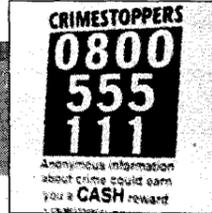




Review of 2001 -
centre pages



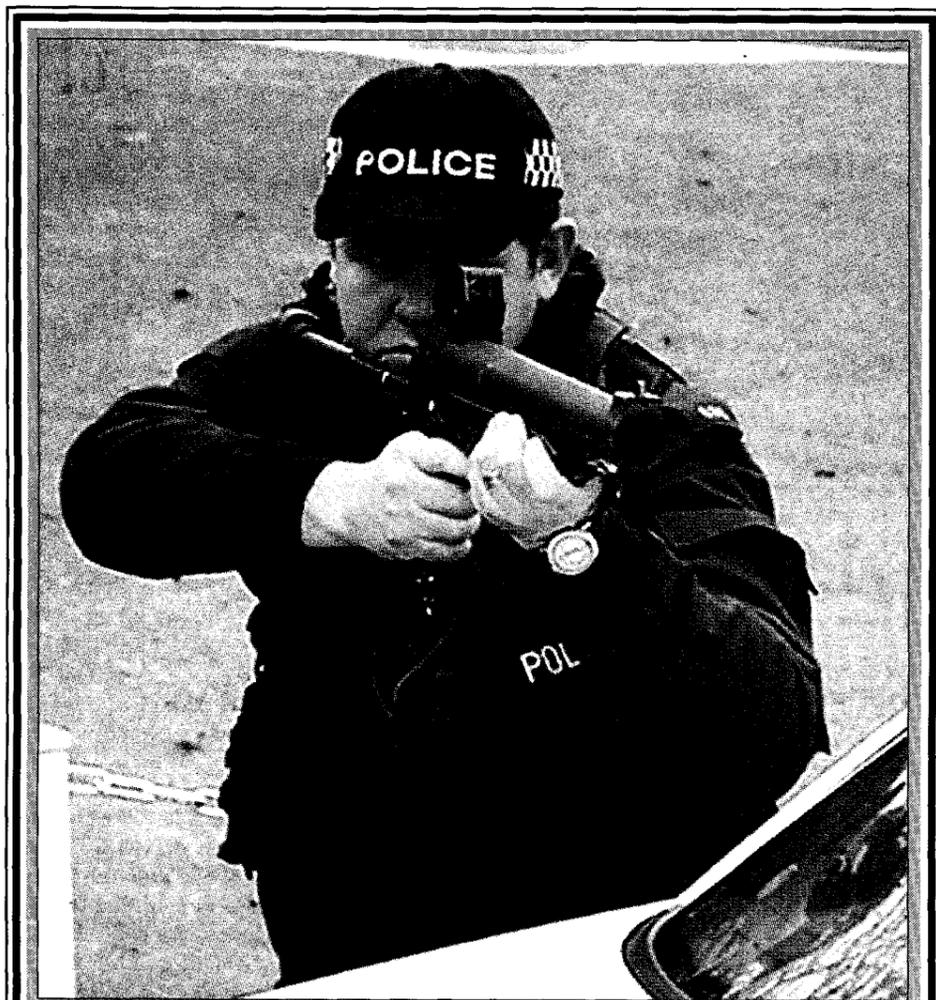
Tribute to Pc Gary
Veal - page 9



Cracking crime in
cells - page 3

Chief concerned how proposals will affect pay and conditions

REFORM PLANS BRING CAUTIOUS WELCOME



● An officer from the Force Support Unit in training with the new baton gun.

Baton gun's first call

BATON guns are now part of the Essex Police armoury and have already been deployed to arrest a man wanted for attempted murder.

Authorisation was given to deploy the gun during an armed

surveillance operation at the start of the year in Southend. It was presented but not used. There were no injuries and one arrest.

For more details about the new 'less lethal' option turn to page 5.

THE White Paper on police reform, which heralds dramatic changes for the police service has been given a cautious welcome by Chief Constable David Stevens.

The proposals of the government's long expected *Policing a New Century: A Blueprint for Reform* will, Mr Stevens believes, enable Essex Police to build on a lot of good work already underway by the force. However he has also expressed his concern about its possible effects on pay and conditions.

The ten point plan aims to: raise standards and iron out unacceptable variations, tackle persistent under-performance, increase numbers of police officers to 130,000, develop a new police family of community support officers, devolve power to basic command units (BCUs), cut red tape, introduce fairer rewards and conditions, introduce a new corps of specialist detectives, target policing priority areas and introduce a new occupational health strategy.

Home Secretary, David Blunkett said: "We owe an immense debt to the police. Many of us take for granted an ordered society where we can go about our business peacefully. The massive variations in crime clear-up rates to levels of officer sick absence reveals a service that does not share best practice easily or adopt the latest new technologies evenly, and is hidebound by rigid, old-fashioned regulations."

by Roger Grimwade

Chief Constable, David Stevens, said of the proposals: "My major concern is how these proposals will affect police pay and conditions. I believe that most officers recognise that there is a need for modernisation and change. We do not want to find ourselves faced with a reward package that makes it hard to attract new recruits and, most importantly, to keep the skilled and experienced officers we already have."

Nationally the Police Federation has given a mixed reaction to the White Paper. Federation Chairman, Fred Broughton said: "The majority of police officers are going to be worse off financially under these proposals. (See the Federation column on page 2 for further information).

Home Office Minister, John Denham is seeking the views of police officers, of all ranks, at a series of roadshows throughout January, while the Chief Constable is devoting an extended *Chief on Line* on January 18, to police reform.

● The Federation is urging officers to attend an emergency Open Meeting on police reform to be held on January 23.

The meeting will take place in the assembly hall at police headquarters at 7.30pm and one of the addresses will be by the national general secretary, Clint Elliott.

The Federation's Mick Englefield said: "It is important that officers concerned about the pay package attend this meeting to hear the official viewpoint of the national negotiators."

Police officer killed in road tragedy

TRAGICALLY the roads of Essex have claimed the life of another police officer trying to save the lives of others.

Pc Gary Veal was killed as he tried to protect drivers from a broken down vehicle on the A12 at Colchester. It was in February of last year that Pc Rod Daniels was killed in similar circumstances on the A12 at Kelvedon.

For a full tribute to Pc Veal see page 9.

Vent your anger on the government!

BY now most officers should have seen the Federation circular entitled *Heads of Agreement on Police Pay and Conditions*. This is the latest stage and the most up-to-date information on the proposals. The 'deal', if you can call it such, has still to be agreed.

I propose to give you my understanding of the negotiations/events that have brought us to this point as clearly as I can.

At the September 27 meeting of the Police Negotiating Board (PNB) Working Party it had been intimated that the Official Side would put some meat on the bones of its proposals.

Prior to this on August 24, John Denham the Home Office Minister had attended the UK Police Reform Steering Forum where he had stated that the Home Office was in the process of preparing an 'outcomes paper' for the PNB, in other words, outlining exactly what they were proposing.

Published

At the September meeting the Official Side notified us that it was still awaiting the 'outcomes'.

As a result of the meeting the issues under consideration were allowed to be released and were published. There was no agreement on any of the issues raised.

Arrangements were then made for a further meeting of the working party to take place on October 8, which was cancelled because the Official Side was not in possession of the 'outcomes' paper.

The next meeting took place on the October 23 and 24. It was not until late on the 24th that the paper was finally presented. In brief, this

Federation Newsline by Mick Englefield

paper set out the aims of the reform programme which was to put in place the skills, resources and systems the police service needs to make it as effective as possible in reducing crime, the fear of crime and increasing public confidence. These proposals have been published.

The paper said that the Home Secretary regards these matters as of serious national importance to the police service. He was looking to the PNB to reach agreement, in principle, on the key elements of the reform package by the end of December 2001. In effect trying to railroad the Federation into agreeing the proposals at short notice.

Back in July it had been said that new money was available. By the time we got to October 23 the Federation were told that there wasn't new money but if we could agree by December the Home Secretary would be better able to make a bid to the treasury for more money!

It was not until November 24 that the paper relating to detailed proposals on pay and conditions was presented.

I reiterate what was clearly stated by the General Secretary,

that the Federation had made it quite clear to the Official Side that it did not see this paper as a basis for agreement.

We were well aware that the circulation of this paper outlining the Official Side's proposals would result in widespread anger and disillusionment on what was taking place and what was being proposed. It must be said that no one was more frustrated and angry than your negotiators on the Staff Side. You should all now be aware of what the government, through the Official Side, has in mind for our pay and conditions as set out in that paper.

At the November meeting we were unable to enter into discussion on any of the proposals. We pointed out that the Official Side's proposals lacked detail, that the paper took us backwards, not forward with our negotiations and that five-and-a-half months had been lost through the government's intervention in the process.

We again pointed out the need to involve the membership if we were to achieve an outcome in the time scales available. We sought confirmation that any savings would be reinvested, our main concern being that the paper only talked about savings, not about investment.

We then move to the PNB meeting on December 1 and 2. During the course of the Saturday we sought clarity of many of the proposals. The discussions centred around the Official Side's proposals of which we were, of course, critical, pointing out that its proposals only show savings by reducing the cost of overtime whilst at the same time

increasing working time.

We reinforced our argument by referring to work-life balance which would reduce sickness and ill health. We made it clear that the Official Side would need to move considerably before there would be any chance of any agreement.

Those talks were progressing well but were brought to an abrupt end on Sunday when we were aware of an interview the Home Secretary had with the media in which he stated that he would like to pay an additional £3,000 to frontline officers working in difficult or high crime areas.

Deplorable

This announcement was reported in the press and came as a total surprise to the Official Side which had no knowledge that the Home Secretary was about to make such a statement. For the Home Secretary to make such an announcement knowing that the PNB were at a crucial stage in the negotiating process with regard to pay and conditions was deplorable.

As a result of this announcement the talks broke down.

The press coverage has once again caused speculation, which is to be expected, from the membership wanting to know the detail of the announcement and when they would receive this money.

A distressing aspect of this announcement by the Home Secretary is that there is no intention to pay £3,000 to front line officers, he simply said he would like to.

John Denham has since

confirmed that there is no money available to pay such an amount.

We have every intention of consulting with you and the membership as a whole if we ever get to a situation where there are proposals on the table that we believe could form the basis of an agreement.

We are committed to try to achieve a better and fairer pay structure for the membership that may well include some form of modernisation to our conditions of service. Any changes to conditions of service are conditional upon any savings made being ploughed back into the pay bill and for every pound saved additional money being made available by the government.

I have received numerous telephone calls and emails from officers telling me how angry they are about what is happening and what is proposed. I am pleased that you are angry as I would have expected nothing less, but that anger should be directed at the government, not at the Police Federation and the Staff Side of the PNB. We are not the enemy.

We intend to hold a meeting with the membership but if we are to gain public support, which is vital in this fight, the attendance of the membership at such meetings would need to be dignified as was displayed at Wembley in 1994. My concerns are that, in the present climate, this may not be the case. It is my view that we need to keep a cool head. We need to be united and vent our anger and frustration at the government as the Federation has not accepted the proposals.

Can you help Josh?

ON a recent visit to Scotland Yard former Essex detective David Bright came across the sad story of Josh Langley and his dad, Rob, a Metropolitan Police inspector stationed at Marylebone.

Josh is a typical seven-year-old except that he suffers from the muscle wasting disease, Muscular Dystrophy, and is unlikely to survive past his 20th birthday. His parents are hoping to convert their home to cater for his increasing disability.

If this situation was not bad enough 39-year-old Rob has been diagnosed with inoperable liver cancer.

The Joshua Langley Trust has been set up to provide for Josh, so if anyone is looking for a good cause to support then donations can be sent to the Trust, c/o Liz Nobes at Marylebone Police Station.

It's the end of the trail

A METHOD of trailing used by a selection of police dogs has been scrapped due to its apparent inconsistency.

For the past three years, Essex Police has been testing the use of bloodhounds in an experimental method of trailing people.

Under the Endeavour Project, funded initially by a Home Office grant, two bloodhound puppies - Morse and Sherlock - and two German Shepherd Dog puppies - Scully and Reagan - were acquired in 1998 and trained in the Scent Article Method (SAM) of trailing.

This method employs the dogs' sense of smell to follow the distinctive odour of individuals, rather than the more traditional practice of police dogs tracking footsteps.

However, as a result of thorough testing of these dogs using SAM and

by Norman Hicks

despite some early successes, it has been concluded that this method is not reliable or consistent enough to be used in operational police work.

After careful consideration of the project and the findings of the subsequent detailed assessment, Essex Police has decided to cease further training in the Scent Article Method and to withdraw it as an operational police dog tactic.

Of the two bloodhounds, only one remains in service, after the sad death of Morse in October following a stomach torsion. Sherlock has been re-homed with a retired police sergeant in West Mersea.

Reagan and Scully are accredited general purpose police dogs and will remain in service, using traditional tracking methods. The decision will not affect operational commitments, as

Essex Police currently has 40 proven police tracker dogs, trained in traditional methods.

Acting Deputy Chief Constable Joe Edwards said: "This was a worthwhile project, which demonstrated that Essex Police will always be prepared to try initiatives designed to explore ways of improving traditional policing methods, as part of our mission to make Essex

Museum funds get cash boost

DID you buy anything from the Christmas fundraising catalogue for the museum?

The catalogue sales generated by supporters of the museum amounted to a total of £748.81, which means the museum receives £187.19, a great boost to the funds.

A big thank you must go to everyone who supported the fundraising and do look out for the catalogue next autumn.

Poetic justice

A BOOK of 56 *Rhyme Against Crime* poems, written by schoolchildren in Harwich, has been presented to Home Affairs Minister, John Denham at Westminster.

In a joint initiative between Harwich Town Council and Harwich Police, as part of their schools crime reduction scheme, children aged from seven to 11 wrote poems on the subject of shoplifting.

Sgt Peter Wood, of Harwich Police Community Team says, in his preface to the book that what is labelled as shoplifting is the serious offence of theft and affects us all. He said: "The young poets have again been brilliant in their response to our request to come up with inspirational verse. We congratulate them all."

Recognise the public's contribution

DO you know of an incident where a member of the public has given outstanding assistance to the police in the maintenance of law and order in 2001?

If so, that person may be eligible for the Provincial Police Award, which is a gold medal conferred by the Association of Chief Police Officers each year. Lesser acts may result in a certificate of commendation.

If you know of a suitable candidate then Insp Mark Schofield at Executive Support, ext 51007, would like to hear from you.

Diving facility due to be removed as cost saving exercise

New budget announced

THE force faces more belt tightening following the announcement of the Home Office grant for 2002/3.

And the financial constraints have led to the proposed removal of the Essex Police diving facility, the closure of Brentwood traffic unit and the loss of a marine launch.

An increase of only 2.3 per cent for day-to-day expenditure has been offset with funding for an additional 65 officers from the Crime Fighting Fund, and funding for the Airwave communications system.

A review of budgets has ensured that the force

concentrates expenditure on key operational objectives, but has allowed savings in excess of £1m from headquarters departments and a further £0.6m from Mobile Support Division.

A total of 27 police officer and support staff posts will be removed from Mobile Support's establishment.

Removal of the diving capability will free up officers currently trained as divers to undertake other operational duties. Where the need arises, diving skills will be contracted in from another police force or commercial outlet. Essex Police is one of few forces left in the country that, until now, has retained its diving facility.

The closure of the Brentwood traffic post will allow some officers to return to divisional posts and the remainder to be relocated to other road policing units. Essex Police is confident it can maintain a

high quality road policing service and remains one of the most professional and well resourced road policing units in the country. Brentwood's 'head office' at Chigwell and units at Laindon and Rayleigh will continue to provide strong coverage for the south and west.

In marine terms Essex Police proposes to reduce its marine capability from two launches to one whilst also retaining the rigid inflatable and Dory.

Essex is one of only six forces in the country that still boasts a marine unit and is once again confident that the reduction in service will not unduly affect the high quality marine service currently provided.

The proposals are due to be considered at a meeting of the Essex Police Authority on February 11. See the March edition of *The Law* for more on the budget.



Prisoners are encouraged to take note of the Crimestoppers information displayed in custody cells.

Through the spy hole

ASKING prisoners to be on the lookout could pay dividends for Essex Police as well as themselves.

All police cells in Essex will have the Crimestoppers logo painted on the wall above the cell bench and stickers bearing the logo will be placed in custody areas and opposite cell spy holes.

Property Services' senior contracts manager, Angela Kemp, said: "We are delighted to be working in partnership with Crimestoppers on this innovative campaign."

"We have provided the cell stencil and paint at no cost to ourselves by good housekeeping and our Facilities Support Services team has undertaken the painting so there were no costs to Crimestoppers."

Chelmsford police station cells were the first to be decorated and all cells in Essex will have the logo by the end of February.

Portsmouth Prison inmates have produced the stickers for those just passing through the custody areas as well as any cell inmates.

Community Safety's Insp Stuart Ashton said: "It is more likely that people who know what crimes are being committed are those who come into our custody areas and cells."

A recent survey has shown that four per cent of people who contact Crimestoppers go on to become registered informants.

Anyone supplying information to Crimestoppers can remain completely anonymous even when collecting the reward as a code number is allocated for collection.

Silence is golden thanks to technology

A TECHNICAL breakthrough in eliminating accidental 999 calls from mobile phones has brought benefits to Essex Police Force Information Room.

Silent Solution, an automated system, has been introduced throughout the country to help over-stretched police control rooms in the face of the massive growth in mobile phone ownership.

Across the country, hundreds of thousands of accidental 999 calls were being made every year as a result of the keys on a phone kept in a bag or a pocket being knocked unintentionally.

Under the new system, operated by telephone service providers BT and Cable

and Wireless, a recorded message asks silent 999 callers to confirm that there is an emergency situation.

If there is no response the call is terminated. This is now the case with nearly all the 12,000 silent calls each day to police nationwide.

Silent Solution was introduced at Essex Police in October and has reduced accidental 999 calls by approximately 9,000 per month.

Insp Paul Smith, of Force Information Room, said: "It has been of tremendous benefit. It would be fair to say that we simply don't receive accidental mobile phone calls any more."

Cameras help reduce road casualties

THERE was a year-on increase in road deaths in Essex during 2001, but overall the casualty rate is declining.

And there is strong evidence to show that safety cameras - designed to keep motorists to the speed limit - made an important contribution to saving life and limb.

During 2001, there were 123 road deaths in Essex, compared with 86 the previous year and 108 in 1999. Of the 123 deaths, 31 involved motorcycle crashes, compared with 18 in 2000 and 17 in 1999.

Latest figures for non-fatal injuries during 2001 show 7,985 casualties up to the end of November, compared with 8,750 during the same 11 months the previous year.

A combination of these deaths and injuries shows a decrease of eight per cent over the same periods for 2000.

One key factor to emerge from the statistics is that during 2001 there was only one fatality within a quarter-mile of a speed-reduction camera.

Essex Police casualty reduction manager Brian Ladd said: "While the increase in road deaths is extremely disappointing, the downward trend in injuries is encouraging. Speed is a major cause of crashes and injuries, whether as a result of loss of control on major roads or failure to stop in time in areas where there are pedestrians."

"Safety cameras have played an important part in bringing about the reduction in casualties in Essex and although a vociferous minority may find this hard to accept, I believe that most people support the efforts being made to keep drivers within the clearly-marked speed limits."

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£35,000	704.13	418.54	327.81	262.49	
£30,000	627.66	385.51	310.31	258.70	9.7%
£25,000	528.05	321.26	258.59	215.58	
£20,000	418.44	257.01	206.87	172.47	10.9%
£15,000	313.83	192.76	155.16	129.35	
£13,000	278.96	174.90	143.13	122.08	
£12,000	257.50	161.44	132.12	112.69	11.9%
£10,000	214.59	134.54	110.10	93.91	
£9,000	197.22	125.72	104.23	90.36	
£7,500	164.35	104.77	86.86	75.30	
£5,000	109.57	69.84	57.91	50.20	

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It's such a small world

WHEN Alan and I travelled to Connecticut, USA for a friend's wedding we took with us some Essex Police memorabilia. We found a little town not far from where our friends lived called Essex, so went there for the morning and presented ourselves at the local police station, which incidentally looks like a converted double garage!!

We met State Trooper Scott Wisner and Officer Patrick Bowers, who made us both welcome. For an hour or so a long conversation ensued about differences between US and British laws and our experiences in both forces. As we were about to leave Patrick said: "I know a policeman from..."

We had had many such a conversation during our stay so you could have knocked us down with a feather when he produced a card showing the old HQ building and said "David Bright, do you know him?"

Patrick had actually kept the card for several years and had it displayed on the notice board by his desk!

Amanda Gooden
Rayleigh

Thanks, I will miss you all

I WOULD like to thank everyone for their support this year before I retired on medical grounds.

I would also like to thank everyone for the vouchers presented to me. I will miss the people that I have worked with throughout my time with Essex Police.

Michael Spink
Stebbing

You can't justify a disaster

I GET the impression that the Federation believes in the 'bull' it's printed about how we've benefited from them successfully capitulating on previous allowances, and allowing us to work without payment for two hours every month.

I look forward to seeing how the Federation justifies the proposals in the white paper, overtime being worked at flat rate (we are currently paid the lowest rate in the industry), bank holidays at normal rate and no recompense for cancelled rest days. Oh and don't forget taking away any other allowances we get.

It's time to get off the pot and start

fighting on behalf of the officers who keep the Federation officers in post, and not try to justify an unmitigated disaster.

Ds Graham Carter, Thurrock

RIGHT TO REPLY:

EVERYONE is entitled to their opinion. However, the figures quoted in the last Federation article regarding the half hour are accurate and the proposals in the White Paper are just that, and have been superseded by the proposals outlined in the Heads of Agreement Circular, posted on the Federation Home Page.

Pc Mick Englefield, Federation

Read this in your own time

CONSIDER the following:

Oct 1, 1998 - Working Time Regulations come into effect

Sometime since then - Essex Police decide to start complying with these regulations on Oct 1, 2001

September 26, 2001 - Essex Police realise that it's nearly October 1, email hurriedly circulated with example pages of new duty log with instructions "Print your own duty log".

September 26, 2001 (later) - Email cancelling the previous email. Staff will receive a "pack" hopefully by October 3.

October 1, 2001 - D-Day. Some packs received. No guidance or support for supervisors upon whom the burden of managing the system falls.

Some observations:

The use of email has revolutionised the force. Errors and gaffes can be promulgated around the county far more efficiently and effectively than under the old paper system.

Even better, they can be printed by each recipient, forwarded and printed again, thus generating far more paper than before. The really enthusiastic

user can obtain a little chit confirming that the email has been received. This can be printed too.

This could only be improved upon if the original recipient could receive confirmation that the original sender had received confirmation that the message had been read. Of course, all these chitchats can be printed to provide an "audit trail".

In a day and age when the emphasis is upon reducing paperwork and

RIGHT TO REPLY: ACO Philip Onions

IT is necessary to put into context the difficulties that the police service has had in implementing this piece of legislation.

The Working Time Regulations are UK statutory law that are a direct result of the EEC Working Time Directive 93/104 dated November 1993. It has taken the UK government some five years plus to be in a position to provide domestic legislation to cover UK wide implementation.

Since the introduction of the legislation there has been considerable confusion in terms of its interpretation because the regulations themselves are ambiguous. In terms of a policing

freeing up officers to concentrate on real policing issues, the response of our organisation to this legislation beggars belief.

Every member of staff has recently spent hours receiving training in the latest politically correct fields (whether as an individual they needed it or not) completed a workbook and received a glossy guide. It is my forlorn hope that equal effort will be expended ensuring that we are

context this is especially the case because there is a general provision that states where the characteristics of the police conflict with the regulations then they won't apply. Whilst there are various legal interpretations of what this means in a policing context, they are simply legal interpretations which have not been tested.

The Police Negotiating Board which covers police terms and conditions has had similar difficulty in interpreting the legislation. Because of the ambiguity the DTI issued several guides. However, these do not provide any definitive guidance for the area of policing.

It has always been recognised that

equally well equipped to cope with the demands of the Working Time Regulations.

By the way this letter has been prepared in what I believed until recently to be my own time. I am not at all sure if this is "non-working time" for the purposes of the regulations. If it is not, then is it working time? Who knows?

Sgt Chris Booth
Traffic Investigation Unit

the spirit and intention of the legislation is necessary to curb excessive hours worked. However, applying the administrative procedures to comply with monitoring of time is accepted as overly bureaucratic. As the legislation directly applies to the police, we have been working hard with the Federation to achieve a workable agreement and policy.

We have moved quickly in implementing it by October 1 and accept there will be some teething problems. This date accords with the date we signed the Workforce Agreements with the Federation. The process of printing the hard copy duty logs is almost complete, however, this will take a little time to implement.

NHW can't fight a lone battle

I WAS disappointed to see no response from senior officers to the recent letters by NHW coordinators.

I would have thought the present system which seems so lenient on the villain would have serious morale implications when officers see their hard work apprehending criminals treated by the judicial system so trivially.

I've given up watching *Crimewatch* on BBC TV for this reason. How can a villain caught on camera laying into a shopkeeper with a snooker cue be given probation?

How can Keith Blacklock's murderer be let out on shopping trips? The list goes on and on. I believe the State has betrayed its contract with the people in this respect.

It is not just the police who need to show zero tolerance but the rest of the system as well. What it needs is a significant protest of chief constables, magistrates and others of similar standing, who feel constrained by the system, not a few lowly NHW members.

T. W. Smith
Colchester

Does history hold the key?

PC ALAN White (Dec edition) raises an extremely important question - what to do with youth nuisance - and invites comments. As one who was born in East London pre-war, where poverty prevailed unseen today, the

I'm not ashamed of the good old days

WELL, well - what price fame? How touching that Pc Alan White from FIR should remember me. Now come on Alan, be honest, you have been waiting to have a little dig at me since I had the audacity to respond to one of your previous letters in *The Law*.

I have no objection to criticism if it is deserved but I feel a little disappointed that Alan chose to mention me in connection with his latest chosen subject - how the modern police service can cope with the rising tide of anti-social behaviour on our streets without being tempted to over-react.

In the main I try to keep my letters to *The Law* on the light-hearted side and am not ashamed at being somewhat nostalgic - this is mainly with the retired officers in mind.

I don't recall that I have ever been disrespectful to today's serving officers and have certainly never mentioned in any of my letters being

real Eastenders were poor in material possessions, but rich in principles.

Children were taught to respect elders, generally sent to Sunday School and taught The Ten Commandments, solving many of

an advocate of 'clips round the lughole with a cape' or with anything else.

In the whole of my 30 years' service, all of which was spent in frontline policing, I can confidently say without fear of contradiction that I never saw fit to resort to any unlawful force to deal with any situation.

Also having spent 16 years tutoring younger officers I did not instruct them in any unofficial use of violence under any circumstances.

In conclusion I would remind Alan that he too is already falling into the trap that he warns others against.

I refer to his reminder that he is "old enough in service to remember (careful now!) some of the respect we USED to get" - so he too saw some of the 'good old days' - well well!

I believe that I could help Alan with some of the points he raises but as he only values the views of serving officers I won't bother.

Dave Rose, Cambridgeshire

today's problems.

I recall on one occasion two pupils and myself were caned and deserved it. I later told my father who walloped me and sent me to bed. I was never disrespectful to a teacher again.

No child was ever expelled, last year 13,000 were!

It was politicians who abolished the cane. Politicians scrapped capital punishment and yet they endorse it when it suits them, for instance in Kosovo and Afghanistan.

In my youth there was no council housing or social benefits for unmarried mothers and the UK had the lowest number of unmarried mothers in Europe. Politician changed that and we now have the highest number in Europe.

It is an everyday event now to read of a pensioner robbed and killed. Apparently, half of all burglaries are by drug-addicts and Home Office statistics show total crime in 1997 were 434,327 compared to 4,598,331 in 1997.

Prevention is better than cure but this is not implemented. Why? So would blame politicians, sociologists and do-gooders who reward misbehaviour. One fact is indisputable - as ye sow, shall ye reap.

Walter Ablett, Chelmsford

Essex to pilot video interviews

ESSEX will be one of five police forces to run a pilot project for the video recording of interviews with suspects.

Head of the force Criminal Justice Department, Supt Simon Coxall, said that the project will involve all criminal justice agencies and, in Essex, will be conducted in Harlow, Southend and Colchester.

No firm date has been set for the project to start, as this is dependent on a number of factors.

These include the procurement, delivery and installation of the required equipment; confirmation from the Home Office that an Essex bid for £500,000 funding has been approved; a change in the Police and Criminal Evidence Act (PACE), to allow the visual recording of suspects to become mandatory; and completion of training for all officers involved.

Once launched, it is anticipated that the project will run for 12 months and will be managed by a dedicated team.

Other forces taking part in the pilot project will be the Metropolitan Police, Kent, and Hampshire Constabulary and West Mercia.

Drivers still flouting the drink-drive laws

DISAPPOINTMENT has been expressed by Mobile Support manager, Chief Insp Tom Diment, at the number of motorists who chose to flout the drink-driving laws during the annual Essex Police campaign.

Figures released on January 4 showed that during the 2001-2 Christmas and New Year campaign a total of 7,147 motorists were tested, with 265 giving a positive result, an average of 3.7 per cent.

This compares with the 2000-1 campaign in which 361 of 12,363 drivers tested positive, an average 2.9 per cent.

In addition to the normal breath tests in the 2001-2 campaign, 11 motorists were arrested for being unfit to drive through drugs or alcohol.

This year, for the first time, trained officers were able to use field impairment tests as part of the campaign. The roadside tests are designed to detect whether a driver is impaired to drive through drugs or alcohol and consist of a number of tests to check co-ordination and balance.

Commenting on the latest

HIGH profile policing was stepped up at Lakeside Shopping centre over the festive season in a partnership between Essex Police and Lakeside.

Capital Shopping PLC, which operate Lakeside, provided £20,000 to fund three police officers to patrol the centre in conjunction with Lakeside's own security personnel.

The police officers were volunteers who offered to work their rest days in support of the initiative.

They provided high visibility foot patrols in the shopping centre and

Private funds paid for festive policing

car parks and targeted shoplifting auto crime and public nuisance.

Police at Thurrock and Capital Shopping PLC have enjoyed a close working relationship over many years and Essex Police recognises the important contribution Lakeside has to make in the local community. It

provides much needed employment and revenue and adds to the prosperity of local businesses.

Divisional Commander, Terry Sheern said: "This latest initiative is another excellent example of real partnership working for the benefit of all."

By taking its responsibility seriously Capital Shopping PLC has contributed to the local police by paying for additional patrols over the Christmas and New Year period. These patrols were over and above the normal policing strength of the division and so complimented day-to-day policing for the rest of the community"

Chief Supt Sheern added: "I am delighted with this initiative and the co-operation provided by General Manager Mike Pearson."

Less lethal armoury addition

ESSEX Police now has a less lethal option in its armoury.

From the beginning of the year two L104A1 baton guns have been assigned to the Force Support Unit and will be available to be called out to firearms operations.

The force has placed an order for a further 23 guns which will be received later this year and deployed by armed response officers.

The gun, which fires the L21A1 baton round, has undergone extensive and rigorous testing and has proved very accurate at up to 40 metres. It has an electro dot sight which allows the user to consistently hit centre target in tests.

Although similar to the weapons used during disturbances in Northern Ireland this gun is a new weapon and will provide police forces across the country with a less lethal option, which has been in demand for some time.

The term 'less lethal' is

by Helen Cook

used to indicate weapons, devices and tactics designed and intended to be used to induce compliance without a substantial risk of serious or permanent injury or death.

This weapon received ministerial approval in June 2001 as it proved the most viable option compared to all other weapons that have been under development and testing.

Although the water cannon has proved effective in public order incidents it cannot be considered for most armed operations.

The new baton gun has been in use since 1994 and the new round, which is very aerodynamic, has been in use since June 2001. It has not, as yet, been fired in response to a perceived threat on the mainland but elsewhere it has been used successfully with no fatalities or serious injuries.

Essex Police has been training with the new weapon for over a year and plans to continue evolving its use.

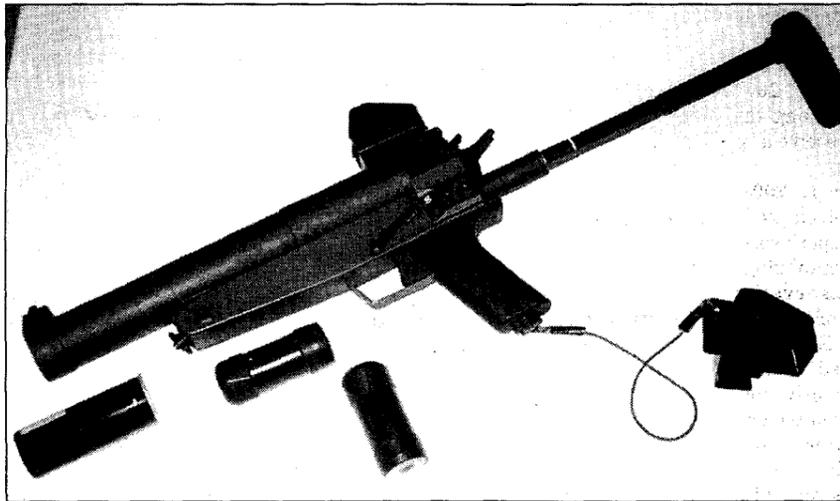
The rounds fired will incapacitate someone temporarily and will weaken their resistance, allowing officers to move in and detain the individual, when safe to do so.

A number of officers are already trained and a rolling programme aims to train the majority of firearms officers by no later than May 2002.

Other uses for the weapon, such as patrolling the airport and armed surveillance, are under consideration for implementation by 2003.

Currently there are about 500 deployments of firearms each year, of which half are pre-planned. The criteria for use for the new weapon will be the same as for conventional firearms. They are only to be issued to officers to protect themselves or others from a person who is in possession of a firearm, has access to firearms, or is so dangerous that use of a firearm may be necessary.

Chief Insp Kevin Bailey said: "This new weapon provides us with a less lethal option during firearms operations where its use can greatly reduce the likelihood of death or serious injury. In the right circumstances it allows us to quickly incapacitate an individual without having to resort to lethal force. The baton gun is not a replacement for conventional firearms and its deployment comes under the same stringent command and control policies"



● The baton gun - a less lethal option for armed officers.

We want to know your views of The Law

AS we enter a new year, *The Law* is seeking readers' opinions on the service it provides.

To help us produce the type of newspaper you want, we're keen to hear from you. It would be appreciated

if you would complete the questionnaire below and send it to the editor by February 20.

Please tick the appropriate box after each question or respond accordingly.

Do you read *The Law* each month? YES NO

What do you like best about *The Law*? NEWS SPORT ADVERTS

What do you like least? NEWS SPORT ADVERTS

What would you like to see more of?

Would you welcome more adverts? YES NO

If yes, for which products/services?

Do you view the Essex Police Website regularly? YES NO

Would you be happy if *The Law* was posted on the website, rather than published as a newspaper? YES NO

Please tick the category which applies to you:

Serving Essex Police employee

Retired Essex Police employee

Other

Thank you for your help. Please return the survey form by February 20, addressing the envelope to Kim Perks, Editor, *The Law*, Press Office, Essex Police Headquarters, Chelmsford CM2 6DA. Responses can be sent by post or free of charge in the internal mail via any Essex Police station.

JANUARY got off to a relatively quiet start, belying the activity later in the year, however four fatal road crashes within the first five days and a total of 14 during the month were an ominous indication of the high number of road fatalities to come.

Queen's Police Medals were awarded to Deputy Chief Constable Charles Clark and former Pc Brain Pallant.

February saw the tragic death of Pc Rod Daniels on the A12 near Kelvedon. Rod, a traffic officer, was on his way back from court when he stopped to help at the scene of a minor accident. He was killed by another vehicle and the court action is still to be resolved.

The month saw the return of floods to some parts of the county and a land slip between Billericay and Wickford stations. A man was sentenced to a term of imprisonment in a land

The highs and

Helen Cook takes a look back over the events of 2001

mark case when he was convicted of death by dangerous driving when the court heard that he was texting on a mobile phone at the time of the crash.

Police launched a major inquiry to trace missing Basildon woman Nicola Ray and searched large areas of her home area but she still has not been found. Operation Invicta, the Stansted hijack trial began but ended with the jury unable to reach a verdict and a retrial later in the year.

Twenty-four-year-old Dean Boshell was found dead with a gunshot wound to the back of his head in an allotment in Southend. Foot and mouth disease is discovered in Essex and Roger Turnell from Clacton was found dead following a fire at his home. Mark Christie (35) was later sentenced to life imprisonment for Mr Turnell's murder.

March saw another police officer killed on the roads. Off-duty Adam Burfield crashed his motorbike in Writtle. The 24-year-old had been a police officer for less than four years. Serving communications officer Lorraine Atkins also lost her battle against cancer.

Operation Resolve 2 swung into action tackling volume crimes and a new training package was launched to improve investigative skills and capitalise on new technology. A campaign was launched in Essex in support of the government's drive to stop hate crime and a lengthy investigation, named Operation Halifax, focused on the actions of a paediatric nurse from South Essex, ending with advice by the CPS to take no further police action.

The Criminal Cases Review Commission referred the conviction of Jeremy Bamber to the court of appeal. Bamber was convicted in 1986 of five counts of murder and the appeal is still to be heard. An Autocrime Recovery policy is launched and forensic vehicle examiners recruited to increase car theft detection rates.

On the last day of the month Stuart Lubbock died after being found unconscious in the pool of entertainer Michael Barrymore at his Roydon home. A lengthy inquiry followed with Michael Barrymore receiving a police caution for drug offences but the coroner's inquest is still to be heard.

April saw us all go mobile mad with the introduction of new codes for pagers and mobiles.

Two murders were committed in the first week of the month at Ingatestone and Saffron Walden, followed by the murder of a man at Witham, the manslaughter of a man by his wife at Harwich and the murder of a man at Tilbury.

On the good news front Essex police officers received an allowance of £2,000 per annum to help meet the higher costs of living in the south east and to boost recruitment. A Response Rider campaign was launched to try and reduce the number of motorcycling casualties and promote sensible and safe riding.



● Pc Paul Anderson competes in the European Championships in June having been named as Britain's top canoeist in May.

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● In March Sally Malone, a constable at Basildon gave birth to triplets Katie, Poppy and Morgan.

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d lows of policing

May saw the Special Constabulary, supported by Chief Constable David Stevens, friends and colleagues put their best foot forward for charity in their annual fundraising walk. Murder investigations were launched following the discovery of the body of Ann Couldridge in a house fire on Canvey Island. Jeremy Collins (24) was stabbed in Southend. More sad news this month with the death of Dc Mick Frost who lost his 15-month brave battle against leukaemia. Mick who was 33, died at his home, leaving a widow and two young girls.

season after more than 30 years.

Centralised switchboards and service desks are introduced to improve call handling performance across the divisions. Then came the largest missing person inquiry Essex has seen following the disappearance of 15-year-old Danielle Jones from East Tilbury. Despite extensive searches and enormous publicity Danielle has not been found. Her uncle has been arrested and charged with her murder. The case is still ongoing.

July was when speed cameras in Essex made national news with 2,000 speeding vehicles caught on camera on the M11. Laindon opened its new criminal justice unit, joining the other sites at Colchester, Southend and Harlow where police support staff work alongside Crown Prosecution Service lawyers to speed up the justice process.

The murder of Julie Foster at Elsenham received national publicity including a reconstruction on BBC's *Crimewatch*.

Harlow Division launched the first, purpose built, mobile police station which visits rural villages on a fixed schedule every month. Numerous Greenpeace demonstrators were arrested following a protest at the Esso Distribution site, and 13 Essex officers and support staff graduated from Essex University after completing the first dedicated BA degree course in Society, Law and Policing. Home Office figures show another fall in crime in Essex.

August and a bad month on Essex roads with quadruple and triple fatal road crashes on the M11 and A127 and a final total of 16 road deaths for the month. Another major investigation was launched following the death of a nine-year-old boy whilst undergoing minor surgery. A foreign object was discovered blocking the anaesthetic breathing system and after reports of similar non-fatal incidents elsewhere a linked police inquiry was launched involving three other forces. The investigation is still ongoing.

Football crazy - England's World Cup qualifying match against Germany saw 25 arrests at Stansted Airport and Harwich Port with banning orders issued against persistent trouble-makers. A 41-year-old man is stabbed to death in Tilbury, another man arrested.

September saw the shocking terrorist attack on New York's twin towers which reverberated throughout the world. The events and tragedy will live long in the memory of many people. Essex Police sent Dc Graham Lawrence and Dc David Nash to New York as family liaison officers to help British families caught up in the disaster. Greatly increased security and the anthrax powder scare put an additional strain on Essex's resources.

Southminster police station celebrated its centenary. The courts found a man guilty of the rape and sexual assault of a 16-year-old girl in Buckhurst Hill, and 18 people die on the roads of Essex in one month.

October - following an extensive and complex inquiry into the care of elderly residents in a Clacton home and the exhumation of a man's body in Jersey, Angela Postill pleaded guilty to acts of wilful neglect and was sentenced to 15 months imprisonment, suspended for two years. The judge ordered two manslaughter charges to remain on the file.

Police dog Bruce with handler Mark Hall from Rochford were the winners of the force dog trials. Essex Police golf team were the inaugural winners of the new Eastern region PAA gold League. Two men are charged with the murder of Ronald Dennis who was found dead in Southend and Essex unveils the new national police uniform with a fleece to replace the Nato sweater and tunic.

November - Pc Paul Bird from Southend is nominated as Essex's representative in the national Community Police Officer of the year award for his work in reducing crime and public nuisance in the York Road area of Southend. He is presented with his award by the editor of *Police Review*, Catriona Marchant, and host of BBC's *Crimewatch*, Nick Ross. A memorial seat is unveiled in memory of special constable BS Alan Barrass who died earlier in the year at Brightlingsea.

December saw Harlow Division sending letters to the most persistent offenders warning them they will be subject to a zero tolerance policy and Chelmsford division re-issue their warning on the dangers of drink spiking and drug-

assisted sexual assault.

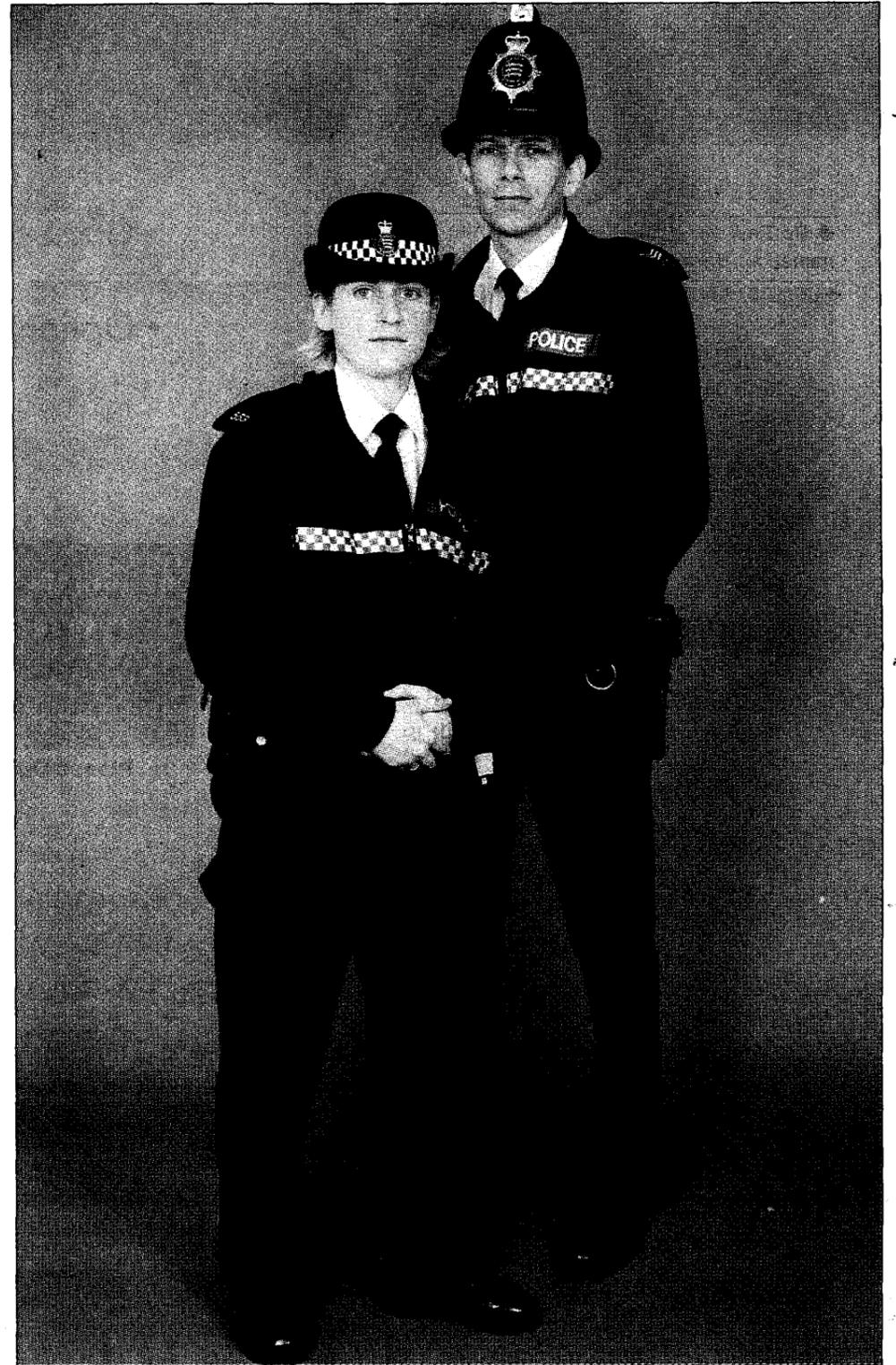
After a lengthy trial the use of scent article method trained dogs is withdrawn.

The second trial of the Stansted hijackers finally sees the jury return a guilty verdict on nine of the ten men on trial. Sentencing will take place later this month. Stephen Faulkner is arrested and charged with the murder of his wife and son in Loughton. Stephen Sullivan is found guilty of the murder of Justin Chant whose emaciated body was found in a small cupboard. It is described as one of the most bizarre cases police have dealt with. The year ends with drink-driving up and a total of 123 road deaths in Essex for the year.

● During the year, 154 officers and support staff were awarded Certificates of Commendation for acts of bravery, initiative and good work.



● Pc Paul Bird is the Essex nomination for Community Police Officer of the Year.



● Essex officers pose in the new national police uniform unveiled in October.

of the men accused of the hijack of an airliner is pictured outside of the plane the siege at Stansted Airport.

Year 2001 saw the unresolved mission to the first trial and a completed trial.

June saw traffic officer Paul Anderson compete in the European Championships after becoming Britain's number one canoeist. Still on sport, the Essex Police football squad announced sadly that they would have to quit the league at the end of the

spend

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 **BANK OF SCOTLAND**

Memorial Trust joins the world wide web

THE Essex Police Memorial Trust now has a website, which means that anyone around the world can discover details of police officers and support staff who have been killed on duty. The site also commemorates those officers who lost their lives during the two World Wars.

The idea for the website came from data protection manager, Andy Begent, who had come across the Commonwealth War Graves site and thought that something similar could be adapted for Essex Police. Andy put the idea to the trustees who readily accepted the idea.

Andy said: "I was impressed with the War Graves site and thought this was a good opportunity to make the information on those officers who had given their lives in the service of the people of Essex available to worldwide enquirers."



Essex Police Memorial Trust

The site covers the period from 1840, when the Essex County Constabulary was formed and includes details of the Saffron Walden, Harwich, Maldon, Colchester and Southend Borough forces, all of which have been absorbed into Essex Police.

The Trust has overseen the creation of a roll of honour, a memorial stone and a book of remembrance at police headquarters and has undertaken maintenance and upkeep of police-related memorials throughout Essex. Access to the site is via the home page of the Essex Police website on www.essex.police.uk.

Each page of the memorial website includes the corporate statement "taking the lead in making Essex safer".

Bob Ward, one of the Trustees, said: "There was considerable debate amongst the Trustees as to whether it was appropriate to include the force logo on the memorial site pages. The more consideration we gave the more it seemed absolutely right and fitting that these words should be associated with those officers who had made the ultimate sacrifice in making Essex safer."

Changes in 'response' policy are already taking effect

THE introduction of a new response category known as 'emergency' is already having effect with only 2,165 incidents graded as 'emergency response' in December 2001 compared to 5,668 incidents in December 2000 when only the 'immediate response' category was in place.

The main change in the Essex Police policy was that 'emergency response' means that the principle ingredient of the incident is immediate danger or threat to personal injury. These incidents

retain target response times of 10 minutes in urban areas and 20 minutes for rural areas and motorways.

A second category introduced is 'managed response' where an incident requires police attendance but is not necessarily an emergency and therefore the officer responding has the discretion to decide how soon to attend and whether a vehicle's ancillary warning equipment should be used.

The changes come at a time when there is public concern about the

number of collisions involving police vehicles travelling under emergency conditions.

A straw poll amongst FIR staff revealed some interesting responses.

Pc Ken Baptist said: "The public should not notice any difference. They will still get an immediate police attendance at emergency calls."

Communications officer, Lisa South added: "The public do not understand the grading system. I find if you tell them what to expect and keep them

updated there is no problem."

FIR supervisor Dave Brooks' view was: "If there is a problem it is that officers are not aware of the shift of responsibility to them. With managed response the officer attending has to weigh up the information given and decide how to respond to the call."

The final call grading is 'non-attendance' where there is no need for police attendance but there is a need to record the incident.

Tragedy claims life of dedicated officer

ESSEX Police is mourning the loss of a dedicated officer who gave his life in the line of duty, keeping motorists safe.

Pc Gary Veal (36) died in hospital after being hit by a car on the A12 Colchester northern bypass and suffering head and internal injuries.

He had been putting out cones for a safety fend-off near a broken-down car in dark, damp conditions and was walking along the road, wearing a yellow reflective coat and carrying a blue lamp, when the collision occurred.

Pc Veal was based at the Northern Road Policing Unit at Stanway. He joined Essex Police in 1990 and had served previously at the Central Road Policing Unit in Chelmsford and Colchester Division.

He lived at Colchester with his wife, Tina, and their daughters, aged seven and two.

by Peter Laurie

Chief Constable David Stevens said: "Pc Veal's family are in our thoughts at this sad time. Essex Police has lost a dedicated and popular officer, who gave his life helping others."

Chief Insp Dave Halsey, of Mobile Support Division, said: "I was Gary's inspector at Colchester when he joined Essex Police. He never lost his enthusiasm and commitment and was held in high esteem and affection by his colleagues and supervisors alike."

His shift supervisor at Stanway, Sgt Chris Tyler, commented: "Gary was doing the job he loved. He was a very enthusiastic, experienced and popular officer. It was typical of him that in his final moments on duty he was making sure other people were safe."

The driver of the car involved in the



● Pc Gary Veal

collision, a 50-year-old man from Norwich, provided a negative breath test.

Police numbers are on the up

POLICE officer numbers in Essex improved significantly during 2001.

The government has set a target of having 130,000 police officers in post nationally by Spring 2003. And in Essex, on December 31, there were 2997.5 officers in post, an increase of 96 on the same date the previous year.

The Crime Fighting Fund was announced in September 1999 with the intention of providing funding for 9,000 recruits nationally over and above what forces were planning to recruit. Essex gained funding for 73 additional recruits last year, with a further 65 to be added from April.

Recruiting manager Sue Adkins says that Essex Police has a structured recruiting campaign, which has drawn a good response and she expects this to continue in 2002.

The force uses advertising on local radio and in local newspapers to try and attract suitable applicants. There has been a particular emphasis in the south of the county where recruiting is not as fruitful as in other areas.

Sue said: "I would like to pay a tribute to the work of David White, our internet manager, who has revamped the recruiting pages on the website, which is now a popular way of gaining information about the work of Essex Police and allows people to apply on-line."

The Home Office has launched another series of television advertisements. An independent task force headed by Sir David O'Dowd, H.M. Chief Inspector of Constabulary, is looking at how police officers can spend more time on frontline duties and less time in the police station.

Generous gift to Indian children



● Bill Middlemitch with HELPS Trustee Sheela Bolar.

The lifestyle and education of children in southern India is to improve thanks, in part, to the charitable efforts of Essex Police employees.

Bill Middlemitch, an IT system support technician for Clacton and Colchester regularly visits India at his own expense to carry out charity work for the HELPS.

At Christmas he took another trip to check on the progress of a hospital built for tribal people, displaced from a forest area, and to evaluate new projects including improvements to a slum school.

Before the trip friends and colleagues collectively donated £550 which will be used to build toilets and part of a new classroom.

Women and schoolchildren from Clacton also knitted a whole host of teddies, 120 of which went to the school with another 100 to the hospital.

Bill and his wife have themselves funded filled pencil cases and drawing bags. Bill wants to thank everyone for their hard work and generosity.

Spare time to be a befriender

VOLUNTEERS are being sought to help with people who are both deaf and blind.

Former Harlow police officer Bob Hawkins has become a full-time volunteer liaison worker in Essex for the charity DeafBlind UK.

In Essex there are many deafblind people, usually living alone with, unfortunately, very empty lives simply because they are short of people to take them out now and again or even visit.

If anyone is interested in becoming a DeafBlind UK volunteer (befriender) they can contact Bob direct on 07751 657525 or by writing to him at DeafBlind UK, 100 Bridge Street, Peterborough PE1 1DY.

New commander for Braintree

SUE Harrison, who is currently the head of Professional Standards has been named as the new divisional commander for Braintree following Chief Supt Peter Sheldrake's move to Basildon. Sue will move to Braintree on promotion to chief superintendent.

Other changes in personnel include **Det Supt Win Bernard** who has become a senior investigating officer. He retains his base at headquarters 'floating' across the county as incidents dictate.

Coming soon to Essex Police will be new head of personnel **Charles Obazuaye**. Mr Obazuaye, aged 41 and married with four children, is currently serving out his notice with Birmingham Social Services where he holds the post of

Names in the news

Head of Human Resources for the biggest care organisation in Europe.

Speaking of his move to Essex he said: "I have always liked a challenging job and felt the time was right to seek a greater challenge and believe the police service offers one of the most challenging roles I could take on. It is regularly the focus of national media attention and with the number of ethnic minorities still minimal within the service I feel I can add value to what Essex Police is trying to achieve in this arena."

Outside of work Mr Obazuaye is a keen football fan and avid follower of Manchester United. And he

warned, despite England being captained by a Man U star, Mr Obazuaye will be supporting his native Nigeria drawn against England in the World Cup.

Until Mr Obazuaye's arrival in March, **Supt Dave Folkard** is temporary chief superintendent and temporary head of personnel. **John Rhymes** has officially retired from the post but will remain with Essex Police as a part-time personnel officer to aid the smooth transition of the mantle to Mr Obazuaye.

John will then take up another part-time role working alongside another former police officer Lee Weavers. He will take care of personnel issues such as contracts and employment law for Lee's new company, the Ramesses Group, based in Writtle.

Retirements

Sgt Dave Wickens has switched his uniform for civvy clothes, as he joins the

support staff following his retirement on December 4 after 30 years' service. Dave will be continuing in his previous role as system administrator, command and control, where his knowledge of the force IT systems has become legendary. He served at Clacton and Harwich before moving to HQ.

Pc Steve Coates retired from Stansted Airport on a medical pension on December 11, having joined Essex Police on October 6, 1975.

December 2, 1971, was the start date of **Dc Barry Johnson**, who also retired on December 11 after 30 years' service. Barry, from Colchester, started as a uniform constable in his now home town, moving to Ongar and Epping, before returning to Colchester in 1982 and joining CID in the following year. He will remain with Essex Police to assist with the continuing investigation into a complex fraud. Retirement promises him greater opportunity to pursue his hobbies of fishing and walking.

Leaving Essex for sunnier climes, **Pc Peter Carter** of Witham has retired with nine years' service, to start a new life in Spain.

The highlight of **Pc Ian Challis'** service was his role in Operation Marsh, which was the successful prosecution of a driver for causing death by dangerous driving and the conviction of two company directors for manslaughter. This followed the deaths of two people in a motorway crash. Ian served at Rayleigh, Shoebury, and Leigh before joining Traffic at Laindon and Brentwood. He spent his final two years at Southend before retiring with nearly 17 years service.

Obituaries

Former sergeant **Leonard Firmin**, from Colchester, died on December 2, aged 88. He served from 1937 to 1967 at Upminster, Clacton and Harwich before joining the support staff at Colchester from 1967 to 1978.

On December 9, Southend pensioner **Sidney Marsh**, better known as Jack, died aged 90. Mr Marsh, served as a constable with Southend Borough Constabulary from 1933 to 1964. His funeral was held at Southend Crematorium and donations went to Charity for the Blind.

Lesley Cartwright, a former sergeant, died on December 5, aged 77. Mr Cartwright served with the Southend Borough Constabulary from 1948 to 1976.

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LADIES motorcycle boots, size 3, handmade unworn black creased leather immaculate condition, three buckle fastening detail, £110 ono. Tel: ext 53628, 01245 452775 or 07741 070189.

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SCOTTISH Highlands. Self catering in one bed or four bed bungalow. Or stay in an Austrian-style home on B&B basis, or full board. Skiing, fishing, shooting, walking and bird-watching, or just relaxing. Contact Andy Nunn on 01479 841717.

SKI Serre Chevalier, France, studio sleeps 4, prices from £120 per week for the studio not per person. Contact Jeff Kettle on 01702 431212 ext 30155.

TENERIFE, 2 bed, 2 bath villa. Quiet location with sea view, communal swimming pool, easy access to Playa de las Americas etc, £250 per week. Contact Dave Britton on 01702 201701.

WANTED BMW system two motorcycle helmet. Contact James on 01245 443727.

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

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

Ray of sunshine for sick children



● Sgt Terry Slater rescues Santa and returns him to his Asda's grotto.

A WHOLE host of Christmas gifts were delivered to the Sunshine children's ward at St John's Hospital in Chelmsford, on Christmas Eve thanks to the efforts of local businesses and police officers.

Sgt Terry Slater, from Chelmsford Traffic delivered the Christmas goodies to be handed out on Christmas Day to those unfortunate children too sick to go home for the festive period.

Asda's at South Woodham Ferrers, MacDonalds, at Boreham in Chelmsford, and the Warehouse bookshop in Maldon all donated toys, sweets and books. In addition, Chelmsford Traffic's Pc Ian Lander donated

a pool table for the teenager's room at the hospital and Pc Andy Fitch donated a play station and games.

During the same week Sgt Terry Slater was involved in another Christmas charity event. Asda's at South Woodham Ferrers staged a sponsored event in which Santa was kidnapped and then rescued by the police. Sgt Terry Slater was given the honourable job of returning Santa safe and well to the store to be greeted by a host of local children.

Sponsorship money raised from Santa's rescue went to the store's children's charity fund.

Concerts keep choir busy

Were you lucky in lottery?

THE month of December was very hectic month for the Essex Police Choir, rehearsing and staging four Christmas concerts.

The Lions Club of Maldon organised the first concert, held at the United Reformed

Church, Maldon, on December 7 in aid of Multiple Sclerosis Association, for which it raised £770.

The next two concerts were held on December 15 at Trinity Methodist Church, Rainsford Road, Chelmsford.

The choir held the first concert in the afternoon for

invited guests only, coming from some of the sheltered housing complexes in the area.

Guests

There were also guests from different help groups for the blind, and two coach loads, one from Takeley and the other from the Tiptree

areas.

The concert was a great success, with the Friends of Essex Police Choir serving tea and mince pies, in the interval.

The evening concert which followed had the same format, except this time two cheques, each of £1,000, were presented to representatives

of the Neo-Natal Unit of St John's Hospital and for research into motor neurone disease, to help them in their work.

This concert was another sell-out and the money raised was for the charity Talking Newspapers.

The last concert was held on Tuesday, December 18, 2001 at the United Reformed Church, High Street, Witham, again a sell-out.

The money raised from this will be used to help enhance a new counselling project, set up at this church for the people of Witham and surrounding areas.

Then the choir relaxed into the Christmas and New Year holidays and are recommencing rehearsal evenings on Tuesdays, at the Essex Police training centre.

It has several new pieces of music to learn, in the next few weeks, before changing the repertoire for its next concert being held on Saturday, March 9, 2002 at the Wimpole Methodist Church, Colchester.

Anybody requiring tickets should contact Edward Pentey on 01206 542154.

THE result of the December 2001 lottery draw was as follows:-

£1,500 Sgt Roger Mallett, Clacton; Pc Philip Robinson, Walton; £375 Wayne Campbell-Harvey, HQ Fingerprints; £200 Pc Brian Ganly, Basildon.

As a special Christmas bonus, the number of £50 consolation prizes was doubled:-

Dc David King, DSC team; Linda Smith, Benfleet; Pc Jane Goldsborough, Clacton; Insp Janice Harrison, S. Ockendon; Constance Bell, Billericay; Sgt John Woods, Brentwood; Sgt Brian Wilkins, Stansted; Dc Dominic Graham, Basildon; Pc Katherine Miner, Westcliff; Barry Hilton, HQ; Pc Kevin Thomas, Pitsea; Pc Michael Hall, Stansted; Pc Alexander Gartshore, Canvey Island; Sgt Stewart Gason, Maldon; Dc Gary Matthews, CPU Chelmsford; Pc Wayne Norcott, Basildon; Dorothy Bell, Corringham; Richard Butler, EPTC; Sgt Timothy Enstone, HQ FIR; Pc Paul Daly, MSD.

Charity golf days planned

DEVON and Cornwall Constabulary's popular classic charity golf days take place this year on Fridays July 5 and 12, at Dartmouth Golf and Country Club.

The format for 2002 will start with breakfast, followed by nine-hole individual stableford and 18-hole four ball better ball competitions and a single course carvery. Inclusive accommodation and competition entry package costs £125 per person, or the charge for the day without accommodation is £45 (please enter in fours).

With three fantastic hole in one prizes and up to £100,000 in prize money, it promises to be a great event.

For further information contact PuttRight Golf Services on 01803 857256.

Santa's little helpers



● **ESSEX Police Chief Constable David Stevens and his fellow chief officers donned Santa hats and served up the traditional Christmas fare to staff at Police HQ in Chelmsford on Thursday, December 20, helped by staff from caterers Sodexo. Pictured left to right are Nigel Watts; Elaine Thorogood; Acting Deputy Chief Constable Joe Edwards; Sue Osmond; Assistant Chief Constable (Crime) John Broughton; Margaret Mackleworth; Chief Constable David Stevens; Sodexo catering manager Paul Coppin; Acting Assistant Chief Constable (Operations) Ian Brown and chef Ian Spurling.**

Flying start to new year

GET the New Year off to a flying start

Settling back down after the festive season, what better time to take the plunge and challenge yourself to a parachute jump.

Tandem

Experience the exhilaration of a tandem skydive from 10,000ft, or parachute solo from 3,000ft.

At the same time raise vital funds for the Crimestoppers Trust, the independent charity bringing to light crucial information about crime through the anonymous Crimestoppers hotline 0800

555111.

Other thrilling events taking place in 2002 include white water rafting expeditions and a Zip Slide Challenge, which involves launching yourself along a special wire, covering a horizontal distance of up to 800ft, at heights of 150 to 200 ft above the ground.

This will be taking place at HMS Belfast, on September 22.

For further information about any of these events contact Clare Blakeslee on 0208 254 3200 or email her on clare.blakeslee@crimestoppers-uk.org.

Guernsey getaway

ONCE again, the Hotel Bella Luce on the beautiful Channel Island of Guernsey is offering special discount rates to police personnel for March and April.

Bed and breakfast rates

start at £27.50 per person per night.

For reservations or for further information, please contact John Cockcroft on 01481 238764, or e-mail info@bellalucehotel.guernsey.

All loans and interest rates are subject to status. Written quotations available on request. Hamilton Direct Bank (a division of HFC Bank plc) is a trading name of HFC bank plc. Registered Office: North Street, Winkfield, Windsor, Berkshire, SL4 4TD. Registered in England No: 1117305. Rates are correct at time of going to press.

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PERSONAL LOAN SCHEME

Booking now for Flanders weekend

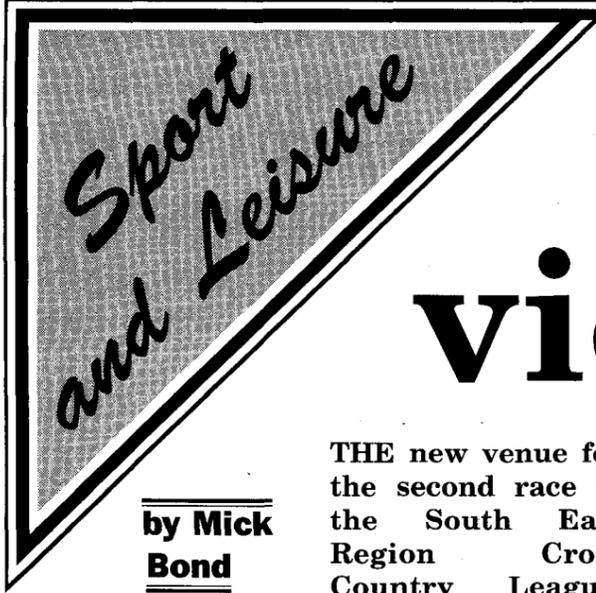
WITH Christmas out of the way look forward to the summer and consider a weekend in June, rediscovering the lovely cities of Flanders.

Visiting Cite Europe on Friday, an all day excursion to Ghent and Antwerp on Saturday, Bruges on Sunday, and the traditional drink stop on the way home.

You will stay at the Tulip Inn Hotel in Ostend, close to the sea front and with its own bar, restaurant and heated pool.

Departing from HQ on Friday, June 14, the weekend will cost just £105.

Bookings to John Stonehouse on 01245 491491 ext 58888 but be quick the closing date is January 25.



First league victory for Russ

by Mick Bond

THE new venue for the second race of the South East Region Cross Country League, Verulamium Park, St Albans, saw Russ

Welch produce the performance of his career to secure his first ever league victory.

A slippery, wet surface and a strong wind caused

problems from the start, but Welch took the initiative and quickly built a lead that only Alan Newman (Kent) was to follow.

Though chasing hard in

the closing stages, fellow team members Derek Walker (3rd) and Mick Bond (4th) left it too late.

But this was a much improved A team performance overall, with Vic Spain (9th), Don English (13th) and Alex Webb (19th), Kent still managed to win by just a single point.

Likewise the B team had to settle for second to Kent, with Kevin Kirby (25th) just one second ahead of Charles Quaey (26th), both could be pushing for a top 20 finish before the end of the season.

Chris Mathlin (30th) again provided vital support, but with one or two regulars missing, there was a long wait for Steve King (46th) to

complete the score.

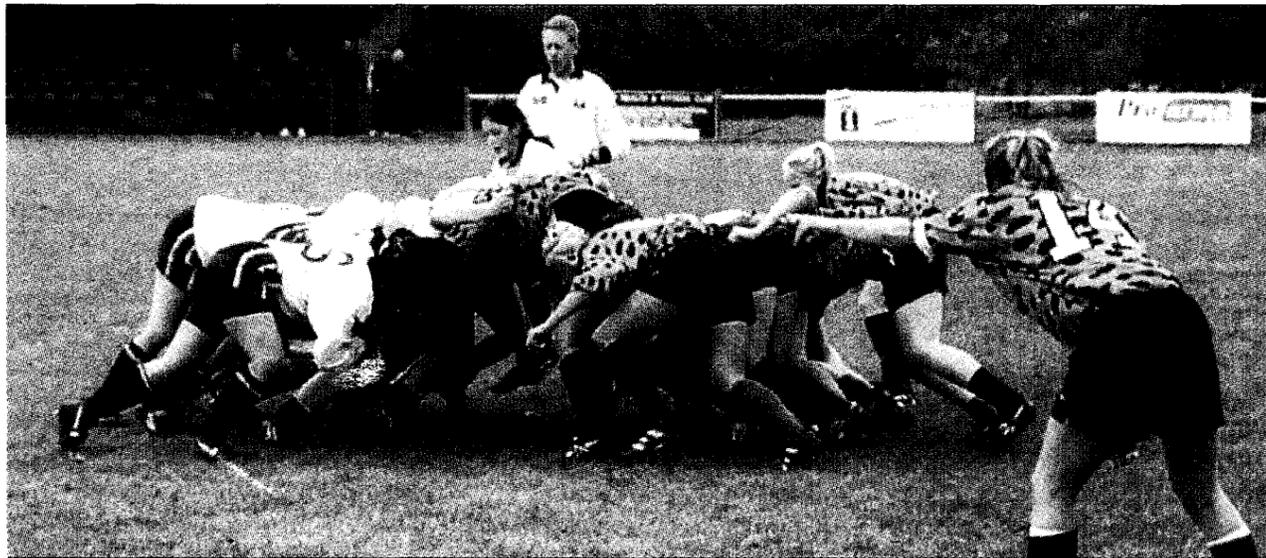
There was disappointment for the ladies, as their unbeaten run came to an end, simply because they failed to have a third runner to complete the team.

Efforts

In fact, only winners Sussex had three ladies out of a field of just 11.

Paula Bradley (5th) and sister Lucy (6th) deserve better support for their efforts.

Dates for the rest of the season: January 17, Ampthill; February 13, League race No 5 and area championship, Horsham; March 7, PAA national, Liverpool.



● Scrum down. PAA British Police Women's Rugby Section in contention with American tourists Twin City Amazons. The visitors won 10-7, after an evenly fought match.

Life in the old legs yet!

IN the last cross country fixture of 2001, Essex captain Mick Bond proved there is still life in his old legs by claiming outright victory at age 45 years, his first since 1995.

The Sparrows Nest course at West Wickham is notorious for its steep hill and treacherous descent, each included in all three laps of the race.

Russ Welch, winner the previous month, set off in confident mood and, chased by a trio of Kent runners had built up a lead after the first climb.

Defending

By the top of the hill second time around, he had been joined by team-mate Bond and the two Essex men worked together until the final incline, where the older of the Chelmsford-based officers started steadily to pull away.

Welch did well to retain second place, as he came under pressure from defending champion Nigel Cook (Kent).

Derek Walker (6th), Vic Spain (9th) and Don English (17th) were quickly followed by Kevin Kirby (19th), who completed the A team for the first time.

In any other season, Essex could have expected a comfortable win, but such is the strength in depth of the cur-

rent Kent squad they were able to finish six in the first 12 places!

They now have a 16 point lead over Essex with two races still to go.

Debut

There was a similar result for the B team, despite fine efforts from Chris Mathlin (24th), Graham Bloomfield (31st) and a resurgent Steve King (33rd), making his cross country debut, Chris Lacey (35th) battled to the end, whilst a number of others chose to drop out after just two laps.

Finally spare a thought for Neil Armstrong, honest enough to own up to gaining a slight advantage after taking a wrong turn in the final lap. He was relegated to a non-scoring last place!

Illness and injury left Essex with no female competitors.

The recent performances of three members of the Essex Police team has earned them selection for the forthcoming Police v Fire Service race at Stowe House, Bucks.

While Mick Bond (Chelmsford) has been a regular in PAA teams for a number of years, he will be joined for the first time by colleagues Russ Welch (South Woodham) and Derek Walker (Colchester).

Mick Bond

Nets call for Gentlemen of Essex CID players

ESSEX County Cricket Club's indoor school is the venue for this year's Gentlemen of Essex CID Nets which began on January 8 and will continue every Tuesday between 2pm and 4pm.

All officers and civilians are welcome at Nets.

The Gentlemen will

tour South of France this year between September 2 and 6.

All CID officers, wives, partners and others who wish to join the tour as players, officials or supporters should express their interest with Club Secretary DI Peter Orpe at Braintree Police Station.

Croker Cup dates

CROKER Cup events are already underway this year with the swimming gala held in Basildon as *The Law* went to press.

The squash tournament will be held at Flights Squash Club, Aviation Way, Southend on Tuesday, February 5 at 10am. Organiser is Pc Adrian Bunting at MSD Laindon.

Ladies' 5-a-side football takes place at Police HQ on Thursday, February 14 and if you haven't already made contact with organiser Cara McCulloch at Clacton, then do so and register your entry.

Snooker and billiards takes place at Halstead on

Monday February 11. Organiser is Peter Orpe (Braintree CID).

The darts competition takes place on Sunday, March 3, at Southend Police Station. Organiser is Alan Diver (Braintree).

Officers chosen for national PAA events

JOHN Stewart (HQ FIB), has been selected to represent the national PAA in a bowls match against the British Fire Service, to be played at Blackpool on January 23.

Amanda Pollard (Epping), has been selected to represent the English Police in a volleyball tournament being

played at Largs, Scotland between January 27 and 29.

Nathan Munson (Moulsham), has been selected to represent the national PAA football team in a series of fixtures, taking place over the next few weeks.

Congratulations to all on their selection.

and stand off.

Guest stand off Vicky McCormack scored a converted try in a closely contested first half after early police pressure, but the tourists responded with an unconverted try from centre Justine Sleezer.

The second half was again evenly matched, but the Amazons sealed a 10-7 victory with a further unconverted try, from Emily Burrow, who broke through the police defence to run down the touch line and score.

Anglers' victory

ESSEX ran out winners in the regional Sea Angling Boat Competition held at Felixstowe.

The team was Pc Dave Clark, Hadleigh, Ds Bob Sandford, Southend and Pc Clive Skingley, Rayleigh Marine.



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