



New forensic recruits - page 3



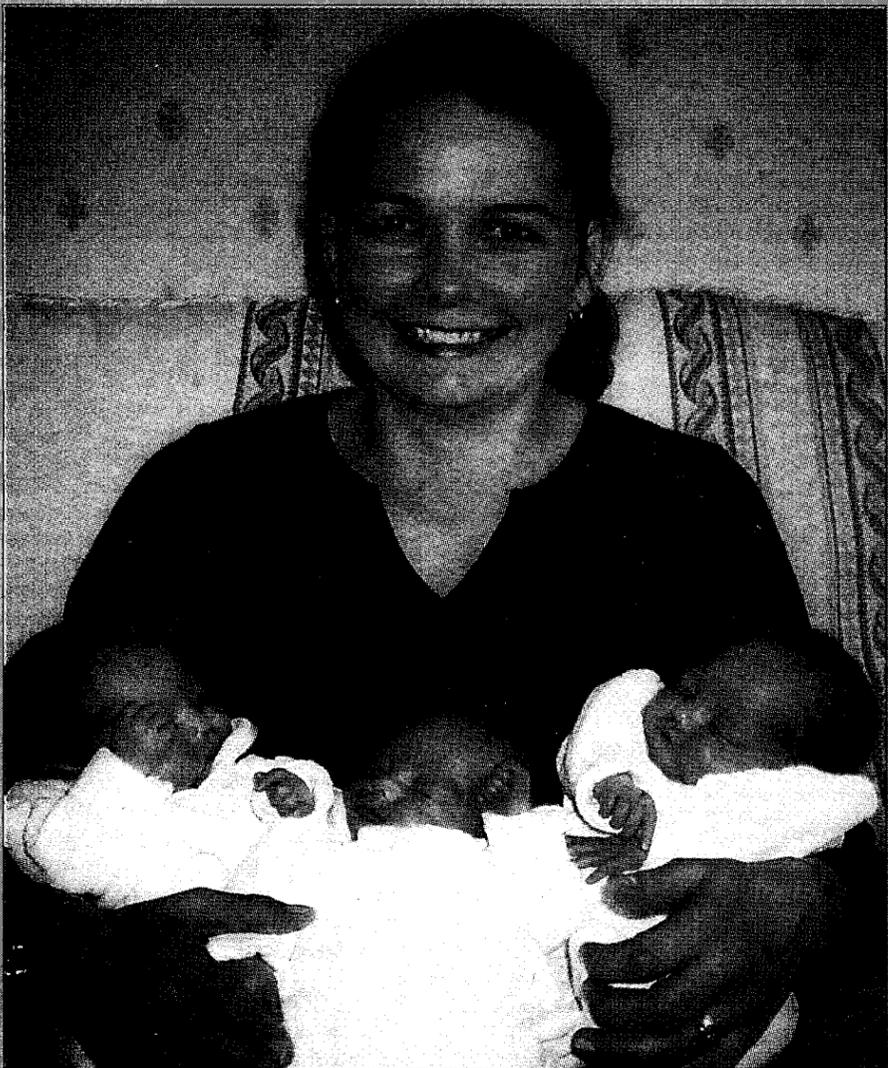
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Reducing road injury - page 11

SCIENCE MAKING A MARK ON CRIME

'Allo 'Allo 'Allo



WELCOME to the family. Triplets Katie, Poppy and Morgan are pictured here with proud Mum, Pc Sally Malone, who serves at Basildon.

The three bundles of joy were born on March 10 weighing in at 4lb, 3lb 12oz and 4lb 1oz respectively.

Joining family members, dad John, sister Laura (16), and brother Daniel

(14), the triplets are keeping everyone busy.

Sally said: "We are delighted with the three girls who each have a distinct personality.

"They are very good seeming to know they are one of three and we have certainly noticed a big difference to our lives already."

JUST days after Essex Police announced a successful crackdown on some of the most commonly committed crimes, using the latest technology, (Op Resolve, p3), its Scientific Support Department received praise in a report by Her Majesty's Inspectorate of Constabulary (HMIC).

The report contains the findings of HM Inspector of Constabulary Keith Povey following an inspection during January which focused on the areas of sickness management, dog training, scientific support, professional standards and crime audits.

The Scientific Support Department was singled out for praise within the report that particularly notes the "strong degree of leadership" and "commitment to deliver a high quality service". Despite an increasing workload for individual scenes of crime officers, successful identifications in terms of both fingerprints and DNA have risen. In the meantime the department continues to adopt best practice and look for new and more advanced techniques to solve crime.

Essex Police is also congratulated on its positive approach since the dog cruelty trial in 1998. The report acknowledges that substantial changes have been made to dog

by Kim Perks

training since the trial and Mr Povey was "impressed with the openness and transparency" the unit now operates.

Although sickness levels are still a concern for the HMIC the "great strides in improving policies and procedures since the last visit" is acknowledged. An attendance policy and the appointment of sickness co-ordinators have already been implemented and clear five-year targets for reducing sickness have been set out within the policing plan 2000-01.

The report makes just two specific recommendations covering the need for Essex Police to become more proactive in sickness prevention by analysing the "primary causes", and to review the dog section lay visitor's scheme to ensure it is in line with national policy and guidance.

Chief Constable David Stevens, said: "We welcome this report as it is essential that the performance of Essex Police is subject to external scrutiny. The inspection has identified some areas where there is room for improvement and these comments and recommendations will be taken on board. We are equally pleased, however, to see that the report acknowledges the wealth of hard work that has been undertaken since the last inspection, and in particular highlights the good work of Scientific Support and praises the dog section for renewing public confidence."

Trophies awarded to top officers

THE brave actions of Pc James Finnigan have made him the well deserved winner of this year's Wilson Trophy.

It was in October that Pc Finnigan attended an incident where a man armed with a ten inch knife had broken into a house. The man had run off on his arrival and Pc Finnigan gave chase in heavy rain for over half a mile. Eventually the suspect ran to a friends house where Pc Finnigan made his arrest in a room full of agitated and unpredictable people.

Pc Finnigan, who is known as Jim, is 28 and lives in Colchester with his wife and daughter. He has been with Essex Police for five years.

This year's Millard Trophy is being awarded to Pc Tony Welham for his contribution to social services in the community. Pc Welham, who is 49 and married with a daughter, has

served Essex Police for 29 years and currently combines his role as a member of the Harwich Community Policing Team with that of schools liaison officer. He has also been involved in the *Rhyme Against Crime* initiative.

A strong contender for the trophy was Pitsea constable Diane Capon who wins a certificate.

Traffic wardens Roy Knott and Ian McKenzie jointly win the Betts Trophy for pursuing a suspect, making a citizen's arrest and recovering stolen goods. The incident was sparked by an expired vehicle excise licence spotted by the wardens.

Top in the 2000 police promotion examination to sergeant was Pc Joanne Byrne (33) from Brentwood who wins the Sir Jonathan Peel Trophy. Joanne lives in Chelmsford with her two children.

Gaps in justice strategy

THE Government's ten year strategy *Criminal Justice: The Way Ahead* is intended to shape the whole of the CJS over the next decade and paints a picture of major change should the Labour administration remain in power.

The Way Ahead focuses on crime reduction and public reassurance. Whilst we fully support this, we are concerned about those areas of policing **Productivity pay claim**

DISCUSSIONS continue on our claim for a 12 per cent productivity-based pay rise. As part of the negotiations, we agreed to enter into a time-limited working group to review the claim.

The working group has met several times and has the following terms of reference: "To examine the remuneration of the federated ranks with the objective of ensuring a cohesive national pay structure which meets the current and future needs of the police service."

The deadline for the group to report back to Committee C of the Police Negotiating Board was set for April. This has now been extended until July 19. For reasons of protocol, we are not able to disclose the details of these discussions. We believe we have to give these negotiations additional time. We would not be representing the best interests of the federated ranks without having explored all options. That said, no agreements can be made without reference to the full Staff Side (us) of Committee C of the Police Negotiating Board.

which do not appear to feature in this blue print for policing. For example, emergency response, maintenance of order, traffic matters, etc. We believe there is far more to policing than is referred to in *The Way Ahead*.

For the police service, the strategy refers to our policing role, standards, training, terms and conditions, numbers, working in partnership, technology, leadership, specialist support, etc.

Your national chairman, Fred Broughton, opposed the highly contentious proposals for forces to accredit and co-ordinate the private security industry, pointing to conflicts of interest and confusion.

We do not intend to respond to individual proposals in a piecemeal fashion. The plan is a ten year strategy which requires a measured response, having properly considered all the implications.

The Federation working group established to progress our call for a Royal Commission has now been re-directed and re-focused to work on *The Way Ahead*. We continue to believe that an independent Royal Commission is the right place to consider holistically the future of policing. That said, we anticipate that when an election is called, the proposals contained within *The Way Ahead* will form part of the Labour Party's manifesto. The other major political parties are making similar noises about police numbers and the importance of law and order.

We have already expressed our concerns about plans to allow private security to take on the responsibility of public patrol. We will develop our arguments on these in our formal response.

Federation Newsline

by Terry Spelman

A word in your ear

THE Federation is continuing to monitor and evaluate health and safety concerns connected with the new Tetra/Airwave police radio system.

Concerns have been raised about incompatible police equipment but, more worryingly, possible links with changes to brain cells and cancer. Experts cannot agree on the risk. No one will say it is definitely safe or unsafe.

Following our intervention, the Government has invested more money in research but this will all take time. Meanwhile, officers in Lancashire have undertaken the first pilot. We know the new radios will provide much improved crystal clear communications but we cannot compromise clarity of reception for police officers' health.

● THERE have been widespread rumours about regulation 28 - casual overtime, with copies of other forces views on this circulating within our force.

I have been, and am still, in discussion with the finance department on this and hope to report a conclusion on this shortly. Meanwhile, please make sure all overtime is recorded.

● SUBJECT to further discussion with the Police Authority, the Force Development Group is not satisfied that there is a sufficient case to change the divisional structure of Essex Police at this time.

Thanks for your vote

THANKS to all those who voted in the recent ballot by management. The majority voted supporting Unison. Surprisingly there were employees who voted against, which is a shame as we invited them to seek independent advice as to the consequences.

If you are reading this and you still think you have a better option in trying to represent yourself as an individual then good luck. For the majority who did not bother, it may seem futile and a waste of time but you really need to reassess. If you don't support Unison you cannot criticise. Do not sit back and hope that what is going on does not affect you - it may not yet but it will.

Join now. There are still many non members who, faced with a dire situation, expect to join Unison on the run and expect us to represent them. We are under no obligation to represent new members with problems that occurred prior to membership. Access to legal support requires a minimum of 13 weeks paid membership. This may seem harsh but our members should not be expected to subsidise non members who suddenly find themselves in trouble.

Health and safety - Unison has responded to the draft document in respect of legislation that came into being on November 23, 1996. The draft raised a number of concerns as to interpretation and compliance with employee's statutory rights. Management has sought derogations from some of the regulations which is of concern, but we have requested further particulars as to the reasoning behind such requests.

Sickness absence - Members may obtain a copy of Unison's *An Unhealthy Attitude* - advice for members on sickness absence control measures. This issue was discussed with the HMI and he was supplied with a copy of the Unison paper. Although submitted in good time this was not circulated to HRPD members and although copies were provided by hand at the meeting, were not included in the minutes. If you have the misfortune to become ill then make sure you are aware of your rights. We sought 'management' not 'control' and proposed that issues such as short staffing and poor health and safety provision should be addressed before punitive control measures were adopted. Contact the branch office for a copy.

Police complaints - Home Office consultation is underway on the proposed legislation to amend current police complaints legislation. In preparing the Unison response we invited comments from Professional Standards and the Chief Constable. Mr

Stevens had already submitted a force response which he shared with Unison, a very welcome gesture. Overall the concerns were similar and Mr Stevens had, in fact, raised concerns about the impact on support staff. Essentially it would appear that new legislation will apply to support staff as well as police officers. There are also proposed changes to the hearing of such cases which at first sight to not appear to comply with human rights legislation. This is a very political issue and we will attempt to keep you informed of progress.

Job evaluation - Essex Police continues to use the defunct A, P, T and C 'purple book' job evaluation scheme. We had some consultation on the proposed PSSC computerised scheme but this has dried up. All of you need to be aware of the issue. In the past Greater Manchester Police did it without consultation and overnight employees lost between £200 and £7,000 of their annual salaries when they were job evaluated. Needless to say GMP is now the largest

Unison police branch in the country. Following successful change and ACAS conciliation they went back to the table. This will happen in Essex. Are you informed and ready?

Intrusive surveillance - Discussions took place at a PSSC meeting and Unison has been assured that amendments will be made to the published policy in order to give support staff contacting their representatives and legal advisors the same protection as federated ranks. Unison has reminded Essex Police of the full text of the legislation in that it may be enforced only to the extent that it must be applied in compliance with EU law in respect of human rights and privacy. This fundamental principle is absent from local policy. Also raised was compliance with the Data Protection Act which prohibits employers from using any information gained from an interception for any other reason other than that for which the monitoring originally occurred. This is also absent from the local policy. Also not included in the policy is a process for officers and employees who seek disclosure under the same act, for instance transcripts of monitoring which took place without their consent or knowledge. No satisfactory progress was made on these issues.

Transfer of process servers - The consultation regarding the proposed transfer of warrant officers continues. Steve Pollington at Clacton is representing the branch and an update has been sent to your local steward.



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Offbeat

POLICY may require prisoners to have their own individual bars of soap but I don't suppose they were particularly impressed by the latest batch being issued at Harwich.

When the delivery arrived the local sergeant unwrapped the packaging to find them engraved with the word 'Welcome'.

PC BOB Johnson, from the Burnham Marine and Underwater Search Unit, donned his specialist dry suit, vented it, and set off on patrol.

He was surprised when the suit promptly re-filled with air and was even more perturbed to find holes in the leg, but the uncomfortable lump in the boot escaped further investigation until the end of the day when a mouse nest was tipped out.

No doubt attracted by the strong smell of cheese!

NHW joins the world wide web

ESSEX Neighbourhood Watch Association has taken a big step forward in its fight against crime by broadening and speeding up its vital communications with both its 250,000 countywide members and the general public.

It has now established a website which is up and running with a wide range of information about the organisation, local crime details of incidents in your street, telephone and e-mail contacts and details of how interested residents can form their own Watches to add to the 4,500 which already exist throughout the county.

Linking to other information sites it will feature advice on crime prevention products as well as offering helpful tips.

Advantage

Chairman of the Essex County Neighbourhood Watch Association, Geoff Ireland, said: "The internet can now speedily surmount all communication hurdles and we simply had to take full advantage of the benefits of having our own independent site.

"It has been constructed by Peter Verdon, a member of the Association's Executive Committee and we are extremely grateful to him for all the time and effort he has contributed in putting us effectively on the very latest communications map."

For anyone wishing to view the site, the address is www.essexNWA.org.uk.

News of Essex campaign spreads across the globe

THE potentially life saving *Message in a Bottle* scheme, launched by Essex Neighbourhood Watch in November has proved to be an enormous success, with demand outstripping supply.

Interest in the scheme has been so great that enquiries have been received from as far away as Australia. Fifteen thousand bottles have already been distributed and a further 25,000 are on order.

Message in a Bottle is a simple means of providing reassurance to vulnerable people, living alone, and of providing information to the emergency services.

Chairman of Essex Neighbourhood Watch, Geoff Ireland, said: "The scheme is spreading like wildfire. Everywhere I go people are asking about *Message in a Bottle*. I am delighted with the response as I am

convinced that this is a real lifesaver."

Message in a Bottle works by a green information sticker being positioned by the lock on the inside of the front door. This alerts the emergency services to the fact that the occupier has a message in a bottle giving personal and medical details in their fridge. A second sticker on the outside of the fridge reinforces the fact.

Retrial ordered

A RETRIAL over the alleged hijacking of an airliner from Afghanistan to Stansted Airport is due to start at the Old Bailey in September or October.

This follows the failure of the jury in the initial trial to reach verdicts on most of the charges.

One man was acquitted of all charges, but the jury could not reach verdicts regarding ten other defendants. A twelfth defendant was too ill to appear at the first trial.

Strong resolve leads to success

A HOME Office report showing the county to be the fourth safest in England & Wales was published at the same time as Essex Police successfully completed phase two of Operation Resolve.

The two-month initiative aimed to reduce the impact of vehicle crime and house burglary on the public. Intelligence-led policing targeted known offenders, leading to an increase in detection rates with spectacular results in Colchester where a man

by Heather Watts

admitted 112 walk-in burglaries after he was already charged with six offences.

Assistant Chief Constable (Crime) John Broughton was pleased to highlight local problems and encouraged officers to continue targeting crimes that most concern local residents.

"We are committed to closing in on criminals and with the help of the latest scientific developments and a new investigative training package, which we are implementing for officers, we aim to improve the quality of life for us all," said Mr Broughton.

Several hundred arrests were made

across Essex for numerous offences, with more detailed results as follows:

Braintree carried out a high profile campaign to prevent auto theft and violent crime by targeting hotspots which led to the arrest of 71 people.

Chelmsford issued a number of warrants, seven of which produced positive results. Five drug warrants resulted in seven arrests, one for supply and the others for possession.

Tendring set its sights on vehicle crime with 43 arrests for theft of and from motor vehicles and 26 arrested for other vehicle crimes.

Thurrock particularly utilised DNA and forensic evidence resulting in 16 arrests and the recovery of two stolen vehicles.

Southend carried out covert and overt operations and a large number of stop checks targeting night auto crime for a six-day period in the Westborough Ward, which resulted in

seven arrests. There has since been a significant reduction in vehicle crime.

Basildon identified a strategy to target the number of people detected for domestic burglary with eight detections and arrests.

Colchester had 38 arrests for violent crime, 20 for burglary and 47 for drug offences. During the operational period, the South Community Policing Team received intelligence that a dispute was brewing between youths from Colchester and Mersea Island.

Rayleigh concentrated on thefts from motor vehicles with 13 arrested. Crime Prevention advice was circulated with eight different leaflets produced by crime reduction officers.

Harlow focused on dwelling burglary hotspots with 27 people arrested for burglary.

Cracking car crime



● Forensic Vehicle Examiners (l-r) - Roy Tyzack, Phillip MacKenzie, David Riches, Erica Hagan, David Pace, Adam Brew and Christina Quiroz.

THE new policy for recovering stolen vehicles is now up and running following the recruitment of seven forensic vehicle examiners.

As stated in the March edition of *The Law* there is no longer an onus on the owner to recover his or her own vehicle. Instead a number of commercial garages on a rota basis will now recover stolen vehicles within 30 minutes of them being found.

They will be kept undercover to enable the seven new recruits to carry out tests for fingerprints and DNA. Owners will then be notified by the local Crime Management Unit who can collect their vehicle in return for a small statutory fee paid to the garage. The whole process should take no more than 24 hours.

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

Law letters

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

A belated farewell

I CLEANED at HQ Chelmsford for three years followed by three years at the old New Street station and 29 years at the new station where I was made a supervisor.

Over the years I helped in the canteen and bar, did lots of babysitting, matron work and even washed the football kits (what a job that was).

The lads and ladies in blue are a wonderful lot. It's a pity the public don't know what they have to cope with.

Unfortunately I left suddenly on March 23 due to personal reasons and didn't get time to say goodbye to everyone. I would like to use this opportunity to say goodbye through *The Law* and send my thanks and best wishes to all.

Edna Cardnell
Chelmsford

Amusing faux pas

THE Independent published an account of that excellent joint police operation to recover firearms destined for the criminal fraternity.

They were doubtless given their information third hand as they referred to a machine pistol being found in a cemetery in 'Fundersley'.

Is this the Fundersley that lies between Forpe Bay and Fuvwock? I think we should be told. Someone needs a good frashing.

Peter Durr
Little Leighs

Give us a chance!

WHILST I appreciate that DCI Tom Harper has replied to the 'Jobs for the boys' letter from Dave Brooks I believe that a response from one of the chosen few forensic vehicle examiners would be appropriate.

I will deal with the 'thinly veiled' insults directed at those of us selected for the posts later and for now will concentrate on the suitability of my colleagues and myself for the job.

We have not been employed as SOCOs and we are not trying to put ourselves up as Essex's answer to Amanda Burton. We were selected because our interviewers believe that we are fully capable of carrying out the specific duties that will be required of us under the newly instigated auto recovery policy - duties which I believe highly experienced SOCOs such as those mentioned in the article may have found too restrictive to be entirely happy with.

Contrary to Mr Brooks' contention that none of us have forensic experience, I am a former Met CID officer with experience of investigating a wide range of serious crimes including rapes, serious assaults, robberies and murders in London's East End, so I am certainly no stranger to scenes of crime and the forensic side of policing.

My colleagues had varying degrees of experience and knowledge of Essex Police forensic and fingerprint

recovery techniques when they came into this job and after the thorough and well executed training programme headed by DC's Matt Mallett and Jackie Baker, we have all arrived at our respective stations with an excellent base on which to build and to prove ourselves to even the most sceptical 'old sweats' in the job and beyond.

With regard to Mr Brooks' comment on the possibility that "anyone who might prove that the new system could work was deliberately not chosen", I find this suggestion staggering in its crassness and am pleased to see he added the fact that he "cannot believe it".

Are we living in Wonderland?

I HAD to read it twice just to try to understand it, but the 'Right to Reply' by DCI Harper last month (regarding civilian vehicle examiners) must warrant comparison to the 'Mad Hatters tea party' and I assume (and wish to remain in blissful ignorance otherwise) that his reply was a spoof!

Am I to believe that the criteria in job applicant assessment requires that known facts about the applicant, including experience and competence have to be ignored totally, even though this same employer previously employed the said applicant doing the very same job, and on retirement,

To say that if his car is broken in to he "hopes that it happens in another force" is firstly unwise as in most other forces he would be left to recover a stripped burned out shell and secondly, in my opinion, a direct attack on the competence of myself and my colleagues.

However, rather than biting back I would just say - wait and see. If we turn out to be totally useless and a waste of Home Office funding, failing to make any impact on crime figures and hopelessly stumbling through our daily duties, I will be the first to suggest that we all call it a day and cry out for recently retired SOCO cavalry - but having worked alongside

my six colleagues during the past month, I can't see that happening.

I am quite sure that Mr Brooks and the other unsuccessful applicants were all excellent SOCOs and I would value the opportunity to buy any of them a drink and hopefully benefit from any tips that they could pass on to me or my fellow FVEs.

We want this pioneering system to work. I can assure you that we are not after the SOCOs' jobs and I sincerely hope that we can all work together in harmony and for the good of the people of Essex.

In short . . . give us a chance, we may just surprise you!

Roy Tyzack, Brentwood

wrote a testimonial to the applicant's ability to do the job that is being applied for! Then this same employer, with reams of recorded statistics at their disposal proving this applicant's ability ignores the information.

Then if (assuming it was a good day at the tea party and the Queen or perhaps King hasn't already yelled "Off with his head") it is deemed to give this applicant an interview, the employers totally disregard the fact that they had previously, not only known each other, but had worked together for years! Now how daft or bloody minded can you get?

Well bring back Lewis Carroll. I bet he could use this material.

Before SOCO return down their rabbit hole, I invite Essex Police to think again. I served on the department in question for 16 years before retirement and can guess the identities of all the applicants 'Sooty' describes and commends him and them as over-qualified for the post offered (but I don't know them of course).

No I am not surrounded by any sour grapes, before you ask. I was not, it appears 'daft' enough to apply.

David 'Bubble' Sweeney, Rochford

It all hinges on the 'evidence'

I WOULD like to reply to the letter from Dave Brooks who was unsuccessful in his attempt to secure a civilian post within the force.

He suggested that we might think that his letter was 'sour grapes' (not exactly Dave). He then said that we might think, "What's going on?" (Sorry Dave I can't say that I do.)

I believe that it was some time last year when the same situation arose within the Driving School where 'shock, horror' an officer complained that someone had the audacity to give 'their job' to someone else.

In both these cases I think that I am right in saying that the authors of these letters were highly skilled policemen who had excellent credentials for the posts that they were applying for. Yet, strangely enough, they didn't get the job.

On both occasions the writers suggested that the people who did

secure the job wouldn't be anywhere near as good as they would be at it.

Right gentlemen - welcome to the new Millennium!

It seems to me that these people who have spent many years in the same post have had a long run at a job that they both enjoyed and excelled at. That is probably why the force kept them there. What these officers had failed to notice, were the subtle changes going on around them.

Quite a few years ago the force, in line with equal opportunities, changed the selection procedure to make the process fair for all. I myself can remember seeing a job in pink orders not so long ago and applying for an application pack. I was initially horrified at the content and the strange questions asking me to evidence things that surely they already knew!

But that was just it - they didn't

know. Everyone gets treated the same - from scratch.

It is the evidence that you write on these pieces of paper that determine whether or not you get an interview. Inviting people to 'ask anyone what I'm like' etc just doesn't come into it.

So, reading between the lines of DCI Harper's reply, I think that it is safe to assume Dave that your initial application was what failed you - not some unseen dastardly plot to sink you before you could swim, or someone's nephew who had been lined up for it no matter what.

That is why the others got the jobs - simply because their applications obviously contained the evidence needed to secure an interview. Funnily enough, your letter to *The Law* contained just the sort of things that should have gone on those sheets asking for evidence of your ability. It's a bit late now to tell us all about it!

I think that there is a lesson for all of us here, especially if you haven't applied for a position in the last eight to ten years. Your application pack will contain a list of questions asking for evidence of your ability. This is your 'shop window' and where you have your only opportunity to sell yourself in order to secure that all-important interview.

Quality time spent on these applications, providing you have the qualifications that they are looking for, will undoubtedly get you before that interview panel.

So, to Dave Brooks and to all of our talented staff both past and present who might have failed before - don't be stubborn - apply again next time, sell yourself properly and we all might get the chance to benefit from your skills and experience.

Pc 'Moose' White
Force Information Room

Chief's refusal of gift is a nonsense

I RECENTLY read an article in which the Chief Constable is described, and I quote, as "wimpish, limp-wristed, too scared to seize the opportunity to accept a gift from their local community" namely four defibrillators - lifesaving heart machines for emergency response vehicles, because the donors were Freemasons.

Had he refused on the ground that police officers are not trained to use the equipment that would have been understandable, but to refuse on the grounds that in view of current public and parliamentary concern over Freemasonry it was not appropriate to accept this gift is a nonsense.

This bland statement is not worthy of the Chief Constable. Where is the evidence that such a gift would be somehow prejudicial? Freemasons are open, conscious and law abiding

RIGHT TO REPLY: Mr Williams is referring to an editor's comment which appeared in the spring edition of *Freemasonry Today*. I was disappointed, but not surprised, at the tone of the article because Freemasons cannot fail to be unaware of the concern which has been expressed over many years about the perception that Freemasonry has an undue influence inside the police service.

Concern has been expressed by the Home Secretary and by the House of Commons Home Affairs Select Committee who have published several reports on the issue. Mr Williams will also be aware that not long ago the Home Office

members of the community.

Of whom is the Chief Constable afraid? The Home Office? Parliament? Would he have accepted a similar gift from say the Rotarians,

Opus Dei, The Antediluvian Order of Buffaloes, the Boy Scouts? What a pity such a negativity pervades the hierarchy of the force.

Brian Williams, Chelmsford

established a voluntary register of Freemasonry within the police service. It would have been unwise to ignore public opinion on this issue.

Essex Police did not seek the donation of the defibrillators, they are not part of our standard operational requirement, and if they had been required funds would have been identified to obtain them.

The fact is that Essex Police would have been criticised had it accepted the donation in just the same way that Mr Williams now criticises me for not accepting it.

David Stevens, Chief Constable

Special Edition

A round-up of the work of the Special Constabulary for 2000/2001

Will you put your best foot forward?

SICK children from around the Southend area should benefit in the near future from new facilities and equipment being planned for Southend Hospital, but a quarter of a million pounds needs to be raised. The Southend Hospital Foundation 'building blocks appeal' is the charity to be supported by the seventh annual Special Constabulary sponsored walk.

The question is...can you help? Organiser, Deputy Commandant George Cook said: "Last year's event raised £1,850 for the Essex Air Ambulance appeal and I thank all of you who supported this event.

Energetic

"This year because of the foot and mouth crisis our usual plans for walking the Essex Way had to be cancelled. Not to be deterred from our annual fund raising activities, we are now going to walk from Shoebury to Leigh and back again on Saturday, May 12, and then the walk will be repeated the following day, Sunday, May 13. The total mileage for both days is approximately 30 miles. For the more energetic walkers a diversion along Southend Pier, which will add two miles to each day's walk, is also being considered. There will be plenty of refreshments and toilet facilities. The walk will commence on both days at 9am from the coastguard station in Shoebury where there is an adjacent car park.

"Our chosen charity needs to raise £250,000 to provide an advanced centre for the comprehensive care and treatment of physically impaired local children and a special paediatric suite. Sponsorship forms are available from local police stations or HQ. Please support this worthy cause, enjoy some fresh air, a pleasant day out and bring your friends and family."

For more information contact Special Constabulary Co-ordinator, Lindsay Hurrell at HQ on extension 54154 or George Cook at Southend extension 30500.



ONCE again, as I draft out this message to you all, I find it difficult to believe that yet another year has passed in the life of the Special Constabulary. This past year has seen the retirement of two divisional officers - Wally Bones at Basildon and Bob Storrar at Tendring, who between them worked as members of the Special Constabulary for almost 60 years.

On a sad note Bernie Butler, a former colleague at Basildon, passed away following a long illness. Bernie, who had only recently retired, was the winner of the Norman Dooley Trophy in 1999 for his service to the community and our thoughts are with his wife and family.

A personal view of the past 12 months by Commandant ALAN J HILL

On the work front, the new driver training courses have been completed and the feedback I have received indicates that it was a worthwhile course and of great benefit to those who completed the training. Two new training programmes are being introduced for special constables covering induction and post induction for probationers and there is also a programme of continuation training for experienced officers. An introduction to these new programmes is being arranged by Lindsay Hurrell and the Training Centre for all supervising officers who

will be involved in the administration of this training.

DO Derek Hopkins at Braintree has devised a computer presentation for open evenings and is prepared to assist other divisions in the preparation and presentation of this programme. I am sure that those of you who have seen this presentation will agree that it is very professional and is how open evening presentations should be conducted throughout the county.

Over the past 12 months some 38 of our colleagues have been recruited

into the regular service of either Essex Police or other police services. I take the view that this is a reflection on the high standard of our officers and thanks to the training, academic and practical, which our experienced officers provide.

Finally and most importantly, I must say thank you for your hard work and the professionalism that you all display when going about your duties as a special constable. Please also pass on my thanks to your families and friends for their support and patience, for without this you could not carry out your duties. I never cease to be amazed at the commitment that you give to the communities of Essex and the Special Constabulary.



Divisional representatives from across the county meet for a rare photo opportunity. Pictured (back) DO Steve Carr, Southend, ADO Terry Hills, Rayleigh, DO Simon Wootton, Thurrock, former DO John Salmon, Braintree, DO Brian Moye, Chelmsford, ADO Melvyn Snow, Rayleigh, and (front) DO Derek Hopkins, Braintree, DO Colin Shead, Colchester and DO Scott McCabe, Basildon. For details on what their divisions have accomplished in the last 12 months see centre pages.

taking a lead in making Essex safer

Special Edition

Providing rural reassurance **Braintree**

THE large and rural nature of the division continues to present a challenge in endeavouring to meet the requests for assistance from our regular colleagues. Special constables often travel considerable distances to carry out their duties.

The requests for time from our officers has certainly not reduced in the year and although the number of special constables serving in the division has reduced slightly to its present level of 50, the decline in strength seems to be slowing. These 50 specials carried out over 2,700 duties totalling 15,000 hours. Importantly almost 9,000 of these hours provided an additional uniformed presence in the towns and villages in the division resulting in 60 arrests for a variety of offences.

We have been involved in various road accident reduction initiatives, have assisted with campaigns to deter drink-driving, speeding, and to encourage the wearing of seat belts. Well over 100 roadside breath tests were carried out.

As the various multi-agency groups evolve in the community, following the introduction of the Crime and Disorder Act, I know that the Special Constabulary will rise to the occasion and actively support these groups. Training of special constables is continuing to develop to accommodate these new roles and responsibilities, the introduction of new legislation and the growing expectations of the public and our regular colleagues.

As we move into another year I look forward to the continued, dedicated support of

all the special constables in the division, who I know will do their best not only for Essex Police but also for the communities in which they live and work. There is no doubt that the time and enthusiasm they contribute to their role is invaluable.

DO Derek Hopkins

Increase in arrests

Colchester

THE last 12 months has seen the greatest number of special constables leave the division for the regulars than ever before. Whilst this reflects well on the division it has had a dramatic effect on the officers left and the way in which we are able to support our regular colleagues.

Even so, we managed to achieve in excess of 16,000 hours in just over 2,700 duties, the large proportion of these being high visibility. In terms of productivity there was an increase in the number of arrests with 110 arrests this year compared with 80 last year.

Colchester United continued to be the main focus of our public order policing.

Thanks to the continued sponsorship of a car by H.R. Owen we were able to remain mobile and supported the divisional objective to reduce the

Focus on training is paying dividends

Basildon

THE Special Constabulary in Basildon division has undergone a few changes this year including the retirement of DO Wally Bones in January this year and my appointment as his replacement.

Basildon started divisional training in February 2001 with Sgt Steve Smith and SO Tony Young working very closely to deliver weekly training to all specials within the division. The training is a mix of theory and practice and is always good fun and well attended. Feedback so far shows that this is improving skills and experience which really equips us for dealing with issues on the street.

Basildon division continues to work very closely with the regular colleagues on sector policing. We are now actively involved in the fortnightly tasking group meetings where problems are identified and

special officers involved operations to help reduce crime trends.

In the past year we have attended and provided police presence at a number of events including the Barleylands steam rally at Billericay, Wickford carnival and the fireworks in the park at Billericay. Thanks once again for the support from Rayleigh and Southend specials in assisting us with these events.

We are looking forward to an interesting and productive year with increasing our numbers with new officers. We are holding regular open evenings and a few 'socials' which will help to recruit and keep members.

Finally we all wish Wally Bones all the best for the future and thank him for his past services. I also would like to personally thank the specials for their support in 2000/2001.

DO Scott McCa

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Small numbers working hard

Tendring

TENDRING has seen many changes over the past year. Lena Worrow, last year's winner of the Norman Dooley Trophy has joined the regulars at Colchester. Others leaving to join the regulars are Tom Coppin, Teresa Oxley and Fred Crawley. They all take with them our best wishes.

Sadly also leaving this year is DO Bob Storrar after some 30 years' service. His presence will be sadly missed as will Gillian Cuny who is leaving us to concentrate on her main job as a police telephonist.

Those of us left are doing sterling work. In Harwich the specials have been running a cycle campaign that has been praised by the local council. Meanwhile an anti-vandal campaign in Walton and Clacton has achieved very good results. The same team has been using the radar speed gun to good effect in rural areas.

I am sure there will be more changes next year and the specials in Tendring will meet the challenges with the same vigour and commitment.

ADO Mark Rowley-Guyon

Specials



● SO Terry Lockett and Sc Terry Foxon aboard an Essex

Special Edition

**Special Edition
was produced
by Helen Cook**

Great relationship with regulars

THE specials in 'G' division have had a very busy year. Even though there was no 'fighter meet' air show at North Weald and we attended less events, specials from the division put in over 10,000 hours - mainly high profile policing in areas where problems had been identified.

The new Loughton section, which has been operating for over a year now, has been a success with a mixture of experienced officers transferring from Epping section and new recruits, headed by SO Steve Short who transferred from the Metropolitan Police.

All specials are attached to the CPT and allocated regular officers to work alongside and this has helped to build good working relationships.

The other sections are gradually changing over to the same system of working one-to-one with regulars on the CPT, however there are some occasions when they still work on shift. These changes have meant that specials only attend the largest events in the section.

In the week leading up to Christmas

From strength to strength

WE have been building on the changes made last year with the shift support unit and the proactive group, which are going from strength to strength, and there is an increase in enthusiasm

Harlow

our officers were involved in high visibility policing in the high streets, patrolling from 10am until midnight. This was a difficult task because of the time scale but a large number of hours were put in.

Recruiting has been slow this year and we have lost a number of officers to the regulars which reflects the high ability of our officers.

The divisional training is, we believe, still the best in the county with officers attending a two hour training session every three weeks. This training is organised by our regular colleagues and the sessions cover a range of topics, especially law and related subjects and have proved of great benefit to us out on the street. I would like to take this opportunity to thank all the trainers for their help, and the hard work they put into training sessions, and indeed thank all the special constables for their work and commitment over the last year.

DO Andy Cook

borne out by consistent good results.

The proactive group played its part in a multi-agency operation when a series of roadside stopchecks were staged. A total of 324 offences were recorded with some drivers arrested and some vehicles receiving immediate prohibition notices.

The proactive group has begun an initiative with Moulsham community policing team officers targeting underage drinking and youth nuisance. This has already brought about a marked reduction in the number of complaints.

The shift support unit continues to provide strong support with as

Well done to you all

IT has been another packed year with the usual carnivals, fairs and parades, even jumping boundaries to assist Wickford. More recently we have been attending the grounds of Canvey football club as their team climb the league.

We have said farewell to a few officers and wish them well. To those putting their feet up, such as BS Ray Billings, who retired after 17 years, good luck. A big welcome to all the officers that have just joined us I am sure you

Chelmsford

many as 12 officers on a Friday night. Under Operation Pandora, devised by the specials, town centre foot patrols supported by a crew bus have made over 70 arrests, ranging from possession of drugs through public order and burglary. We have also made contributions to drug warrants, the high profile campaign against the spiking of women's drinks, and have assisted in the arrests of several prolific burglars.

Four of our officers have also received letters of congratulations from the Chief Constable for the compassionate way they dealt with a young victim of an assault.

DO Brian Moye

Rayleigh

will enjoy the years ahead.

Congratulations to Sc Rob Barrick who received a commendation (*The Law*, page 9). Also receiving a commendation and trophy was Sc Allen Baldree (*The Law Special Edition*, page 8).

Finally thank you to all our officers for all their hard work and commitment throughout the year.

ADO Terry Hills and
ASO Mandy Parsons

From charity to crime reduction

Thurrock

IT doesn't seem possible that it is a year since our last contribution to *Special Edition* and probably reflects how busy the last 12 months have been here in Thurrock.

Following recruitment initiatives the number of officers in the division has gone from strength to strength. The training issues this brings has been met with enthusiasm and motivation by the more experienced team members.

Special constables assigned to beat areas is working well, both in terms of support to regular colleagues and the development of specific initiatives. An example of this is the liaison with licensees of betting and off-licence premises and the monitoring of incidents in and around the local vicinity.

We have assisted with crime reduction initiatives and surveillance initiatives such as tackling vehicle crime at Lakeside.

Worthy of special mention in Tilbury is the launch of regular carrier patrols, resourced principally by special constables. The objective is to tackle specific community problems and has seen excellent results.

Last year Thurrock was a key focus during the national fuel dispute and the contribution made by specials was very impressive.

On a more personal note, we have assisted in two fundraising events raising in excess of £900.

Special thanks to all the officers for their collective and individual achievements, commitment and loyalty to the Special Constabulary. Thanks also to the Thurrock command team for their support and encouragement and the HQ team, particularly Specials Co-ordinator Lindsay Hurrell for her support and guidance.

DO Simon Wootton

Cracking down on car cruisers

Southend

THE first year of the 21st century has been a busy and productive one for Southend. Over the past 12 months we have remained committed to the Southend Council Environmental Health 'noise nuisance unit'. As well as a large number of attendances to noisy parties, warrants have been obtained and executed with the confiscation of the offending equipment.

Equally the division has continued to support the regular force by providing, when possible, a unit to cover Southend United home football matches.

We have undertaken to help police a number of special events including the Southend carnival, Southend water festival, air show, firework displays and the Leigh regatta.

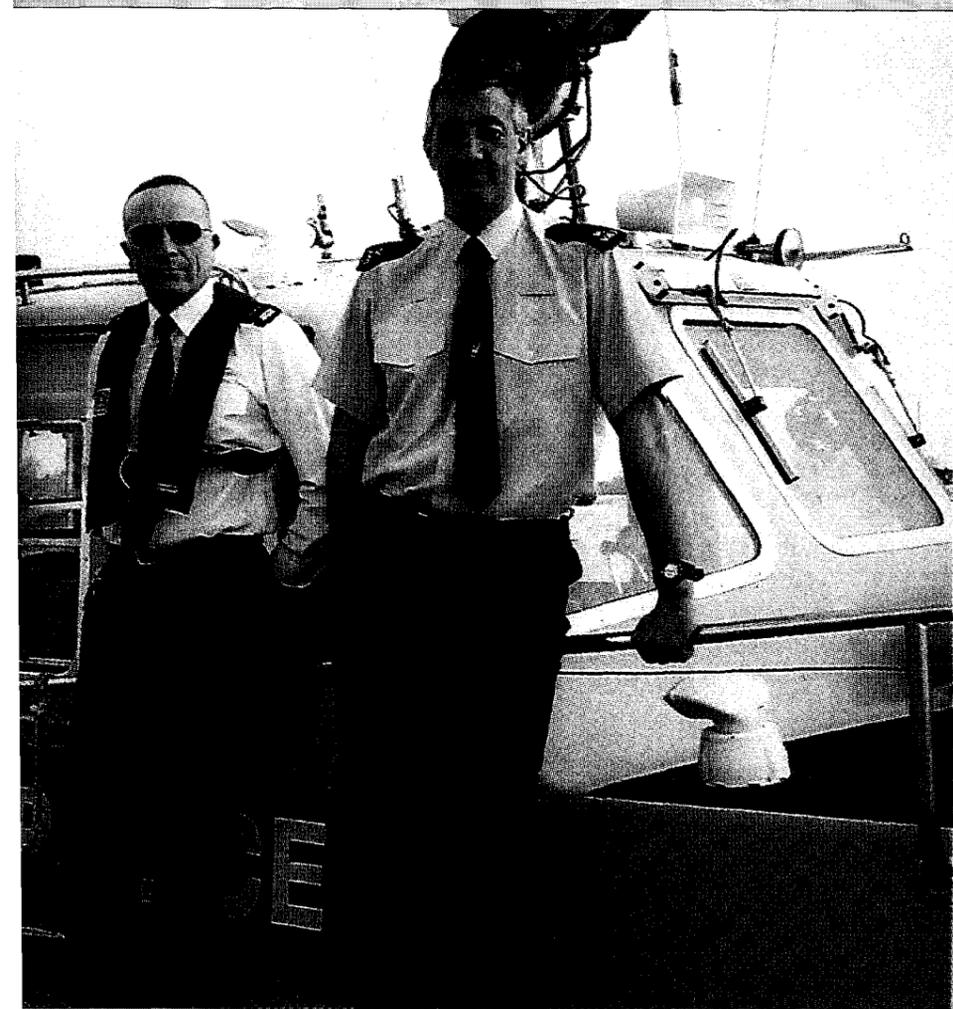
Car cruisers, principally along the Western Esplanade in Southend have caused problems for many years and since September the Southend specials have become and remain actively involved in cracking down on this dangerous nuisance. Our car cruising guests have often travelled from far afield and have faced zero tolerance from Essex Police specials when offences have been detected.

Regrettably the division received a number of resignations but, on a more pleasing note, 12 per cent have joined the regular police force.

My thanks to all the specials for their good work throughout the past year.

DO Steve Carr

welcomed aboard



Police launch.

A NOTICE in personnel bulletins advertising for special constables to join the marine section caught the eye of SO Terry Lockett and Sc Terry Foxon. They applied and after successful interviews were temporarily attached to the marine section in August. The attachment was reviewed and has now become permanent making them among the first specials to be posted to a specialist unit.

Terry Lockett has been a special for 17 years and had spent all his service in Basildon. He is a qualified sports diver and holds two Royal Life Saving Society qualifications. He swims for fitness, having competed in long distance swims and regularly attends lifeguard training.

Terry Foxon is a full time firefighter and has completed 22 years' service, but only joined the specials three years ago, also serving in Basildon. He said: "I joined the specials because I was fed-up with hearing of crime in my area and wanted to make a positive contribution to help combat it. The specials seemed to be an ideal way to achieve this aim."

The marine section attachment was of special interest to Terry who has had a love of boats since the age of seven when his father taught him to swim. A spell with the Royal Navy also aided his decision to apply and Terry feels his skills as a firefighter also carry benefits for the marine unit.

The two specials perform duties at Rayleigh and Burnham, but not all of their operational duties are on the water, they also undertake shore patrols. Both men have attended a course at Lowestoft College of Maritime studies in personal survival techniques and will attend other courses to ensure they maintain a high degree of water safety and proficiency.

Terry Foxon said that they were welcomed very warmly and enthusiastically by the regular officers on the unit, where he added, "nothing seems to be too much trouble".

Terry Lockett echoes his comments, saying: "In the time I have been on the unit I have been impressed by the obvious high regard that people who live, work or just spend their leisure time on the water have for the Essex Police Marine Unit. Both of us appreciate the time, effort and camaraderie that the regular officers have given us."

taking a lead in making Essex safer

Special Edition

Carry on recruiting

IT HAS been a year of consolidation, writes *Specials Co-ordinator Lindsay Hurrell*. "Although there have been a number of specials leave to join the regulars, as fast as they leave we are recruiting new officers. Last year we recruited 64 new officers but this year thanks to advertising, open evenings and attendance at big shows and events we have recruited 92 new officers.

"Although our total number of specials has dropped below 500 I am optimistic that we can increase this back up to normal levels. Adverts on local radio in addition to newspaper ads have been a great success in gaining interest.

"Some of the specials within Chelmsford division recently spent a day at Tesco's in Maldon raising the profile of the Special Constabulary and although the recruitment department will be attending various events throughout the year, such as the Southend and Clacton airshows, it would be very helpful if divisions could come up with their own initiatives to try and attract people to join. We now have a new display stand promoting the specials and if anyone would like to use this for a local promotion they should contact the recruitment department on extension 54111."

"The last year has seen eight special constables recognised for their

outstanding actions, professionalism and compassion. Sc Robert Barrick, Benfleet is one of four officers to receive a Chief Constable's Commendation. This was awarded for his quick thinking and initiative in arresting a man for theft whilst off duty.

"Sc Sharon Taylor, now a police constable based at Clacton, received a commendation with four police officers for their actions in following a stolen vehicle, knowing that the driver was armed, and arresting him. Sc Allen Baldree, Benfleet, was off duty when he entered a smoke filled house to try and save a woman inside. His bravery was rewarded with a commendation and Sc Susan Hammond, Braintree was the recipient of a commendation for her actions with other police officers in attempting to save the life of a young man found hanging.

"Chief Constable letters of congratulation were awarded to SO Andrew Wells, BS David Lee, Sc Richard Allen and Sc Anthony West, all Chelmsford, for their professionalism and compassion when dealing with a woman who had been assaulted in July last year. Congratulations to them all.

"Finally with a total of 104,086 hours of duty being performed last year by officers of the Special Constabulary I can only add 'keep up the good work'."

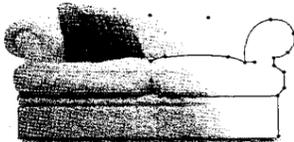
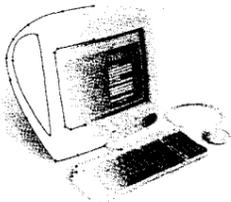


Specials co-ordinator Lindsay Hurrell stands next to the new recruitment stand.

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Trophy winner's courage

MANY special constables will have imagined how they would react if they were faced with a dangerous or difficult situation and for Sc Allen Baldree his quick thinking and brave actions during a bungalow fire have earned him the Norman Dooley Trophy, this year.

Allen (35) has been a special constable for nine years. He enrolled as a special in February 1992 serving at Benfleet, not far from his Hadleigh home. He mainly works weekends and evenings facing the usual late night policing. Although self-employed as a driver in the construction industry his ambition is to join the regular police force.

It was December last year when Allen was visiting a friend in Pitsea and quite by chance they went outside and could smell smoke. Identifying a bungalow as the source, Allen knocked on the door while his friend alerted the fire brigade. There was no answer, smoke was seeping out of the letter-box and he could hear the fire crackling. With no thought for his own safety, Allen kicked open the door. He said: "The smoke was so thick I could not see my hand in front of my face and as I was choking I left the bungalow to get a coat to cover my face." He re-entered the premises and tried to search for anyone inside. The fire had started in the kitchen

and by now the ceiling was well alight. At this time the fire brigade arrived and firefighters in breathing apparatus were able to find a semi-conscious woman in a back room and remove her to safety. She was taken to hospital suffering from smoke inhalation but made a full recovery. Allen was also taken to hospital for a check-up. He said: "The smoke was really choking me, I thought at one time I had stopped breathing. I did not feel any fear in going in, it was one of those situations where you have to think fast and make



Sc Allen Baldree

a split second decision." Allen has also been awarded a Chief Constable's Commendation for his courage and bravery.

Thurrock's hard work rewarded

THERE'S a new name on the Salter Cup this year - the winners are Thurrock Division.

The Salter Cup is awarded to the division performing the highest number of duties in the year and Thurrock came out top with 277 points, ahead of Basildon with 247 and in third Rayleigh, just behind on 239. This was Thurrock's first success since 1993 and reflects the hard work of all the officers in the division.

The cup will be awarded at the Long Service awards ceremony on Sunday, May 6, when 23 special constables will also be presented with their awards by Chief Constable David Stevens.

Receiving their first bar for 19 years' service are BS Brian Harmer, Tendring and Sc

John Hall based Chelmsford. They both joined the Special Constabulary in the summer of 1981.

Receiving long service medals for nine years are Darren Bass, Chelmsford; Alan Bowen and Sc Emu Chapman from Southend; Robert Boyle, Sc Nicholas Cruickshank, BS Rita Hu Sc Glen Mitchell, SO Andrew Parker, Sc Judith Parker, Christopher Riley, Sc Diana Rowland all from Colchester; Sc Gary Butcher, Sc William Harris both Harlow; Ex Paul Christmas, SO Anthony Young from Basildon; Ex Stephen Hill, Sc David White both Braintree; Sc Stephen Pennock, SO Melvyn Sn from Rayleigh; Sc Russ Kingsman, Tendring and Michael Preou, Thurrock.

taking a lead in making Essex safer

New base hopes to improve service

AN alternative operating centre has been introduced for officers of the Southchurch beat at Shoebury following an agreement between the Southend Leisure and Tennis Centre and Essex Police to improve service delivery in the area.

The scheme will be reviewed at the beginning of June following a three month period, with plans to develop the agreement further to include surgeries for local residents incorporating the crime prevention trailer.

A marked police parking bay has been provided in the centre car park adjacent to the turnaround area.

Officers will start and finish their duty at Shoebury but the use of facilities for report writing, including the use of a computer, will mean they are more readily available in the locality.

Crime quiz is a winner

SCHOOLS' quiz evening hosted by the Harwich Crime Prevention Panel in February highlighted the effects of crime as a big hit as the 'Heeky Monkeys' from Clacton County High School scooped first prize.

Six schools from the division entered in the competition which saw children aged 10-11 compete against one another through several rounds of general knowledge and crime prevention trivia.

Chief Insp Craig Robertson and Sgt Peter Wood from the Harwich Community Policing Team presented a shield to the winning captain, chairman of the Harwich Crime Prevention Panel Gerald Wallington-Hayes presented the runners-up with book tokens.

It is hoped the event will become an annual event with similar evenings held across Essex and eight divisional teams competing in a grand final.

High flyer

FORMER Essex Police Superintendent Andrew Hayman has been appointed as one of three new Deputy Assistant Commissioners for the Metropolitan Police service.

Mr Hayman started his career with Essex Police in 1978 where he was a constable at Leigh, moving to CID where he received several Chief Constable's commendations. He became divisional commander of Chelmsford division after taking up the Community Policing Department in 1996.

Constable foils abduction in neighbouring force

A POTENTIAL abduction of a man in East London was foiled by an off-duty Essex police officer who has subsequently been awarded a Metropolitan Police Borough Commander's Commendation.

The incident happened last summer when Pc Denise Morrissey noticed two men acting suspiciously by a car in Hackney.

After a few minutes Denise witnessed the pair attack a passing man and force him into their car. Denise ran to assist the victim and a struggle ensued during which Pc Morrissey arrested one of the men. Officers from the Met soon arrive and a firearm was recovered following a search of the vehicle.

Denise was commended for her brave and decisive actions and had her award presented by Chief Supt Peter Robbins QPM, from Hackney Borough, during a special ceremony hosted by Harlow Divisional

Commander, Supt Ian Learmonth.

Meanwhile a number of Chief Constable Commendations have also been awarded here in Essex by Mr David Stevens.

Pc Kevin Shannon, Pc Karl Llewellyn, Pc Ian O'Sullivan and Pc Mark Fraser from Saffron Walden were commended for their courage and professionalism when called to assist an ambulance crew with a suicidal man. They were confronted with an agitated man armed with a broken bottle and a 12-inch knife who had inflicted severe injuries to his wrists and was bleeding heavily. The man was eventually overpowered and taken to hospital for treatment.

Sr Robert Barrick was commended for his initiative and perseverance off-duty when he arrested a man seen acting suspiciously. The man was subsequently charged with ten offences including theft from and of vehicles.

Pc Catherine Gray and Pc Richard Longden from Mobile Support Division were commended for their professional investigation in a death by dangerous driving case that was made difficult because of the severe injury to the principle witness. The offender was found guilty and was sentenced to four years' imprisonment, five years' disqualification and ordered to re-sit a driving test.

Pc Paul Chambers, Pc Gary Wilson, Pc Elliot Zagger and Pc Mark Osborne from the Western Road Policing Unit were commended for their actions when a man fell from a vehicle and sustained very serious injuries. As well as maintaining the man's breathing and keeping him conscious the officers stemmed the blood flow from a wound in his back which helped save his life.

Acting Ds Christopher Binks and Dc David Ashpole were commended

together for their professionalism and dedication shown during an investigation into an offence of murder. Mr Derek Ive was found guilty of murdering his wife Jean at Wallasea Island in 1999. The defendant appeared at Chelmsford Crown Court in November 2000 and was sentenced to life imprisonment.

Pc Robert Knight was commended for his prompt and brave actions during the arrest of a man following a car chase in February 2000. The suspect locked himself in his vehicle and threatened to kill himself with a screwdriver and petrol in the car.

Pc Knight entered the car and a violent struggle ensued during which he received cuts to his hand. The suspect was calmed down and arrested. The man was convicted at Basildon Crown Court, sentenced to six months' imprisonment and banned from driving for two years.

Jobs under evaluation

ALL police and support staff roles are being analysed so that up-to-date job descriptions can be prepared in a new competency format.

The analysis is part of the Competency Framework Project which reports to a sub-group of the Human Resources Policy Group.

After completion of the analysis, competency levels will be set using skill definitions in a framework purchased from Kent Constabulary and these competency levels will indicate at what level a postholder

should be working. Once the levels are set validation meetings will be held with managers to ensure that they are appropriate and achievable levels and they compare favourably with other similar posts in the organisation.

A consultant has been engaged to assess the skill definitions to double check that the content suits the way in which Essex Police works and to ensure that our quality of service perspective is adequately reflected.

Joint working has also been taking place with a software supplier and the IT department in respect of a computerised competency-based appraisal system. Eventually, this will be networked to support managers

and DAMs (or equivalents) in divisions and departments to be used to assess performance and help with career planning.

A member of the project team has also been researching a new appraisal system which will form an integral part of the new competency-based approach.

All divisions and departments have been urged to make sure that all staff have had an appraisal within the last year as there will be no new process for at least a year.

Work has started on developing the programme that will provide training for those being appraised and those appraising. There will also be a need to integrate the new competency-

based approach to recruitment and selection, training needs analysis, workforce planning and promotion processes.

As this year progresses there will be more information disseminated to employees. Very shortly it is hoped an outline of the new appraisal system will be available, although it will be subject to the corporate consultation process before the finer details are sorted out, the paperwork produced, and the new system and procedures devised.

More information about the Competency Framework can be found on the Personnel and Training Department's web site.

Lifesaving cash raised



THE Rayleigh Police Sports & Social Club's charity evening in April raised £630 for the Essex Air Ambulance. The event was sponsored by the Rayleigh branch of the HSBC bank and will buy equipment representing the saving of two lives. Essex Ambulance representative Lee Gillam was more than happy to visit Rayleigh police station and collect the cheque from Pc Peter Moyes.

Memorial event raises safety awareness

ESSEX Police joined other organisations around the UK last month to commemorate Workers' Memorial Day where people who have died at work through accident or illness are remembered.

This annual event took place on April 28 and aims to further health and safety initiatives in the workplace. Unison launched a joint initiative with the Force Information Room to help inform members of staff of the dangers of workplace stress.

FIR Divisional Admin Manager, Mick Barry, who is also an accredited Unison health and safety representative, conducted a recent survey to address the risks of

repetitive strain injury.

"All FIR staff members received a booklet informing them of stress in the workplace which offers advice about tackling such issues," said Mr Barry. "Anyone who feels they are suffering from work-related problems should contact either their line manager or the occupational health nurse. They should not suffer in silence."

Essex Police Unison representative Lee Robson welcomed the proactive stance shown by FIR to enhance health and safety awareness across the force, saying it was "a common goal where there should never be any conflict between trade unions and employers".

Concert cash helps fun day

A CAROL concert held at Christmas raised £500 for a good cause and was presented during the Essex Police Band's annual Easter Egg Concert.

The cheque was presented by former ACC Geoffrey Markham and the money will go towards the Essex Police 4X4 Fun Day which provides an annual day out for children from special schools across the county.

Richard just can't keep away

DC Richard Burch, loved his job with Essex Police so much he has taken on the same post as a civilian working as a lab technician for Scientific Support.

Looking back over his career history Richard spent a substantial time as a traffic man, but tired of nearly being "wiped out" on the M25 and needing a challenge he took the fairly dramatic transition into scenes of crime. As such he went on to deal with a number of major incidents including the most recent Stansted Hijack and will no doubt see a few more high profile jobs before he decides it's time to put his feet up.

Career detective **Ds Chris Jones** has also retired from Essex Police having served nearly 29 of his 30 years in CID. His most memorable moment came whilst seconded to the crime squad and was an operation which went down in history as the first seizure of crack cocaine in the country. A total of 38 people were ultimately convicted with the main offender receiving a life term.

Chris plans to do very little in his retirement other than pursuing his hobby of treasure hunting.

Dc George Roberts intends to be flying high in his retirement having trained as a pilot. And when he's not in the air he will have his feet firmly on the ground undertaking a course in horticulture with a view to launching his own business.

Clearly not one to sit on his laurels George looks back on a varied career with Essex Police spanning more than 31 years. He saw out his service on Special Branch providing personal protection for a number of high profile events including the Queen's opening of the QEII bridge and Colchester hospital.

Names in the news

Obituaries

A **SERVING** member of support staff Lorraine Atkins has tragically died following a long-term illness. Mrs Atkins had been a part-time telephonist at the Force Information Room since 1990 when she died at the end of March aged just 44.

Divisional Admin Manager Mick Barry said: "Lorraine was someone who made her presence felt but in the nicest of ways. She was a very personable woman, friendly, outgoing and affable as well as extremely good and reliable at her job. She will be sadly missed."

Retired chief inspector **Walter Thurgood** has died aged 69. Mr Thurgood from Chelmsford, served Essex Police from 1957 to 1987 as a police officer. He then rejoined as a civilian working in police personnel but had retired from that post when he died on April 17.

A funeral service for Mr Thurgood took place at All Saints Church in Chelmsford and a request was made for mourners to make donations to the Farleigh Hospice.

A funeral service was held at Chelmsford Crematorium for former sergeant **Alfred Turner**, who died on March 22 aged 75.

Mr Turner served Chelmsford Traffic between 1952 and 1978. Family requested donations to Cancer Research.

Former inspector **Samuel Tuck** also died in March aged 66. Mr Tuck, from Danbury, joined Essex Police in 1960 and retired in 1988. His funeral was held at Chelmsford Crematorium



STAR of ITV's *Bad Girls*, Simone Lahbib, helped raise awareness of domestic violence issues when she joined other guests speakers at a conference in Harlow.

The conference, which was organised by the Harlow Domestic Violence Forum proved a huge success with over 170 delegates attending and participating in a full day's debate and discussion.

Chair Pc Tina Royles is confident attitudes are changing and people are beginning to understand the issues involved.

"Domestic Violence is not just something which affects women alone, men are increasingly becoming the victims," said Pc Royles. "We need to be examining the wider picture which includes the minority ethnic communities,

people involved in same sex relationships and the implication for children involved in abusive relationships."

Miss Lahbib, who plays prison warden Helen in the hit TV drama, has now asked Essex Police to contribute to her personal website by providing a direct link which can offer advice and guidance.

Actress lends support

● *Bad Girls* actress Simone Lahbib (second from right) with other guest speakers Andy Grant and Glenna Troun and Chair of the Domestic Violence Forum Pc Tina Royles

and donations made to the British Heart Foundation.

Seventy-eight-year-old **Eric Edwards**, a retired sergeant, died on April 11. Mr Edwards, from Plymouth, served with Southend Borough Police from 1947 to 1976. A funeral service was held at Efford Plymouth Crematorium and donations were made to Cancer Research.

Also in April we mourned the loss of former sergeant **Peter Spensley** who died, aged 66. Mr Spensley, who lived in Orsett, joined Essex Police in 1955 and retired in 1985. A service was held at St Giles Church in Orsett followed by a private cremation. Donations were made to St Luke's Hospice in Basildon.

Market Place

60FT cruiser style narrow-boat, Mercedes engine, 4 berth, one fixed double, two single, inverter charger, fridge, w/machine cratch, immaculate throughout, suitable liveaboard, £42,000. Contact Sally Hart on 07909 542522.

ARGYLL. Cottage flat. 2 bed 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 now. Contact Gill Johnson on 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 pw. Vacancies August 18 to 31 and September. Craig Bailey on 01279 653570 or 01279 832837.

CUMBRIA. Ravenstonedale. Delightful b&b, unspoilt village. Convenient for lakes & dales, Eden Valley. All rooms ensuite, TV, hairdryer, coffee/tea. Excellent walking, golf nearby. Two pub/restaurants in village. Contact Neil or Paulette Brook on 01539 623641

FLAT for sale. Latchingdon. One bedroom, good decor throughout, allocated parking. No maintenance fees. Ring Linda Kemetmuller on 60010 or 01621 741358 or 07977 456073.

FOR sale. Kawasaki Zepher 750, H reg, good condition, low mileage, 12 months, tax, five months' MOT, £1,750 ono. Contact Clare Deedman

on 01376 346840. **FIVE** new assorted wind surfer sails. Cost £140 each, would prefer to sell all in job lot. Offers please. Steve Hunt on 01375 391212 ext 74435. **NISSAN** Micra, N reg, 1995, fsh, 6 months' MOT, 62,000 miles, vgc, £2,500 ono. Contact 07751 087613 (day) or 01376 329315 (eves).

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

SAXAPHONE Sanora with three mouth pieces and strap, complete with hard case and stand. Nice sound, great condition, £275 ovno. Steve Hunt on 01375 391212 ext 74435.

SEGA Dreamcast. Eight games, two controllers, one memory card, 15 months old,

extended warranty until 28/1/04. Excellent condition £200 ono. Contact Johnson on 01376 501 ext 66431.

SCOTTISH Highlands. catering in one bed or bed bungalow. Or stay in Austrian-style home on 1 basis, or full board. Sk fishing, shooting, walk and bird-watching, or relaxing. Contact Andy N on 01479 841717.

TANGLEWOOD New electric guitar complete strap, leads, zoom 505 p mini-amp and power supply. Good condition, £165 ono. Steve Hunt on 01375 391 ext 74435.

VW Golf Driver, G reg, black. Good condition, 5 sunroof, MOT Dec 2000. Contact Charlie Bell at on 55210 or 07905 19899. 01376 550660.

HIGH SHERIFF AWARDS/NATIONAL CRIMEBEAT CO-ORDINATOR

Essex Police is supporting the High Sheriff Awards by sponsoring the post, in its inaugural year, of a co-ordinator for the National Crimebeat Scheme. The person will play a key role in developing the scheme into an integral part of the High Sheriff of Essex's annual awards programme, which is now in its eight year.

National Crimebeat encourages young people to get involved with crime reduction activities and supports them as they develop their ideas into successful projects. Crimebeat Schemes, elsewhere in the UK, have seen young people develop their own approach to tackling such projects as bullying, vandalism, drug and alcohol awareness, unacceptable peer pressure and much more.

The co-ordinator will work closely with the High Sheriff of Essex, and will liaise closely with the Community Safety Department of Essex Police. S/he will run the High Sheriff Awards scheme, which rewards projects and individuals, and will visit schools, youth clubs, etc encouraging young people to introduce Crimebeat projects and share information and promote good practice around the county.

The co-ordinator will report to the Essex Community Foundation, who manages the High Sheriff/National Crimebeat Awards. The role is part-time, hours to be negotiated with a minimum of one day a week, to a maximum salary, in the first year of £10,000.

Applications in writing please to Laura Warren at Essex Community Foundation, 52A Moulsham Street, Chelmsford CM2 0JA. If you would like to discuss the position before applying, telephone 01245 355947 or email: enquiries@essexcf.freeserve.co.uk.

Closing date for applications: 18th May 2001

BLOCK LETTERS PLEASE - ONE WORD PER BOX

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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 these criteria.

Funds continue rolling in for Romania trip

ROMANIA 2001 started in wet and windy weather in April as a charity car wash raised £170 to start funds rolling for this summer's visit to the east European country.

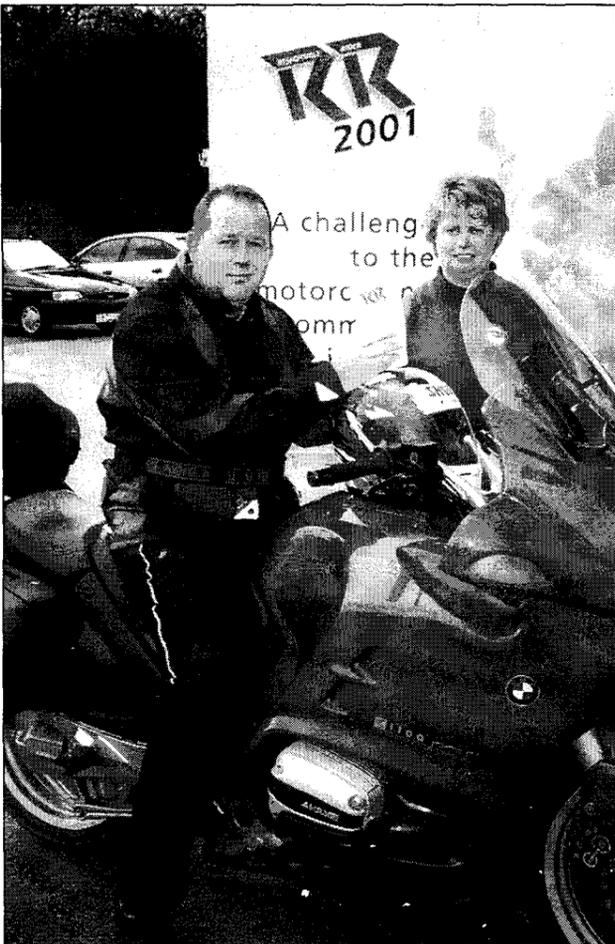
Volunteers gathered at Police HQ on Easter Sunday where they washed over 50 cars to help raise money to renovate and decorate an orphanage in Breaza.

The joint venture by Essex Police and the Metropolitan Police Service will see 32 members from Essex flying out in June to restore an orphanage which houses 200 children.

As *The Law* went to press a charity concert was due to be held at Boswell School in Chelmsford where the People of the Green Choir were headlining the evening.

Romania 2001 is also running the shoebox appeal as the team look to collect toiletries for the children. A £1 coin attached to the box to assist with transport costs would be appreciated by the organisers.

Project Co-ordinator David Bright is also looking for any unwanted musical instruments to help entertain the children while their homes are being refurbished. Anyone who can help should contact Angela Smith on 01245 452506 or ext 52004.



● Pictured at the launch: MSD Divisional Commander, Supt Ian Brown and Road Safety Manager for Colchester and Tendring, Beverley Gould.

Reducing rising road casualties

A CAMPAIGN to reduce the rising motorcycling casualty rate has been launched by Essex Police.

Police officers who regularly witness the agony of road crashes aim to win the hearts and minds of motorcyclists and heighten their awareness of riding sensibly and safely. Those who fail to heed the message face a greater likelihood of prosecution.

During 1999, there were 20 fatal and 842 injury crashes involving motorcycles in Essex. Last year, the casualty toll rose to 21 fatal and 897 injury crashes. So far this year, five people have been killed in Essex motorcycling incidents.

The campaign began on Sunday, April 1, with an open house event titled Responsible Rider 2001 at the Sports Pavilion at Essex Police Headquarters.

Admission was free and anyone interested was welcome to call in.

The event included safety videos, advice from the Vehicle Inspectorate and police motorcyclists from other forces and rider assessments. Motorcycle dealers and Essex County Council's Road Safety Department were also represented. It

by Peter Laurie

is hoped to repeat the show later this year.

Meanwhile police have been out on the roads targeting motorcyclists who are guilty of riding carelessly and exceeding the speed limit, using illegal index plates or creating a noise nuisance. The campaign will move around the county for six months from April 1. Mobile cameras and unmarked police cars are being used to catch offenders, but the roads under scrutiny will be advertised on the Essex Police web site www.essex.police.uk.

The campaign is being conducted by the Essex Police Mobile Support Division's Road Policing Unit. One of the organisers, PC John Clements - a motorcyclist for 30 years and the owner of a 1000cc Honda Pan European bike - said: "We are not picking on motorcyclists. We are simply trying to reduce the number of them who are killed and injured. As a motorcyclist myself, I am anxious to do something to make them safer and enhance their image." Co-organiser Insp Noorman Crabb said: "We are trying to instil responsibility without spoiling people's fun."

Detering bogus callers

A COUNCIL of war against bogus callers attracted a big audience of police officers, Neighbourhood Watch representatives and other expert speakers to Essex Police Headquarters.

Delegates heard presentations aimed at deterring bogus callers. The targets fall into two categories - burglars who talk their way into people's homes to steal from them, and rogue workers who convince the householder of the need to part with an exorbitant fee for small or unnecessary repair jobs. During the year 2000, there were 292 recorded offences of bogus caller burglaries in Essex.

Sgt Steve Nuttall, of Essex Police Community Safety Department, said: "This event underlines a determination to counteract the menace of callers intent on stealing or conning large fees from householders. Elderly people are often the targets of these rogues and it is heartening that a wide variety of organisations, including Help the Aged and Essex Trading Standards, played an active part in the conference.

"Everyone should be wary of uninvited callers who say they are representing a

company or public service or those offering repair work. Don't let them in unless you have arranged an appointment and if you have any suspicions, close the door on them and dial 999 for the police immediately. It also makes sense not to accept unsolicited offers of repair work. Seek a second opinion and obtain alternative price quotations."

The opening address was given by Essex Chief Constable David Stevens and the master of ceremonies was Essex Police Authority chairman Anthony Peel.

Presentations were made by Geoff Ireland, chairman of Essex County Neighbourhood Watch Association; Colleen Atkins, chairman of the National Neighbourhood Watch Association; Det Supt Kelvyn Ashby, National Distraction Burglary Task Force; Essex Trading Standards; Help the Aged and John Hughes on behalf of Excel Telecommunications.

There was also an interactive drama by Shout! Theatre and a showing of a Crimewatch UK video.

Officers in cross-Channel exchange

THREE officers from Essex Police have been chosen to take part in a pilot exchange scheme, starting this month, with officers from the French Gendarmerie following an approach by the Attache de Defense Adjoint at the French Embassy earlier this year.

Insp Tina Noble, Ds Haydn Oakey and Sgt Dave Britton, all fluent French speakers, will research into youth crime reduction initiatives, forensic science and crime investigation respectively.

They will be guided during their one month attachment

by an English teacher from the Officers Training School.

Following their visit to France their exchange partners, senior police officers who are undertaking English language examinations, will visit during the month of June.

BRIGHTON RACECOURSE
Where the Turf meets the Surf

Come Racing at Brighton

EVENING FIXTURES

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

AFTERNOON FIXTURES

| First race | | Time | First race | | Time |
|----------------|--|--------|----------------------------|--|--------|
| Thurs 3rd May | | 2.30pm | Thurs 9th Aug - LADIES DAY | | 2.20pm |
| Tues 8th May | | 2.25pm | Tues 14th Aug | | 2.15pm |
| Wed 16th May | | 2.25pm | Mon 20th Aug | | 2.30pm |
| Fri 25th May | | 2.10pm | Wed 29th Aug | | 2.00pm |
| Mon 18th June | | 2.15pm | Tues 4th Sept | | 2.30pm |
| Wed 4th July | | 2.30pm | Sun 30th Sept - FAMILY DAY | | 2.25pm |
| Tues 17th July | | 2.30pm | Wed 3rd Oct | | 2.10pm |
| Mon 23rd July | | 2.30pm | Thurs 25th Oct | | 2.20pm |
| Wed 8th Aug | | 2.40pm | Fri 2nd Nov | | 1.20pm |

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

Practice makes perfect

A RETURN visit to Trinity Methodist Church, Clacton, was a resounding success and raised funds for the church, amounting to £463. Some of the cash was raised by selling more copies of the debut CD *On the Beat with Essex Police*.

Members of the Essex Police Choir also recently participated in a music workshop. They met up at the HQ Sports & Social Club and The Friends of Essex Police Choir served

coffee, before the choir were put through their paces by a professional singing/music teacher. After a couple of hours of basic music notation, singing techniques, 'drop your jaws' breathing exercises and 'lifting of upper palates' they were fortified with a lunch, of soup, rolls, salad, and some beautiful homemade deserts and coffee.

They resumed again after lunch for a further two hours of singing practice, all having enjoyed the

experience and gained some useful tips.

On recent Tuesday evenings (rehearsal evenings) the choir were been joined by members from the choir of All Saints Church, Springfield Green, Chelmsford to rehearse a joint performance on Good Friday evening of *Olivet to Calvary*.

The next concert will be at Takeley Church, Takeley, to help raise funds for 'HEAL' a Cancer Charity, also for Takeley Church funds, this will be on

Saturday, May 19 at 7.30pm. Any one wishing to purchase tickets, should contact Betty Pearson on 01279 871034.

Then on Saturday, June 2, the choir will be at St Luke's Church Tiptree, the concert starts at 7.30pm and is part of the Summer Fair Festival for tickets please contact Frank LePiodevin of 01621 816564.

**Jackie Lee,
Essex Police Choir
Publicity Officer**

Help Paul in his challenge

CLIMBING Scafell Pike in England, Ben Nevis in Scotland and Snowdon in Wales, some 27 miles and a climb of 11,170ft and all undertaken in 36 hours, is the ambition of Pc Paul Watson based at Shoebury.

In June he is taking part in the Three Peaks Challenge raising money for the Neuro Fibromatosis Association - which helps people with this genetic disorder, which affects one person in every 2,500 in the UK, who face disfigurement, disability and premature death. Paul needs to raise at least £350 and anyone who would like to sponsor him in his endeavours, or would like an entry form, should contact him at Shoebury police station.

Sea angling

THE annual Southend pier fishing competition takes place on Wednesday May 23. Book in 10am to 10.30am at the dry end, £5 competition entry fee. Presentation of trophies and buffet afterwards at Southend police station. For details contact Clive Skingley, ednet 36810, mobile 07850 706072 or 01702 559596.

In the money

WINNER of the April lottery was Pc Kenneth Corbett, Leigh, with £1,500. Runners up were: £750 Simon Crane; Basildon; £375 Sgt Paul England, Southend; £200 Keith Delicate, FIR.

Consolation prizes of £50 were awarded to the following: Supt Peter Blois, HQ; Dc Keith Gurney, RSC, Hainault; Pc Graham Knight, Sandon Dog Unit; Judith Bailey, Southend; Pc Eric Tatum, Billericay; Frances Harrison, HQ; Dc Paula Fells, Stansted Airport; Pc Russell Gay, Stanway Traffic and Dc Donald Hylton, Thurrock.

Still a force to be reckoned with

THE Essex Police men's hockey team may not have won the national finals but they did claim victory in the play-offs making them the third best team in the country.

Having played exceptionally well in the previous rounds, disposing of teams from East London, Avon and Somerset, Sussex and Gloucester, they were drawn against reigning champions the Royal Ulster Constabulary in the semi finals at Manchester. The RUC has won the PAA cup for the past nine years.

The match was played at a fast and furious pace throughout and the RUC began full of confidence, however, the Essex side surprised everyone with their determination and effort.

At half time the score was 0 - 0 and at the start of the second half Essex threw everything into attack and were only denied by a combination of good goalkeeping, some dubious last minute challenges and some poor finishing. The RUC were definitely rattled and made several substitutions from a full squad, whilst Essex depleted through late injuries had only one substitute for this game.

The continual changes enabled the RUC to retain a fitter team at all times and they were eventually rewarded with a goal. Essex came back strongly and had three good chances but were then hit with a breakaway goal making it 2 - 0. The final blow was the third goal when the Essex defence stopped for an infringement only to see the ball roll over the line and the goal given late in the game. The final 3 - 0 scoreline was rather flattering to the RUC who were good enough to compliment the Essex side both at the time and at the later presentations on one of their toughest games for years.

Essex then played Greater Manchester Police for the 3rd/4th play-off the following day in the most

atrocious weather conditions.

Now up to full strength with the addition of two key players Essex looked much improved and although the GMP opened the scoring Gary Franklin put Essex level with a thundering volley. GMP extended their lead just before half time. During the interval the weather worsened but did not dampen the Essex spirit and determination.

A good attacking spell saw Essex regain the lead with two well taken goals by Mark Potter and Matt Brooking. The tempo of the game increased with end to end attacking but Essex defended heroically to retain their lead to the finish. Final score: GMP 2, Essex Police 3.

Fortunately our only injuries of note this year were Mark Shaw with a split nose from a clash of heads, and Kevin Bailey with a split head - struck by a ball which he insists had it not hit him would have gone in! Heading a hockey ball is never a good idea but he has been awarded the team hero!

The team spirit and enthusiasm of the Essex police side was a tremendous credit to all the players who should feel justifiably proud of their achievement.

The final was played between the RUC and the Metropolitan Police and the Met won 2 - 1 regaining the cup they last won in 1991.

The Metropolitan Police completed a double for the first time for many

years when their ladies won their final against the West Mids. During their presentation speech they paid enormous credit to Essex police ladies for their toughest semi final in years.

On a sadder note the men's side have decided to withdraw from the Saturday league and concentrate on PAA and other police competitions and with the imminent retirement from the playing side of stalwarts Gary Franklin, Steve Rawlinson and Geordie Tyson through a combination of injury and age, an influx of new blood is necessary to continue and compete at the highest level.

Anyone interested please contact P Gareth Oats at Southend or Chie Insp Kevin Bailey at MSD.



● The Essex Police men's hockey team - placed third in the country.

A TEAM of six travelled to Birmingham last month anticipating a close contest in the PAA Road Walking championships.

Conditions for the race, a six lap course, were good and the end result was so close. Essex lost to the Metropolitan Police

Defeated by just one point

but just one point despite a valiant battle by Denis Sheppard, finishing in fourth place.

Best finisher was Pete Ryan in second place, the improving Vic Spain was 5th, Steve King, 10th, Gary Matthews 12th and Alan King just behind in 13th place. It was the best turnout by Essex for years but new young blood is welcome. Essex walkers want to win next year.



NEXT ISSUE: June

COPY DEADLINE: May 25, 2001

PRINTED: June 4, 2001

The Law was edited this month by Kim Perks, Helen Cook and Nishan Wijeratne

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