedy for Thurrock Division. Adam's family and friends, as well as his colleagues, are stunned by his untimely death."



● Pc Adam Burfield.

New web site will give up-to-date information

Driving home the la

LOOK out later this month for a new entry on the Essex Police intranet site. Transport Services is putting together the final touches to its site which will provide a wealth of information on new vehicles, the resources available, as well as who to contact and the opportunity for feedback. As an introduction to the new site *The Law* updates on some of the recent changes.

New cars, new vans, new web site and new logbook covers - these are some of the recent changes within Transport Services.

The choice of vehicle for operational police work is a highly emotive issue. Most drivers have a view of the attributes that would make up the ideal police car.

John Gorton, Head of Transport Services said: "Unfortunately a vehicle with the performance and handling of a Ferrari, the load carrying capacity of a skip and the constitution of a Sherman tank is not yet available; if it was, it would clearly be out of the range of police vehicle budgets".

The vehicle fleet has changed substantially over recent times. Transport Services in partnership with the Transport User Group have identified a range of vehicles that best meet the role they are expected to perform.

by Helen Cook

Collaboration between the transport managers and users is an essential part of the process.

The Essex Police catalogue reflects the best available options. However, it is the divisional command teams who are now in the driving seat as to which vehicles they select for their particular division.

Transport Services is constantly looking at the range of new models that are coming out from manufacturers and those for the future. "There really are not any bad cars nowadays, technological advances have improved manufacturing, but we have to choose cars suitable for the role expected of them," said John Gorton.

The Transport Users group, which is part of Support Services Policy group, is made up of front line police practitioners who evaluate the vehicles and equipment to confirm suitability for police use. The group has an excellent cross section of users from constable to chief inspector. Anyone interested in becoming a member should contact Val Doggett at Transport Services who retains a list for inclusion when vacancies arise.

The Essex Police fleet is predominately Fords. There is a nationally negotiated framework agreement that makes them attractive and

Essex has the added advantage of being in Ford's back yard. Also the good support Ford provides means we receive excellent value for money and therefore meet the best value criteria. All new Ford cars come with a three year/60,000-mile warranty, and as our workshops have Ford main dealer status this means that many repairs carried out in-house will be financed by Fords.

The primary response vehicle used by Essex Police is the Ford Focus and this is proving extremely reliable. The new Ford Mondeo range of both 2.0 litre and 2.5 litre will be introduced as a direct replacement for the larger response vehicles and with its extensive range of new technologies, it is proving popular with test drivers.

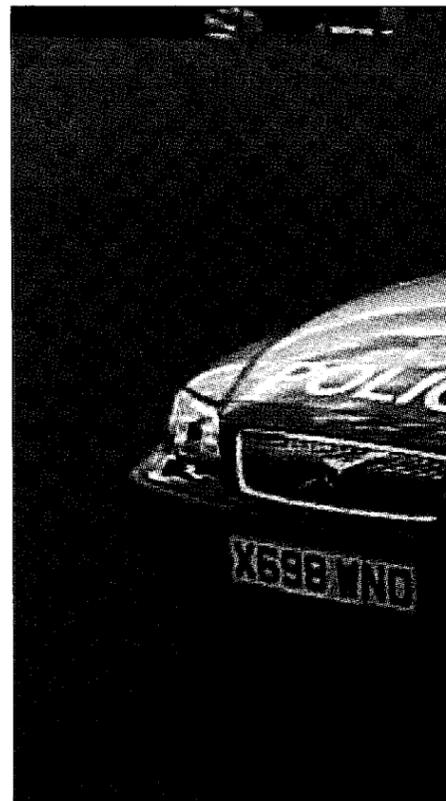
However it is not only Ford cars that are carrying the Essex Police livery. Road policing units across the county have seen the introduction of two different models.

The Volvo V70 high performance estate car is making its debut with traffic, five more are on the way and it is receiving favourable reports. The 2.3 litre, five-cylinder turbo-charged engine develops 250bhp and has a potential top speed of 155mph, but its real value is the excellent handling characteristics and a very high level of safety equipment.

Another debutante is the BMW 530 diesel. Diesels have generally been unpopular but diesel technology has greatly advanced in recent years and new diesels bear no relation to the "noisy, smoke belching monstrosities with the personality of a boulder and the performance of a tractor". These diesel engine cars are at the cutting edge of what all diesels are becoming. They are much quieter and with a top speed in excess of 140mph and acceleration of 0-60 in just over eight seconds their credentials are impressive.

The Nissan Terrano 4X4 has proved itself a better all-round vehicle for cost and maintenance than the opposition and John Gorton stresses: "It is what does the job the best and what provides best value that are the major considerations."

Currently the Transport Users Group is



● The latest addition to the Essex Police fleet

evaluating vehicles to replace the I protected carriers and is looking at Mercedes Sprinter, which is used by many of forces including the Metropolitan Police.

The dark blue livery for traffic cars will continue as it has significant advantages: residual resale value at the end of its working life at no extra cost. Conspicuousity is afforded by the battenburg colouring, which has proved popular with traffic officers. The colour will be rolled out across the traffic fleet with new vehicles.

John Gorton said: "It is an exciting time for the section and we are looking forward to the launch of the intranet site. Most of our cor

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Looking to a pot

AS part of Essex Police's commitment to the Government's 'green' policies the department has also been evaluating liquid petroleum gas (LPG) vehicles and other green options.

One car on short-term loan to Essex Police for evaluation was the 'green' Toyota Prius.

This car is probably typical of the car of

the future with a clean and quiet electric engine running alongside a 1.5 litre, 4 cylinder petrol engine.

The Prius is very economical on fuel with an urban fuel consumption of 61 mpg.

At low speeds the Prius is powered soley by electricity but on reaching 10mph the petrol engine cuts smoothly in.

When the car comes to a stop the pe

ESSEX Police will join other forces when the latest weapon to prevent serious crime and combat terrorism is introduced later this month.

Automatic Number Plate Recognition is the process of reading and checking registration numbers of passing vehicles against one or more databases. This technology provides the opportunity to monitor traffic flows within seconds to carry out checks on passing vehicles.

The new generation of ANPR arrived in the UK five years ago when the City of London Police installed cameras that scan the plates of every vehicle entering and leaving the Square Mile - a concept dubbed the Ring of Steel.

Insp Ian Debbage from Mobile Support

Force to p weapon a

Division is a member of the national steering group which sets the guidelines and standards for ANPR.

"This concept does not replace the police officer but is a technical aid used for the purposes of preventing crime by detecting the criminal use of motor vehicles," said Ian Debbage. "The systems are not surveillance devices but are used to trigger the same level of police action which any PNC check would bring. The difference is it allows po

on Transport Services

test news



ffic fleet - a high performance Volvo V70 with a potential top speed of 155 mph.

with divisions is made through the divisional use our vehicles. It will provide better and clearer information and provide a medium for getting the message out to those who actually improved feedback."

Introduction of new look log books

NEW style vehicle logbook covers will be introduced across the fleet with all new vehicles. They will provide information about the vehicle, its role, driver classification, tyre pressure details and provide a holder for the fuel card. It also has an aide-memoir section of the most frequently asked questions, a reference manual for driver authorities, vehicle check and workshop numbers.

ially 'green' future

engine switches off to avoid wasteful idling and is ready to move off under electric power.

Advanced batteries, designed to last the lifetime of the car, supply the electricity. The batteries are recharged automatically by the on-board generator.

Regenerative braking also returns some of the energy, normally lost under braking,

to the batteries.

The car also has the lowest CO2 emissions of any other similar sized car. However the car does not come cheaply with a price tag of £16,500.

With more and more organisations looking towards the green option for their car fleet this type of vehicle is likely to be a serious option in the future.

urchase new inst crime

fficers to check one or two vehicles every second against the PNC or other databases."

Other forces using ANPR include the Metropolitan Police, Thames Valley and West Midlands, with some using fixed cameras and others mobile units. Essex officers have been involved in limited operational trials of some of the new systems with cooperation from the Met during cross-border checks.

ANPR checks registration plates against

live databases such as the Police National Computer in Hendon and the Driver and Vehicle Licensing Agency in Swansea. Data protection rules prohibit building general databases, so these systems do not retain computerised data. A positive response or hit from a database can be used to trigger other automatic systems, such as traffic lights or barriers. The systems can also be used to scan CCTV footage during post-incident searches.

It is hoped the purchase of a mobile system by MSD will allow a series of operational trials involving territorial divisions. Following the evaluation of this Operational Policing Policy Group will determine the way forward for the use of this technology in Essex.

Help to prepare for promotion

EXTRA support is to be offered to potential sergeants and inspectors taking parts one and two of the OSPRE examination.

The move comes after Essex Police identified a decrease in numbers of officers taking the exam and a reduction in successful candidates across the county.

A local survey was carried out among constables and sergeants to try to identify reasons for the lack of interest. A second survey was then undertaken in England and Wales to examine what levels of support other forces were providing to their officers.

Although the response was mixed, a number of forces appear to be offering additional support, particularly in respect of part two of the exam, which is having a positive effects on results. Chief officers in Essex have agreed to extra support and training for both parts of the exam.

The part one pre-promotion course, for constable to sergeant 2002, will continue to be one week's duration, however an additional week has been added in order to double the numbers able to take the course. In future every

officer who has previously been on one of these courses can now re-apply, although there will be a reduction of duty time allowed.

There will be a one-week part one pre-promotion course for sergeant to inspector for the September 2001 exam. Details will follow in due course.

In terms of part 2 there is currently training for the sergeant to inspector exam. One of the National Police Training franchised companies QSEC has delivered a two-day course and mock exam for £240.

Essex Police has donated £50 towards the price and officers are able to claim a further £150 from an Individual Learning Account (a Government scheme).

Duty time has also been granted in respect of this. Similar arrangements will be made with the constable to sergeant exam for 2001. In the longer term EPTC will be delivering part two training across the board.

Staff Development officer Sgt Perry Funnell wants to thank all the officers who replied to the survey. If anyone requires any further details the should contact Sgt Funnell or Sgt Ingrid Jamieson on ext 54103 or 54150.

Hi-tech links to reduce crime

COMMUNITY links in the Rayleigh division are going hi-tech for the introduction of an email scheme with residents who want to receive information from their local crime reduction officers.

The scheme follows adverts in a local newspaper asking interested residents to send their email address and postcode to the Rayleigh Crime Reduction Unit.

This will enable them to be identified by the area they live in so that they may receive information about crimes being committed in their area.

Crimes will only be identified by area rather than a specific street or property.

After the three month trial period the scheme will be assessed for its achievements and usefulness in reducing crime.

Rochford District Crime Reduction Officer Jason Sculthorpe, said: "With one push of a button we will be able to pro-actively give out information to a large number of people, but it will be done in a manner not to raise the fear of crime among residents."

Anyone living in the Castle Point area of Rayleigh division who is interested in the scheme is asked to email their details to leslie.bramhill@essex.police.uk, or if you live in the Rochford District of Rayleigh division email details to jason.sculthorpe@essex.police.uk.

PLANNING SERVICES - DEVELOPMENT CONTROL

This is a Green Belt district located in an attractive part of Essex but close to the attractions and amenities of London. The Development Control Group handles a large workload of a wide variety.

Enforcement Officer - PDC/23

Salary from £12,810 to £18,990, plus essential user car allowance or a leased car after six months.

(Under single status all jobs are currently being evaluated and this may affect the salary.)

Experience of planning enforcement procedures would be an advantage, but we are seeking a well-organised and positive team member to assist in the enforcement of planning control in a variety of circumstances. An ability to work with scaled plans and maps is essential, and court experience would be desirable.

You will show self-motivation and an ability to communicate effectively in writing and in person, a commitment to a quality service and an ability to utilise a P.C. In return, an opportunity to gain considerable experience through a varied workload will be offered, in offices located in a pleasant market town and with an authority committed to staff development.

If you would like to know more about this post, contact Peter Geraghty on 01992 564112.

Please telephone 01992 565533 (24 hour answerphone) for an application form and further details (No. C.V.'s please).

Please quote ref PDC/23

Closing date . . . 20 April 2001 . . .

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Policing plan published

THE Essex Policing Plan for 2001-02 was published on April 1, following approval by the Essex Police Authority.

It is the first to include Best Value performance tables as well as setting out force performance against Audit Commission indicators for 1999-2000.

Divisional Policing Plans will follow in due course.

Chairman of the Essex Police Authority, Anthony Peel, in his foreword to the Essex Policing Plan, says: "Under the Local Government Act 1999, we are required to examine every single aspect of policing over a five-year period, to ensure that Essex Police delivers Best Value services to the people of Essex.

"This is the second year of our programme and the plan tells you how we propose to satisfy that requirement and the progress that has been made."

Breaking down cultural barriers

ESSEX Police has launched a joint initiative to improve relationships with the ethnic minority community in the north east of the county with the specific aim of encouraging people from these groups to seek help and advice from the police.

The North East Essex Minority Ethnic Project, together with Essex Police, held its inaugural

by Nishan Wijeratne

meeting in Colchester. Members from several agencies, including the Essex Racial Equality Council and Rape Crisis, discussed how the system could be made more welcoming to people from the black and Asian communities, with a particular focus on domestic violence.

For various reasons, the

majority of members of ethnic minority groups are reluctant to report crime or perhaps even seek assistance from the police generally.

They are cautious of attending police stations to report incidents that may affect their domestic life mainly due to cultural beliefs.

The problem is that, for many years, it has been impossible to get a true picture of crime against these communities. Victims, convinced the authorities did not take them seriously, failed to report what had happened to them. As a result, these people suffered in silence.

There is the additional problem whereby a person may rely on someone else for transport and are unable to seek independent help. Public transport is often not an option due to cultural restrictions which lead to isolation.

Community Safety inspector, Jo Dudley, was one of the guest speakers at the

event co-hosted by Essex Police. She is a police officer of 28 years service who speaks the language of diversity policing.

"We need to build confidence in the community we serve and show that we take this issue seriously," she said. "We want to develop links with the community and whilst no one would claim that racist violence has been dealt with, we're developing systems to help tackle it."

Despite Essex having a comparatively low 1.9 per cent of people affected by racial incidents, members of the initiative still want people within ethnic minority groups to come forward to report incidents, with the high expectation that something will be done.

Insp Dudley added: "It's not just about doing the right thing. It's about being seen to do the right thing. We need to say to everyone, of every culture, that we take race crime seriously."

Ensuring best value intelligence

THE intelligence network, particularly how effective it is at developing and analysing intelligence and information on young people, is the focus of the latest Best Value review.

The fact that it focuses on young people is merely to ensure the review is manageable in terms of its scope. Any lessons learned and changes needed will be capable of being replicated across the whole intelligence process. The review area was chosen following consultation with senior managers in-force and a number of our external crime and disorder partners.

The next stage of the review involves holding a series of workshops with staff drawn from various departments

throughout the force who are involved in the intelligence process.

At these workshops they will be asked to identify how our intelligence process actually works at the moment, in terms of collecting, evaluating and disseminating intelligence and information that may be used to target young people involved in crime, and at risk of becoming involved in crime. Subsequent workshops will seek to identify improvements and ways of measuring them.

Further updates on this review will appear in future editions of *The Law*. Those readers with access to the Essex Police Intranet can obtain progress reports from the Best Value section of the Corporate Support home page.

Team spirit wins through



● Divisional Commander Supt Julia Jeapes and Insp Les Weller visit the community policing team at Maldon

DESPITE a bitterly cold day shoppers at the Tesco store in Maldon were greeted by the cheery smiles of Maldon officers who were staffing the exhibition trailer in the car park last month.

Community policing officers Andrew Long, Judith Atkinson, Gary Sainty and David Scott were on hand to discuss any policing issues with local residents and Crime Reduction Officer Ray Stannard

was available to give crime prevention advice.

Specials Adam Pipe, Dave Archer and Gary Hardman were outside the store talking to would-be recruits for the Special Constabulary.

Pc Gary Sainty said: "Although it has been a very cold day we have been spoken to by many of the shoppers and feel that the day has been worthwhile."

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INSURANCE

Norman takes a well deserved break

THE Fingerprint Bureau no doubt has a sense of loss now Norman Pease has retired. The senior fingerprint officer has been a part of the furniture for nearly 34 years having joined Essex Police back in May 1967.

Market Place

ARGYLL. Cottage flat. 2bed sleeps 4. Unrestricted sea views. Scotlands most famous scenery. Loch Lomond, Glencoe, Oban, Iona. Golf, fishing, sightseeing, Scottish fayre and music. Contact Peter Douglas on 01206 570706.

COCKER spaniel puppies with full pedigree. Home reared. Available Easter. Contact 01992 420174.

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

CUMBRIA. Delightful B&B in unspoilt village, Ravenstonedale. Convenient for Lakes, Dales, Eden valley. All rooms ensuite, TV & hairdryer, coffee/tea. Excellent walking, golf course, tennis, two pub/restaurants in village. Contact Neil or Paulette Brook on 01539 623641.

FLORIDA, Kissimmee. 4 bedroom luxury villa with own screened pool and kiddie pool, close to Disney and attractions. Contact 01268 750062.

FOR Focus 1.8 Zetec, X reg, five door, silver. Only 1500 miles, immaculate. Dealers list price £11,500, only £9,500. Reason emigrating. Contact Terry Hymas on 01206 383994.

H REG 1.8 diesel Fiesta van, fsh for six years, MOT, tax until June 2001, approx 50

mpg, £750 ono. Contact Belinda Chapman at Sandon or 07765 321175.

HALESWORTH, Suffolk. 2 bed Victorian cottage in town. Lovely garden, fully modernised but retaining beams and original floor. Close to coast, Broads etc. To let. Contact Bob Taylor on 01245 324651.

LODGINGS offered to share house, East Tilbury. Double room near station. Parking and usual facilities, Sky TV, £275 per month. Phone extra. Contact Stuart on 01375 850828.

MAZDA MX5 1.6, limited edition Roadster BRG. H reg, 30,000m. Leather and wood interior, air con, PAS, electric windows, CD player, immobiliser, year's MOT, warranty, six months' tax, £6,695ono. Contact Dave Fogerty on 07050 374471.

SCOTTISH Highlands. Self catering in 1 bed or 4 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 on 01479 841717.

TREADMILL Pro Form 525X, hardly used, very sturdy model, folds upright for storage, £700 ono. Contact Janet Cripps on 01245 466270.

WANTED. Nokia mobile phone and accessories 3210/3310, sought by poor probationer who can afford £20 to £40 dependant on network and condition. Contact Mike Woodford on ext 37135.

Names in the news

In that time Norman has seen many changes, particularly in terms of technology which continues to advance at an extraordinary rate. As well as the work at headquarters Norman has been an expert court witness on occasions too numerous to mention, ranging from petty theft to murder. In 1975 he even spent nine months working at Scotland Yard on secondment to a terrorism case.

He said: "The work of fingerprint officers is a profession. There are many at Essex Police who have worked 20 years plus and even after all those years you still get a buzz every time you make an identification."

Married with two grown up children, including a daughter who is a police officer in Suffolk, 62-year-old Norman, who lives in Chelmsford, has no intention of putting his feet up for too long but hasn't quite yet decided how to spend his retirement.

The force Director of Intelligence, **Det Supt Michael Payne**, has retired

this month after 30 years' service. Michael, who is married with three children and lives in Chelmsford, joined Essex Police in August 1971.

There is no questioning the fact that retiring **Gordon McIntyre** was a career detective. Out of 33 years with Essex Police, 27 were spent as an investigator in a variety of roles from Drugs Squad to Special Branch to Regional Crime Squad - and not always in good old Blightly. An anti-terrorism secondment to the RUC in Belfast led to some "horrific sights" and one of Gordon's last roles as a police officer was training CID officers in Albania, the type of consultation he hopes to do more of in his retirement. Married for 32 years with a son, who is a lawyer, Gordon, from the Colchester area, was awarded three commendations during his career.

Insp David Appleby has retired after 31 years' service, but has rejoined the force as a researcher at Clacton.

Mr Appleby joined Essex Police in 1970 and spent the majority of his service in the north east of the county, with a spell at South Ockendon.

His hard work was rewarded with five commendations for outstanding service and bravery, including an incident where he rescued a pensioner from a burning house by carrying her over his shoulders. One of his memorable recollections was in 1984 when he was sent to Nottinghamshire to ensure public order during the miners' strike.

Dave (50) lives in Clacton with his wife of 29 years. He has three children and graduated in 1988 with an Open University degree in biology.

Sgt Richard Chaplin, Braintree retired last month after serving 30 years and a day. The married father of four from Chelmsford retired on March 4.

Welfare Officer **Bob Coxon** retired this month after serving 19 years with Essex Police.

Previously with the army as band sergeant major with the Sherwood Foresters, Bob continued his love of music as bandmaster with the police band for over 11 years, and he also teaches music in

schools.

His son Graham, who is a member of pop group BLUR, has inherited his love of music and he also has a daughter who is a coronary care nurse at Hastings.

Having travelled most of the world Bob plans to spend his retirement just pottering at home in Colchester with wife Pauline, who he met at infant school in Derbyshire.

Clerical assistant **Marina Farthing** has retired after eight years' service at Harlow police station.

She began in the prosecutions unit, moved on to CID administration and then joined the general office.

Retirement will give her more time for her hobbies of bowls, patchwork and gardening and, like any good administrator, Marina has been planning ahead. Her husband has been busy assembling a greenhouse for her in the garden of their Harlow home.

● *The Law* reported the death of Derek Rowe in October 2000 issue with incorrect information. When Derek retired he was in fact a sergeant, working his last seven years' service as a crime prevention officer in Harlow. He died aged 70.



● Narpo quiz team hands over £250 to Audrey Tuck, fund-raiser for the Little Haven's Children's Hospice.

Quiz night raises cash for hospice

THE Chelmsford branch of NARPO organised a quiz night at the HQ Sports Pavilion in January, which raised £250 for Little Haven Children's Hospice.

Quiz organiser Rod Booth handed over a cheque for this amount to hospice fund-raiser Audrey Tuck at the NARPO committee meeting last month.

Seven teams of six took part in the quiz, with the two winning teams getting cash prizes, which they donated back to the total raised for the hospice.

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 does not meet this criteria.

Why join Narpo?

PENSIONS - Through the Public Service Pensioners Council our national executive lobby MPs and appropriate departments for changes in the way we are treated.

Welfare - Branch welfare officers nominated from each branch will be attending a course in welfare management run by the NARPO HQ.

Social - Branches now provide the majority of events catering for specific tastes and keeping the strength of camaraderie as strong as it was when we were serving officers.

Joint meeting

NEW enthusiasm for NARPO was the order of the day. Much common ground was found in many areas and the following decisions made:

Barry Tarbun is organising a golf tournament between branches in the autumn, Tony Cooper is to promote NARPO at courses, treasurers will be looking at subscriptions deductions direct from pensions, our social reps will be putting their heads together for ideas and joint ventures, and Bob Craven will produce articles for *The Law*.

Colchester and North East - Reg Shelley 01206 547739. **April 20** - Jack the Ripper Talk, Colchester Police Station; **May 17** - Maritime Heritage Trail, Harwich. Meet 6.45pm at Wellington Road car park followed by buffet supper at Sign of the Bear pub.

Chelmsford - Tony Cooper 01376 329563. **April 10** - Visit to Wethersfield MOD HQ. Meet at the main gate Wethersfield at 6.50pm. **May 12** - Branch AGM, 11am (after Committee meeting) HQ Sports Pavilion, Chelmsford.

Southend - Dick Bloomfield 01702 202959, Bob Craven 01702 582750, Brian Mead 01702 20135. **May 9** - AGM and reunion, partners welcome, 7.30pm Southend Police Club

Brian MacNamara and Marion Faux have volunteered to be Southend's welfare reps and will be making contact independently with anyone needing their help. All enquiries will be in the strictest of confidence.

Mike Beaveridge, Alan Watkins and Brian Flynn now form Southend's Social Committee.



Comrades' buffet

THIS is a final reminder that the Comrades' Association Spring Buffet will be held on Saturday, May 5. It will take place at Police Headquarters with the bar opening from 11.30am and lunch served at 1pm.

It is an opportunity for you to both attend and to bring your partners and guests to help renew old friendships and, hopefully, make some new ones in most convivial surroundings.

The cost is £13.75 per head, which includes mineral water, fruit juice and table wine, but numbers are limited so book early to avoid disappointment.

You need to let Honourary Secretary Dave Jones, based in the Federation Office, have your booking forms and cheques as soon as possible.

Constable tipped for dance chart success

AN officer could soon be topping the dance charts after releasing a cover of one of this year's pop music successes.

Pc Joanne Barry, based at Stansted Airport, is the singer behind the remix of ColdPlay's *Trouble*, which was in the shops at the end of last month after making its debut on mid-morning television.

by Nishan Wijeratne

Dezire was granted permission by the Indie band to cover its anthem, with club DJs responding positively and encouraging the record company to release the single nationally.

"I'm delighted with the reviews and can only hope that the success is transferred to the UK and other European dancefloors," said Pc Barry.

Early last year, Joanne was

introduced to an agent after sending out demo tapes and sang at various charity events around the UK. To distinguish herself from force duties, she uses her stage name Frances and only sings at venues outside the county.

Joanne (30) was born in Chelmsford and has served with Essex Police for over 10 years. She joined the Thurrock Division following her probation where she received a Chief Constable's commendation. She transferred to Stansted Airport in 1998, but has since sustained two serious back injuries whilst on duty.

Joanne said: "I'm still quite young and so need to further myself for both personal and financial reasons. I'm

just happy as it's a dream come true.

"I've only ever wanted to become a police officer or a singer and I'm delighted to have fulfilled both of these ambitions. However, I am completely devastated at having to retire so early in my life and have only just come to terms with it and how it will affect my life. I'm doing everything now before my injury prevents me from doing anything else. I'm just trying to secure my future."

Joanne will begin work on an original song at the beginning of May and may use some of her own writing experience to develop her talent further. She will release another cover to ensure her name remains on the dance scene.

Lottery results

THE result of the March 2001 lottery was: £1,500 Dc Derek Patten, Laindon; £1,000 Det Supt Kevin Macey, MIT Brentwood; £500 Pc Barstow, Colchester; £300 Dc Geoffrey Kelly, Colchester; £200 Pc John Sweet, EPTC; £100 Pc Elisabet Roper, FIR.

Consolation prizes of £50 will go to: Pc Kevin Furley, Shoebury; Dc Richard Adams, MIT Harlow; Pc Steven Woods, MSD Stanway; Sgt Ian Collins, Canvey Island; Ds Anne Cameron, Harlow; James Storey, FIR; Alan Carter, Colchester; Mrs Pat Byford, retired; Pc Martin Faulkner, MSD Newport and John Watts, Chelmsford.

Foot and mouth precautions

IN light of the recent foot and mouth outbreak the national PAA secretary has made an announcement urging forces to consider the effects of sporting events.

In any case where organisation of a PAA event could interfere with government restrictions relating to open land and farmland in infected areas, postponement should be a serious consideration.

Concerts continue to raise charity cash

RAISING funds for a church hall and children's playground was the aim of one of the latest concerts by the Essex Police Choir.

The concert took place on a bitterly cold evening in February at St Peter's Church, Thundersley.

Later in the month a concert was performed in the newly decorated church of St Peter's Church, Hutton. The fund-raisers had worked very hard that day getting the venue ready. The paint was hardly dry, the carpet layers had just left, and the seating had to be moved back in ready for the evening concert in aid of Trueloves Supported Living Group. But it was well worth it as the performance raised £900.

The choir was then invited, together with Suffolk Constabulary Male Voice Choir, to join Hertfordshire Constabulary Choir at St Mary's Church Hitchin, Hertfordshire, in raising funds for Keech Cottage Children's Hospice, that opened in March 2000.

It has five beds for those needing overnight care, and has provision for another five children to use the hospice for day care.

In total it is presently supporting over 100 children and their families in the community and caters for children from both Hertfordshire and Bedfordshire.

Limited places for luxury cruise

YOU can enjoy a fabulous Mediterranean fly-cruise from the special price of just £499.

The trip has been specially arranged by the Essex Police Sports Association but there are only limited places for the holiday in May.

For eight days and seven nights you could soak up the Mediterranean sun on

Essex Police Choir

The event was very well attended and the evening was compered by Pam Rhodes (of *Songs of Praise* fame). She interviewed police officers and members of the choirs from both, Essex & Suffolk.

The event was also attended by Assistant Chief Constable for Hertfordshire Jim Nicolson, and Chief Constable for Essex David Stevens with his wife.

A raffle was held and the prize, a television, was handed back to be auctioned off. In total the evening raised an amazing sum of over £4,000.

Forthcoming events are:

Good Friday, April 13 - Olivet to Calvery at All Saints Church, Springfield Green, Chelmsford at 7.30pm. Contact Mrs J. M. Brand 01245 283677.

Saturday, May 19 - Takeley Church, Takeley at 7.30pm In aid of 'HEAL' Cancer Charity. For tickets contact Betty Pearson on 01279 871034.

All details can be found on www.essex.police.uk.

Jackie Lee
Essex Police Choir
Publicity Officer

board a luxury ship.

All sailings are from Genoa on Sundays throughout May and the price includes return flights, transfers, full board, entertainment and all taxes.

All bookings need to be made through the Force Sports Secretary, John Stonehouse, on 01245 491491 ext 58888 by April 22.

- THE Offa's Dyke charity walk planned for May 18 has been postponed due to the foot and mouth outbreak. The new date is Saturday, September 8. All those registered will receive a letter from organisers.
- THE Bristol to Windsor Canoe Race, run by the Royal Berkshire Fire and Rescue Service, is scheduled to take place on September 8 and 9. For more information contact 0118 945 28888.



Come Racing at Brighton

EVENING FIXTURES

Wednesday	23rd	May	First race 6.10pm
Friday	1st	June	6.15pm
Thursday	14th	June	6.30pm

AFTERNOON FIXTURES

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GATES OPEN TWO HOURS BEFORE THE FIRST RACE

	Normal Prices	Advance Booking Price
Tattersalls Enclosure	£10.00	£8.00
Members Enclosure	£15.00	£12.00

Children aged 16 and under are admitted FREE (with an Adult). FREE Car Parking.

GROUP BOOKING BONUS OFFER

Brighton Racecourse rewards larger groups of visitors with FREE tickets, the amount varies on the size of the party.

	10 or more people	20 or more people	30 or more people
FREE Tickets	2	4	6

OR - try our five star package for £25, which includes admission ticket, private box, racecard, two cans of beer or two glasses of house wine, sandwiches and crisps and a £2 Tote betting voucher.

Call us today on (01273) 603580

or book on line at www.brighton-racecourse.co.uk

*Sport
and Leisure*

**ESSEX
Police FC
rekindled
its old rivalry
against neigh-
bouring Suffolk in
a thrilling regional
final of the National
PAA Cup and earned a
journey to the North East
with an exciting, occasionally
nerve jangling 2-1 victory in the
Ipswich rain.**

Having suffered defeat at the hands of the Suffolk team in their last two meetings the Essex team travelled north full of determination to avenge past disappointments buoyed by the return of the inspirational Matt Schneider who had missed three months of the season after sustaining a nasty knee injury against Met Chigwell in November.

Memories of a crushing 3-0 loss at Martlesham Heath and a gut-wrenching penalty shoot out defeat at home last season generated a mountain of motivation and a passion rarely seen in a season disrupted by the weather and the inability to field regular sides in the Essex Intermediate League.

Managers Paul Keaney and Joe Wrigley both played in one of the Force's strongest

sides of the season and from the first whistle the 'stars' of Suffolk realised that they were in a fight.

Adopting Sven Goran Eriksson's 4-4-1-1 formation the Essex side spent 20 minutes containing a skilful and creative Suffolk side before imposing itself on the game. Matt Maunton, back from holiday, was the foundation of some mid-half joy down the left hand side. His pace and strength worrying the Suffolk right.

Keaney and Alex Deacon were solid and resolute in the centre of defence and after a couple of early chances the door was closed for the most part in the first half. Suffolk had a chance from a corner earlier on, but the cross was headed over as Darren Oxborough distracted the markers worried by his aerial prowess demonstrated in previous encounters. As it turned out Oxborough was effectively cancelled out at all set pieces by some excellent marking.

Essex continued to build. Mike Hammond began to nullify the Suffolk skipper, Nick Smith (of Braintree Town FC), the Essex midfielder's work rate was top drawer and Smith had little impact throughout the game. Smith's midfield partner Danny Mayhew was also frustrated by the close attention of Joe Wrigley and so the tactic of closing down and hunting in packs was reproduced all over the

park. As the half wore on Essex saw more and more of the ball and a long free kick that curled across the Suffolk penalty box saw Matt Schneider nip in on the blind side to beat a hesitant Suffolk keeper to the ball and head Essex into a deserved lead.

Suffolk stepped up their efforts but some alert defending and spirited teamwork kept the score at 1-0 going into the half-time break.

Suffolk came out for the second half clearly determined to set things straight and equalised early into the second period when perhaps the only real mistake in the Essex defence led to an easy chance which Phil Molloy had little chance with. Molloy had distinguished himself in the first half with an excellent one on one save.

An unusually uncomfortable Dave Pawsey was replaced with Glyn Evans midway through the second half and Alex Deacon went to right back. Pawsey has played exceptionally at times this season and was clearly suffering from a simple case of bad day at the office.

From there the repulsion of every Suffolk attack led to good Essex possession and when, with 15 minutes to go Matt Schneider earned a free kick just under 30 yards out, Essex were definitely looking to win the game.

Clearly concerned about Schneider's ability, Suffolk set a five man wall but the Basildon man sent a pacey curling shot into the top left

hand corner of the net and Suffolk were sunk. Essex expected an onslaught but it never came. Suffolk were demoralised and every time Essex cleared the ball, Darren Pitt and Craig Bolton provided a welcome outlet up front. Both were supported by the tireless Matt Noone who improved as the game went, on and his stamina and skill took unwanted pressure away from the back four and into the heart of the opposition half.

Suffolk never looked like equalising and at the final whistle Essex celebrated the sweet taste of revenge.

The reward is a place in the last eight of the national competition and an away tie at Northumbria early this month.

● Essex Police FC continues to look for new players and the club is interested in hearing from anyone who thinks they have what it takes to play at Intermediate League level.

Over the next few weeks some indoor training will take place in the gym at the training school and, looking at the remainder of the season, there will be opportunities to try out new players in some of the fixtures in view of the likely restructuring to offset the backlog of postponed games. Anyone interested should contact Pc Paul Keaney at Basildon TPU on 40143 or Insp Joe Wrigley at Great Dunmow on 68100. To find out more about Monday evening training please contact Pc Jamie Holberton at Basildon.

Essex hangs on to the lead

IT was a nervous Essex squad that lined up for the fourth and penultimate fixture of the regional police cross-country running league fixture at Prospect Park, Reading, minus two of their top runners with Lucy Bradley unavailable for the ladies' team and an in form Derek Walker missing for the men.

Janet Adcock proved to be a very capable replacement for the ladies coming in 7th with Paula Bradley leading the team in 4th place, and Moira Ainsley looks to have assured herself the veteran's title with 6th place, ensuring that Essex extended its advantage over second place Kent to 27 points.

Already missing Derek Walker, things got worse for the men as close rivals Kent included last season's individual champion Russ Philips for the first time this season.

Determined to hold on to some advantage before the final race every one of the Essex squad gave their all and although Kent closed the gap considerably, with victory on the day, Essex still hold a seven point lead overall. The consistent Vic Spain passed a tired Russ Welch in the closing stages to lead Essex, gaining 6th

and 7th respectively.

Veterans Mick Bond, 9th and Don English, 15th, both competed despite injuries and as Alex Webb 21st prepares for his marathon debut he came through strongly on the last of the three laps.

If Essex do go on to win the title it could all come down to the fantastic effort shown by Graham Bloomfield who pushed himself to the limit coming in 30th for the A team score.

There was a battle between the remaining Essex runners who make up the B team.

Charles Quaey came 33rd ahead of Chris Mathlin, 38th.

Pete Bryan came 45th helping to lift the veterans to 3rd overall, leaving Steve King 47th to complete the squad.

The regional championships and the PAA national championship have both been cancelled due to foot and mouth.

A new provisional date of September 12 has been set for the PAA national championship and entries will have to be re-submitted nearer to the date.

Please note that Mick Bond (cross country captain) has moved from Maldon to 'D' shift, central police team at Chelmsford.

Aiming for the top

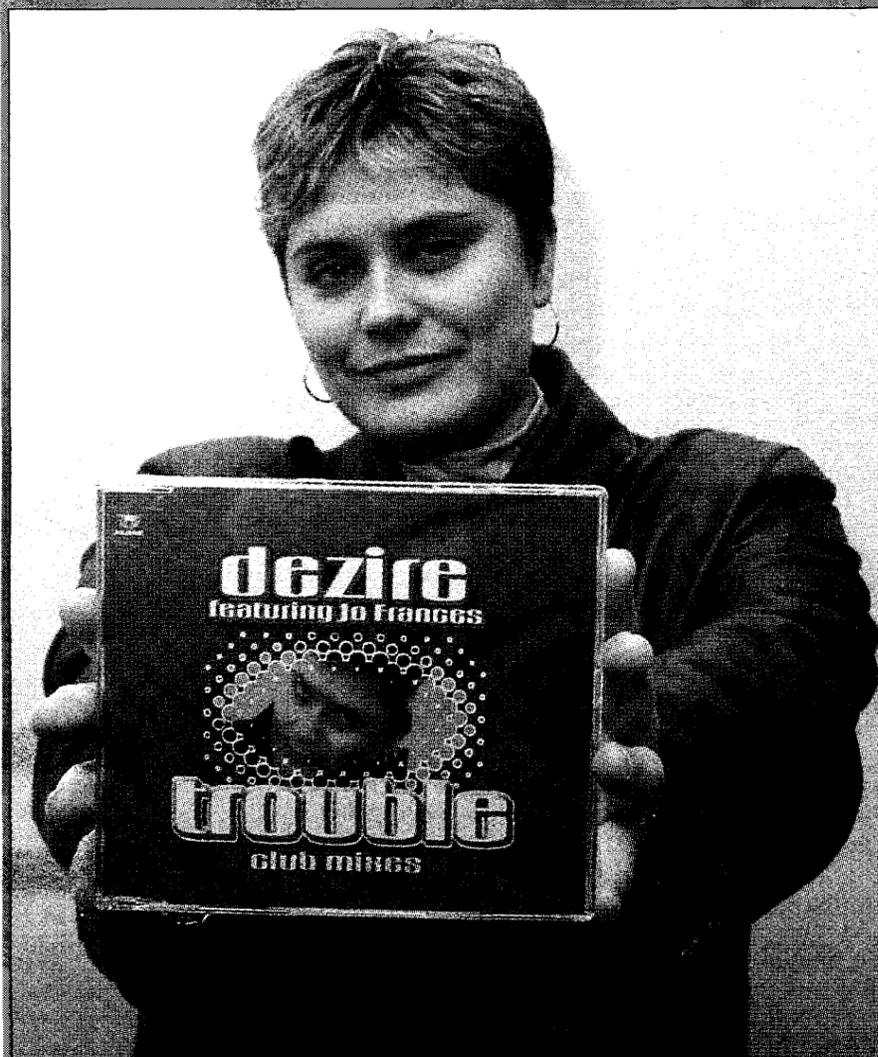


Chart success beckons for Pc Jo Barry following rave reviews about her debut dance single. For full details see page 11.

Men through to national hockey final

THE men are through to the finals of the PAA national hockey finals, to be held in Manchester, following defeat of Gloucester in the southern GB zone final.

Gloucester has a number of players who have played for the Great Britain Police team and were no doubt expecting to win, but victory was not to be as Essex finished 6-1 winners.

It was a very hard fought and close game, but towards the end when the score line was 3-1 Gloucester were forced to push forward and Essex took advantage staging a counter attack.

In previous rounds Essex defeated the Metropolitan Police (NE) 8-1, Avon and Somerset 1-0 and Sussex 3-1.

The final was due to be played as *The Law* went to press and details of the match will be published in the May edition.

Croker Cup

HARLOW won the Croker Cup tennis gaining 12 points, with Basildon coming in 2nd (10pts). The other results were: Southend (8pts), Chelmsford (7pts), Braintree (6pts), HQ and Thurrock (2pts), Rayleigh (3pts) and Tendring (2pts).

Basildon won the sea angling with 12 pts followed by Rayleigh (10pts), HQ (8pts), Braintree and Tendring (7pts), Southend (5pts), Chelmsford and Thurrock (4pts).

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