



**Chaplaincy for
Thurrock - P3**



**Divers' history
recalled - Centre**



**New bandmaster
appointed - P9**



● Pall-bearers from Northern Road Policing Unit carry the coffin of Pc Gary Veal, right, past an honour guard of police colleagues for his funeral at St Albright's Parish Church, Stanway.

Photo: HQ Photographic

Honour guard for dedicated officer

THE bond of comradeship which unites police officers is never stronger than at times of adversity.

This enduring spirit manifested itself in words and deeds as a human chain of comfort to the family of Pc Gary Veal as he was taken to his final resting place.

An honour guard of 90 officers of all ranks, including Chief Constable David Stevens, stood reverently outside St Albright's Parish Church, Stanway, to console his loved ones with the reassurance that they were not alone in their grief.

It was a morning of solemnity, under a grey sky and a drizzle which began to descend shortly before the funeral service began.

But it was also an occasion that will be remembered fondly for its tributes to a dedicated, popular officer and a beloved husband, father and son, who was fatally injured on duty at the age of 36 while dealing with a broken-down vehicle on the A12 Colchester bypass.

There was a mark of neighbourly respect in the form of a Suffolk Constabulary motorcycle escort for the cortege.

by Peter Laurie

The coffin was carried by six of Gary's colleagues from the Northern Road Policing Unit at Stanway.

A congregation approaching 300 assembled in the church beside his widow, Tina, and daughters Chloe and Lucy, aged seven and two, with mourners standing in the aisle and overflowing into the porch. Among them was retired Assistant Chief Constable Geoffrey Markham.

Memories

They heard Pc Jules Lawrence recounting his fond memories of the colleague he lost, remembering him as a true gentleman and a dedicated, enthusiastic officer who thought of others before himself.

The anecdotes ranged from the banter familiar among people doing a difficult, sometimes dangerous, job to the care beyond the call of duty which Gary showed in helping others to come to terms with tragedy.

He told how he had knelt

beside the daughter of a woman killed in a road crash as he brought her the agonising news and quoted from the letter of appreciation she wrote in response to the care she had received.

The lesson was read by Pc Andy Fitch and the Last Post was sounded at the graveside by Pc Kelvin Westall.

In keeping with Gary's love of hill walking and his desire to help others, his family requested that donations in his memory should go to the Outward Bound Trust, to provide opportunities for deprived young people.

The pain of his loss - like that of Pc Rod Daniels on the A12 at Kelvedon last February - was the sharper for its suddenness.

But his family were offered solace in the words of the rector, the Rev Henry Heath, who asked the mourners not to be sad, saying: "He is beginning a new life, beyond our experience and understanding, where he will now have discovered the true love of God."

Gary Veal will be remembered with affection by many.

TAKING DIRECT ACTION

by Norman Hicks

As part of its commitment to tackle race and diversity issues within the force, Essex Police has appointed Sgt Suky Kalar, to be its first Positive Action Officer.

His key objectives will be concerned with the recruitment, retention and progression of people from minority groups, defined by race, gender, sexual orientation etc.

Suky, 34, joined Essex Police 12 years ago and has served at Colchester, Grays, Corringham, Brentwood, Hutton, Rayleigh, Canvey and Benfleet.

"It has taken something as close to my heart as this, something I feel very passionately about, involving positive action and race relations issues, to attract me away from my next favourite role, operational policing," said Suky.

His new post has evolved from the Essex Police Equality of Service strategy and is in response to Government and societal requirements for the police service to meet the challenge of race and diversity issues.

Born in the UK with an Indian heritage Suky is fully aware of current public expectations of the police service in these areas. Having a brother in the Metropolitan Police service and relatives in both the police and the army in India, Suky is only too aware of the challenges that the modern day police service faces.

"It is acknowledged that we are striving to achieve a police service that does actually reflect the community that we police," he said.

This means that we need to recruit staff from a variety of diverse back-

New role addresses race and diversity issues

grounds incorporating all aspects of ethnicity, nationality, gender, culture and sexual orientation.

"The need to have a Positive Action Officer has been identified because nationally the police service has been under-performing in the three areas of recruitment, retention and progression," he said.

"This new role will allow Essex Police to focus on these issues. The core part of my role will be integrating with those communities that are under-represented and to review and action the targets that have been set by the Home Office in terms of recruitment.

● Continued on Page 2.

Website has latest on reforms

AS I write these notes on Wednesday, January 30, I am conscious that you will not be able to read them until after the ballot on Police Reform has taken place and anything I write here will have been superseded.

To be honest, the events and information coming out on Police Reform is changing day by day and, for that reason, I do not propose to cover the subject here other than to say that the latest information is available on the Joint Branch Board Intranet website.

I am informed that this website is taking a considerable amount of hits at the moment.

More detailed information is available on the National Federation website on www.polfed.org.

Financial planning

GEORGE Burrows (who has a long association with the Police Federation) is continuing to provide financial planning clinics for officers of Essex Police.

Clinics are to be held at the Federation Office, Police Headquarters.

Should you wish to make an appointment, please contact the



Federation Office regarding dates on extension 54560.

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

- Plan to increase my pension?
- Review my present financial planning?
- Start planning in advance for retirement?
- Clear the mortgage when I retire?
- Take advantage of separate taxation?
- Invest in the Stock Market?
- Be concerned about Inheritance Tax?
- Commute part of my pension?
- Make use of the tax breaks offered by ISAs?
- Invest in a Building Society?
- Take out life cover?
- Review my endowment policies to ensure they are on target to clear the mortgage amount outstanding?

Keep us up-to-date

IT is important to keep the Federation Office advised of any change in your dependants' details for the purpose of any death benefit paid under the Group Insurance Scheme.

The current life cover is £96,000. If you wish to up-date your details, please contact Trish Morley on extension 54560.

Travel insurance

PLEASE note that the blue Travel Insurance document, which was sent out at the end of December 2001 with the covering letter from Philip Williams & Company, is your new Certificate for 2002 and should be kept in a safe place.

Also please note that the old emergency helpline cards are no longer applicable and should be discarded.

The new emergency service and medical treatment instruction telephone number is given on the front page of the new Travel Insurance Document/Certificate.

If you have any queries regarding the Group Travel Scheme, please phone Jackie Card on extension 54555.

Claims report

THE number of civil claims settled in 2001 was 47, an increase on last year's total of 42, according to the annual report of the JBB Claims Secretary.

The total amount of compensa-

tion paid to members during this period increased to £402,944.41.

The number of civil claims being processed at this time is 88.

The vast majority of these claims are dealt with by Russell Jones & Walker of Gray's Inn Road, London, who continue to provide a service that provides a satisfactory conclusion for the vast majority of our members.

The number of criminal injuries claims settled in 2001 totalled 31, a slight increase on last year's total.

The amount of compensation paid to our members was £47,734.00, a substantial decrease from last year's total of £142,337.00.

This I believe is due as a result of the introduction several years ago of the tariff scheme, which was as the Government stated at the time, introduced to speed up the whole procedure and of course cut back the amount of compensation paid out to applicants.

On the subject of the tariff scheme, it would appear that the Government would like to introduce a similar scheme for medical negligence claims brought against the National Health Service, in effect barring anyone from taking litigation against the NHS.

Although I am not an advocate of the so called Compensation Culture this is, I believe a step too far.

FIR Open Day is a success

A RECRUITMENT open day for potential civilian communications officers at Essex Police attracted 160 interested visitors.

The response was so strong that the event was split into three separate sessions consisting of presentations by staff and an explanatory video.

The open day was held to attract new communications officers for Force Information Room and the Motorway Control Room at Chigwell.

Recruitment manager Sue Adkins said: "It went extremely well. As in any job, there is always a natural turnover of communications officers and the open day was seen as an alternative to normal recruitment methods."

Applications are now coming in and it is hoped that as a result of the open day 22 new staff will be recruited this summer, with the possibility of another 11 joining in September.

Survey thanks

A BIG thank you to readers who completed the questionnaire in last month's issue, giving their views on *The Law*.

More than 400 responses have been received to date.

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

Suky's positive role

● Continued from Page 1.

"I will be trying to recruit from a variety of minority group community sources, very much interacting with those communities face-to-face. There will also be issues of advertising and promoting Essex Police as an equal opportunities employer.

Message

The message I want to get across is that this a challenging new role and any colleagues able to offer support on these issues are more than welcome to come forward," said Suky.

"This is a big arena and a challenging role for one individual, so there will be much liaison with staff associations, support networks and other groups within Essex Police, to ensure that we are working as a team towards



● Sgt Suky Kalar, Positive Action Officer.

the same objectives, that will achieve a workforce that is both integrated and representative of us all."

He said: "We all have a vested interest in progressing diversity issues within the police service. The aim is to improve our working envi-

ronment and relationships both internally and externally, thus aspiring to the values that Essex police promotes in its statement of common purpose and values as well as in its equal opportunities policy.

Diversity

"Together we can get rid of a lot of misconceptions about the police service and its approach to diversity issues by attaining the trust and respect of our minority group communities, and by demonstrating that we are committed to positive action and all of its resulting benefits for the police service as a whole."

Suky can be contacted via Staff Development, on the second floor of Essex Police Training Centre, extension 56114 or via e-mail.

Calling all Southend pensioners

SOUTHEND Division is trying to contact all retired Southend Borough Constabulary and Southend Division officers to mark the 40th anniversary of the station this year.

A major event is being planned for Friday and Saturday, June 14 and 15 to commemorate the official opening of Southend Police Station in 1962.

All ex-officers are invited to attend a reception from 4pm to 7.30pm on Friday 14. There will be a chance to look around the station and see some memorabilia of the division's history.

There will also be refreshments and a service to mark the unveiling of a new memorial outside the station.

Divisional Commander, Chief Superintendent Michael Thwaites said: "We hope to get together as many currently serving and former officers as possible to celebrate this anniversary."

Those wishing to attend should contact the planning office at Southend police station, 01702 423163/4, or email: ian.clark@essex.police.uk, or laurie.parker@essex.police.uk



● Pictured with Chief Insp Steve Currell, centre, are, from left to right: Rev Tim Clay, South Ockendon; Rev Jill Edwards, Lakeside Industrial Chaplain and covering Grays; Rev Iain Clarke, covering Corringham and John Peters, covering Tilbury.

Chaplaincy first for Essex

THE new year has seen the setting up of a Chaplaincy for the Thurrock Division.

The idea, which has since become a reality, began when Chief Supt Ian Gruneberg (previous divisional commander) spoke with the Rev Jill Edwards, the Industrial Chaplain for the area, which includes Lakeside Shopping Centre.

Further meetings between Jill and the Thurrock Operations manager Chief

Insp Steve Currell have seen the scheme come to fruition.

The Chief Constable and other guests including the Mayor for Thurrock will attend a commissioning service at Grays Police Station on February 6.

Chief Insp Currell said: "We are looking forward to the scheme and see it as further support to our staff, enhancing what the force provides already."

The scheme, which is the

first of its kind in the force area, will be delivered by a team of part-time chaplains (all ordained ministers from various denominations) who will make regular visits and be available to the station to which they have been appointed (another chaplain from the team will cover any absence).

Leaflets are available for staff including details of off-site telephone numbers, so staff wishing to see a chap-

lain, outside working hours, can arrange to do so in complete confidence.

Chief Insp Currell added: "The chaplains have begun their visits and attended shift briefings and our staff have responded favourably and the chaplains have received a warm welcome."

A training day for the new chaplains was attended by the Rev Francis Pole, the National Co-ordinator for the National Association of Police Chaplains.

He welcomes the scheme in Essex and hopes in time it will spread across the force. Many forces in the UK now have chaplaincy schemes as part of the support to staff, victims and other people who come into contact with police officers as a result of incidents.

The scheme will be reviewed twice a year and an annual appraisal of the Thurrock Chaplaincy Service will be conducted by a command team member, involving the Chaplaincy co-ordinator, the Rev Jill Edwards, a constable or sergeant, and a non-management member of police support staff, together with a representative of Industrial Mission.

Available

Papers on the scheme are shortly to go before February meetings of the Essex Joint Branch Board of the Police Federation and the force's Equal Opportunities Committee.

Chief Insp Currell continued: "Chaplains will be available for any staff that wish to discuss personal or work-related issues confidentially and it will not be confined to those of the Christian faith. Chaplains can also refer people of other faiths to their faith leaders should they request it."

Detained persons will also be able to request seeing a chaplain and this will be facilitated with the consent of the custody sergeant and OIC, so as not to unnecessarily delay the person remaining in custody.

Distressed

In addition chaplains will be available to respond to officers who request help when dealing with people who are distressed (eg giving an agony message etc).

Chaplains will make their skills available to local police initiatives, helping victims with faith related issues, at the request of a member of police staff in consultation with Victim Support where appropriate.

The National Association of Police Chaplains provide chaplains to accompany HMI inspection officers on their visits to forces and ACPO have recently produced a draft paper on Faith at Work.

Police reform is one step closer

THE publication of the Police Reform Bill last month by Home Secretary David Blunkett has moved the government programme of police modernisation a step closer.

Tackling variations in performance of police forces is at the heart of the Bill.

An annual National Policing Plan, the introduction of codes of practice drafted by the National Centre for Policing Excellence and power for the Home Secretary to intervene if any part of a

force has become inefficient or ineffective, are among its provisions.

There are plans to extend police powers, making more offences arrestable, introducing the power to seize vehicles causing a nuisance and to take blood samples from unconscious drivers.

Powers

However what may be seen as controversial is giving specific limited powers to civilian support staff enabling them to take on roles after appropriate training as community support officers, investigating officers, deten-

tion officers and escort officers and the setting up of accreditation schemes for non-police employees to become accredited community safety officers.

Community support officers and accredited community safety officers will deal with tackling anti-social behaviour.

Newly designated investigating officers, detention officers and escort officers extend existing civilian support staff roles.

A new body, the Independent Police Complaints Commission will

replace the Police Complaints Authority.

It will have its own powers of investigation and an independent body of investigators.

There is a proposed package for police pay and conditions which the government says is necessary to keep recruits.

Envisaging 130,000 police officers by spring 2003 Home Secretary David Blunkett said: "I want to keep them. That is why we are offering a better pay deal which rewards officers and underpins our determination to deliver lasting reform which has support across the whole of the police service."

● Unison, the UK's largest union, welcomed the pro-

posed reforms to broaden the role of police support staff and called for these reforms to be matched by better pay and conditions, and a significant investment in staff training and development.

Ben Priestley, Unison's national officer for police support staff, said: "Today's announcement is a welcome step in the right direction for police support staff."

Specialist

"These proposals give more power to our members, who are scenes of crimes officers, detention officers, case managers and specialist investigators, to do more in the fight against crime. In turn, they should free up police officers to get on with the job of policing."

The union has also said that the police service must urgently address problems of recruitment, retention and staff morale.

Change of roles

IT'S a case of all change at the top, while Deputy Chief Constable Charles Clark completes the second half of his secondment with the Home Office.

The role of Temporary Deputy Chief Constable will be taken on by Assistant Chief Constable John Broughton, as Joe Edwards becomes Assistant Chief Constable, Crime.

Temporary Assistant Chief Constable, Operations Ian Brown returns to commanding Mobile Support Division, making way for Chief Superintendent Mick Thwaites, who will take on the ACC(O) role until April 30, 2002.

by Heather Watts

Give us shelter

THIS is what the young people of South Ockendon said when they were asked what they would like in the town.

And now this is what they have, but three times over.

When Ockendon was suffering a youth nuisance in the shopping centre, rather than just fight the symptoms, it was decided to ask the young people why they were causing problems.

The Community Solutions team, who led this project, found that they were looking for somewhere warm and dry. They would rather stay at Dilkes Park, but there were no shelters.

Community Solutions joined forces with South Ockendon Community Forum, the Residents' Association, Essex Police and Thurrock Council, together with the young

people, to try to provide a shelter.

A competition was held for youngsters to submit their ideas and designs for shelters and dozens of plans came in.

The winning design came from Zack Stamp, 14, of Ockendon School, whose home adjoins Dilkes Park.

Funding

Cleanaway Mardyke Trust provided funding for three shelters and the Community Safety Department made a grant of £7,500 from the Crime and Disorder budget for flood-lighting for the shelters and the ball court they overlook.

The shelters were officially opened in December, followed by an Exhibition Game between London Leopards and Ockendon School, on the ball court.



● Zack Stamp, 14, who designed the shelters, with Sgt Mark Rayner, of Basildon, who was previously a member of the Community Beat Team at Ockendon.

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

Law letters

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

Solution to lack of DIs

I READ with interest a recent Personnel Bulletin which cleverly identified that Essex Police will soon be short of Detective Inspectors!

The remedy appears to be a system of mentoring and development. Does anybody seriously believe that the product of such a programme will work?

Would there be any point in suggesting that the only way to get the right people in post would be to make the job attractive in the first place?

Why, a cynical detective, might ask, should I want to be a Detective Inspector, with the attendant responsibilities and on call commitment, when I can earn the same money as a uniform Inspector?

Not to mention taking a pay cut, since many Det Sgts lose money on promotion. Then, when a level of expertise is attained, redeployment will probably kick in!

Has anybody considered a system similar to that used in Avon and Somerset? This mechanism, introduced in 2001, allows for promotion within CID, as a specialist.

Then again, perhaps Avon and Somerset view operational efficiency as being more important than equal opportunities. I wonder what the average member of the public would prefer?

Their answer, I suspect, would be the same as most Essex police officers, if those in command ever took the trouble to ask

Det Insp Phil Mellon
HQ Crime Division

Diving decision queried

I AM a member of The Marine and Underwater Search Unit, soon to be the Marine Unit.

My police diving career finished on January 15, 2002, when our command team instructed us that Essex Police no longer required the skill of underwater search.

I thought that the proposals were to be considered by the Police Authority on February 11, 2002. The decision looks like it has already been made!

I wonder if this would have been any different if during the last six months we had found Danielle Jones, because that is where we have been searching for Danielle since

June 25, 2001, underwater, in ditches and ponds.

The Chief Constable has been quoted as saying: "Over a two year period the unit had only been deployed 24 times" (*Essex Chronicle* 18.01.2002)

Sources

I appreciate that the Chief Constable is fed information from varying sources and he has to rely on this information being true. My initial reply to this was "What! Who on earth is advising you Sir?"

In the last 20 months the Essex Police Underwater Search Unit has been deployed 196 times, over 100 of these deployments have been directly in connection with the Danielle Jones inquiry.

Hey - weren't you at . . . ?

PUT two or more police officers in a room and I guarantee that within five minutes they will have discussed all their previous postings and researched each other's past for mutual friends and colleagues.

Every trip to court or force HQ becomes a reunion of some kind, with past acquaintances appearing beside you in the lift or locker room.

In fact each month I go to the BBC to help present *Crimewatch UK*, you can be sure that someone will tap me on the shoulder and say "Hi Jacqui - remember me?"

Website

It is in our nature to be inquisitive and somehow the need to know the details of each other's progress through life is irresistible.

But isn't that part of what being a police officer is all about, the camaraderie and feeling of belonging to a large family?

To help you in your quest to keep in touch with colleagues and friends, the new policing information website:

www.policeoracle.com has launched Police Reunited.

This new system helps you trace colleagues and friends who you may have served with in the past but have now lost contact with.

Maybe you are planning a station reunion or someone's retirement do, or just want to get back in touch.

All you have to do is register your details and list the stations at which you have served and the dates you were there. If someone you particularly want to contact is not listed, you can post a message on the message board to him or her, and even if they don't see it - someone else might know where they are now.

Being an officer in the Metropolitan Police, which is particularly prone to transferring its staff every few years, I have had ten different postings in 24 years and would love to find out what happened to all the people I served with, particularly those who transferred to other force areas.

Police Reunited is search-

able by a person's name or the stations at which they served and searches nationally.

It also e-mails you automatically every time a colleague registers at one of your old stations.

My initial worry over security was answered as no contact details can be accessed. E-mail details remain confidential with an icon replacing the address. It is up to the member to reply to contact messages from colleagues and at that point decide what personal details to release.

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will cover approximately 30 jobs.

We are multi-skilled officers on the Marine Unit. The saving to MSD is £9,000 plus two services of a lorry a year and accommodation costs for courses.

Saving

The main saving is by reducing the unit strength by three Pcs and one sergeant. Even with the reduction of manpower you could still maintain an underwater search capability within the Marine Unit at very little cost.

If we are looking to buy in this skill, who will do it and give the commitment?

Am I to assume that we as a force have every intention to give the public and the officers on territorial divisions the same level of service they have received prior to the skill being removed?

Skill

If so, someone has grossly underestimated what it will cost to provide this skill from outside, even if you can find a team that will commit to a protracted search for a missing person, stolen property, drugs, weapon used in a serious assault or murder, which I very much doubt.

What incentive do they have to find the item? Who knows if they are searching properly?

I appreciate that budgets exist and that we need to be police officers first and not divers, but we give a service to the public and to our colleagues on the front line of policing and we are also skilled in other areas.

I feel very passionate about the career that is being taken away from me and find it very difficult to accept that after six months of trying to find a missing child we are told: "You are not worth it."

Pc Lee Taylor
Burnham Marine Section.

● Response from Chief Superintendent Ian Brown, Divisional Commander, Mobile Support Division:

The number of dives, including training, as reported by the Chief Constable excluded searches by Danielle Jones, because this is an exceptional case, which has no comparison with other diving searches.

The figures were based on diving contractor forms recorded in Registry and submitted by the divers themselves, but a comparison individual diver log books has shown these records were incomplete.

Revised figures are 32 dives for the year 2000 and 33 dives for the first eight months 2001.

Lee asks who will do the diving jobs once the section is disbanded? Some will not be done, because they will not be justified by the cost. These sorts of decisions have had to be made in other areas of police work for a very long time.

It is also misleading to argue that we could reduce the staff on marine and maintain the diving capability from the remaining staff. This option was considered but this would simply transfer the cuts to marine.

I also accept that disbanding the diving section is a real reduction. As an "ex-diver" would prefer to keep the diving section if we could afford to. However, the truth is that if we maintained the diving section then the cuts would have had to be made elsewhere.

On balance, and as difficult as the decision is, I believe that the cuts we have had to absorb on MSD are preferable to passing them on to territorial divisions. We will then be in the same position as most forces of buying in the service when we need it.

Take advantage of stress facilities

I WOULD like to take this opportunity to thank everyone who has sent me and my wife, Dorothy their best wishes after I suffered recently another breakdown caused by my disability, post traumatic stress.

Support

Having the support of extremely understanding, patient relatives, such good friends and fellow members of Narpo has enabled us to deal with the devastating shock of another setback and look positively to the future.

Those who suffer PTSD who do not have this warmth and support are much the worse and we really appreciate your kindness.

My regret is that I have

had to give up work and all other activities, including Southend Branch Secretary of Narpo, *The Law* article and Narpo website preparations.

Now that post traumatic stress disorder is recognised by the police service I hope that this message reaches all serving and retired officers. Attending incidents and being assaulted, as I was, can cause PTSD even years later. Nobody is immune. Make full use of the facilities now provided by the force. I am sure that if I had such an opportunity years ago I would not be in the position I am now.

Do not put your family through the hell and devastation that PTSD has caused us.

Bob Craven, Southend

Problem of nuisance youths remains unresolved

IN the December issue of *The Law* I wrote asking if anyone had any comments about what we could do about the youth nuisance of today.

I merely suggested that perhaps those officers who had the luxury of more respect in their day might refrain from telling us what we already knew, so that any comments might come forth from those actually facing the problems now.

Replies

I didn't get any replies from any of today's serving officers but instead got rather a curt letter from our Dave Rose.

Dave is part of our heritage and history of which I am very proud (I refer to my letter of last year).

If he feels that I have offended him then I honestly and publicly apologise to him, as it was never my intention to do so.

The main reason I mentioned him is because he is a regular writer to this publication and one whose opinions, humour and input I hold in high esteem.

Everyone has the right to free speech, I value a good debate but deny any derision towards Dave or any officers of his era, so I feel that his criticism is misguided on this occasion.

There is no need to turn this column into a battlefield because I am battling from the same crease as you Dave!

I see that Walter Ablett

chose to write about the history of it all in any case and whilst I did pick up on some of the points he raised, with the greatest respect, I don't think there was anything new in there to help solve today's youth nuisance.

Busy

As I am not one to easily jump to conclusions, it may be possible of course that our current serving colleagues are far too busy to put pen to paper, so that we may never get any opinions from them.

Therefore as my question remains unanswered, does anyone have any ideas about what we can do about it?

Pc Alan White
FIR

Award-winning show back on the road

by Helen Cook

NOW in its sixth year, the Too Smart for Drugs (2Smart4Drugs) roadshow tour is back for 2002.

Essex Police working with Essex FM, have put together this award winning, thought provoking show, that uses music, drama, dancers, competitions and quizzes to give youngsters aged between 11-13 the facts about drugs and alcohol abuse.

Venues

The Roadshow is hosted by Essex FM DJ Chris Brooks and local singer Tina Cousins, who steer the event at venues throughout the county.

Six schools will host their own roadshow but four large showcase events - at Brentwood, Chelmsford, Colchester and Southend will help take the 2Smart4Drugs message to over 8,000 children.



● The Chain Reaction Theatre Co in full cry at the 2 Smart 4 Drugs Roadshow, which is currently touring the county.

Joining Chris and Tina will be the Chain Reaction Theatre Company who use drama to get across a hard hitting message with the use of humour, and dance is provided by the Essex FM Street Dancers.

In something of a departure from previous roadshows, additional music is provided by leading garage music artistes DJ Ray Hurley, MC Sparks and MC Kie.

The trio are well known

on the nightclub circuit having played at popular venues in London, Germany and Ibiza.

Also featuring in the roadshow tour is Brentwood based national basketball team, the Leopards, who

have a coaching and development programme that promotes a healthy lifestyle.

Insp Stuart Ashton from Community Safety said: "The 2Smart4Drugs Roadshow has become the flagship drugs education project in the county

"It is a fact that youngsters will, unfortunately, be faced with the existence of drugs in their community and when they do they must be in a position to decide for themselves what is the safe course of action.

"Latest research has identified the very real presence of drugs within our communities and the facts speak for themselves: 40 per cent of teenagers aged 15 have tried illicit drugs; the greatest increase has been amongst girls; and 60 per cent of all crime is drug-related," he said.

Youngsters attending the roadshows will watch a 70-minute show, receive a 16-page programme crammed with information on the dangers of alcohol, nicotine,

drugs and other harmful substances.

The programme carries messages of support from Tony Blair, Hear'Say, Carol Smillie and Essex Olympic decathlete, Dean Macey.

There is also a website - at www.2smart.co.uk - that gives roadshow news, pictures and links to other eye-catching and informative drugs awareness sites.

Biggest

Insp Ashton added: "The 2002 2Smart4Drugs campaign will be the biggest and best yet.

"Essex Police is proud to be expanding its drugs awareness programme and the continued support from sponsors and partners illustrates the credibility that the project enjoys.

"More importantly 2Smart4Drugs reaches more and more young people every year alerting each and everyone to the risks associated with alcohol, tobacco, drugs and substance misuse," he said.

Happy times recalled

FORMER Essex Police dog handler Jeff Lawrence has published a diary of his time with the force.

As *it Was* traces Jeff's career from when he joined Essex Constabulary in 1954, aged 27, serving his time mostly as a dog handler.

Nostalgically referring to a bygone era Jeff, recounts tales from the past, some funny and others rather more serious.

Born in 1927 Jeff fondly remembers his schooldays, the war years, his time in the army and life in civvie street before joining the police.

Spanning an era when officers checked all the doors on their beat up to more recent times dealing with a hijack at Stansted Airport there are many references to places and events in Essex.

The book is printed by Doppler Press, 5 Wates Way, Brentwood, Essex, CM15 9TB.

Well done

CONGRATULATIONS go to David Blaxland, Scientific Support Department who has been selected as the Refresher Scenes of Crime Course Student of the Year 2001.

Awarded by the National Training Centre for Scientific Support to Crime Investigation he is the winner of the prestigious Forensic Science Service Award.

New appraisals training starts

TRAINING gets under way this month for police and support staff who will be appraisers within the new Performance and Development Review (PDR) process.

The new system has the full endorsement of Chief Constable David Stevens who, in his foreword to the guidance notes, comments: "We each bring with us and develop over time many

Joint effort to standardise partnership audits

ESSEX Police and Essex County Council have standardised all 14 community safety partnership audits in the county.

This is in preparation for the next three-year crime and disorder strategies, which are due for publication on April 1.

Police and local authori-

ties under a requirement of the Crime and Disorder Act 1998 produced crime and disorder strategies in April 1999 for the first time.

It was recognised that the first round of audits and strategies around the country showed that the level of local consultation

was patchy, with some partnerships doing better than others.

was patchy, with some partnerships doing better than others.

was patchy, with some partnerships doing better than others.

was patchy, with some partnerships doing better than others.

was patchy, with some partnerships doing better than others.

by Norman Hicks

different skills and abilities, which are of benefit to Essex Police and the community we serve.

"The PDR process reviews the appraisees' performance in their current role.

Develop

"It also gives (appraisers) a structured opportunity to develop them in ways which we can anticipate will benefit both the individual and the wider organisation."

Under the new system, greater emphasis is placed on the development by supervisors or line managers of

focused objectives.

These 'Personal Objectives' are bound closely to the objectives of Essex Police as a whole and can be seen as crucial in ensuring that all staff work towards a common purpose, said Mr Stevens.

They will also provide opportunities for the appraisee to exert influence over their future development.

"Once fully operational, the PDR process will provide senior managers with a considerable amount of information about the skills-base that Essex Police possesses," said Mr Stevens.

"In turn this allows for a clearer focus for training and individual development."

The PDR/Competency Project Team, have said: "Training for police and support staff supervisors starts on February 4 and will be rolled out to all divisions and departments over the next five months, involving more than 1,000 individuals.

Training

"Under the new scheme, no-one will be scored in terms of good, average, outstanding performance, as they were in the past. Now it is about being able to demonstrate the competencies required to perform in their role."

Appraisees will not attend the courses. As their managers complete their training, they will distribute distance learning workbooks to those they appraise.

All staff over the next five months will be receiving a copy of their new style competency job description that will detail the competencies required to fulfil their role requirements, so that they can then commence on the new PDR process.

There will also be further information via the home page of the Essex Police intranet: Personnel and Training hyperlink PDR/Competency.

at best practice and took account of fear of crime and actual crime and issues such as neighbourhood renewal.

Community Safety Acting Superintendent Carl O'Malley said: "We have worked closely with the council to help our

community safety partnerships produce effective strategies which take into account all relevant issues.

"Although not all the strategies have been approved there is a golden thread throughout which will tackle crime and disorder," he said.

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



Proposal prompts memories for pioneer

Diving into

Hearing that the diving team may be disbanded, Essex Police divers Mike Dray to write

THE concept of a team of frogmen with the Essex Police Force was first formulated by Pc Phil China, a detached beat officer at Rettendon, in the mid 1950s.

Phil China had a retired naval officer, Lt Comdr. David Van Lennep, living on his patch who was interested in diving and had his own aqualung equipment.

The aqualung was a self-contained compressed air breathing equipment that was a new innovation at that time.

Phil thought that this type of diving equipment could be

a very useful addition to police work and his arguments were persuasive enough to allow an official trial to be undertaken.

David and Phil carried out several underwater searches during the trial period, which lasted for several months, and at the end of that time it was agreed that there would be distinct advantages for the formation of a police diving team.

Volunteers

In 1957 a Force Order was circulated asking for volunteers and this resulted in three officers being selected for diving duties, Pc Phil China, Pc Stan Price and myself, Pc Mike Dray.

Phil had already served in the Royal Navy prior to joining the force and had already been diving as part of the initial trial scheme.

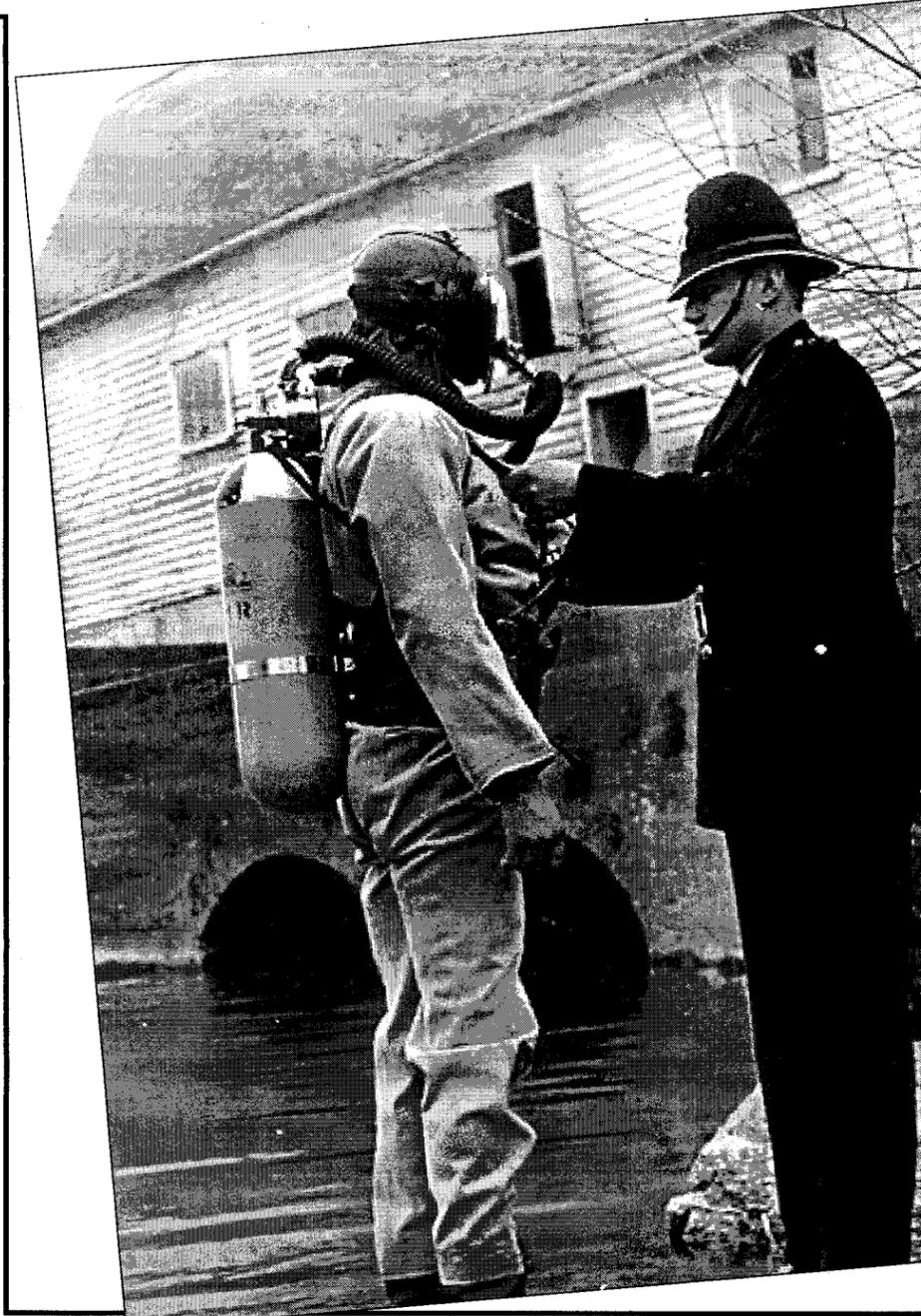
Stan, was an ex-submarine who had been trained in the use of underwater apparatus, used in submarines at that time.

I was a member of the British Sub-Aqua Club and had my own aqualung equipment which he had been using for sport diving for a couple of years.

We were to form the nucleus of the Essex Police Force Diving Team or the Underwater Search and Recovery Section, which was its first official name.

I was posted to head the Training Organisation in January 1958 and was followed by Phil China, in February 1958 was posted to the head of the Communication Section in control room duties.

Stan Price was posted to Chelmsford Town shortly



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£25,000	523.05	321.26	258.59	215.58	
£20,000	418.44	257.01	206.87	172.47	
£15,000	313.83	192.76	155.16	129.35	10.9%
£13,000	278.96	174.90	143.13	122.08	
£12,000	257.50	161.44	132.12	112.69	
£10,000	214.59	134.54	110.10	93.91	11.9%
£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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Underwater Search and Recovery Section:

o the past

Completed one of the first
its humble beginnings.

this where he carried out normal beat officer duties but was on permanent call for diving.

Essex was not the first force to form a police diving team as Berkshire Constabulary who formed theirs in the autumn of 1957 pipped them at the post.

Essex was therefore the second police diving team to be found in the UK.

Promoted

Once the postings had been completed Phil China was promoted to Ps 2 China and became the team leader.

The whole team was then sent to Siebe Gorman's at Chessington in Surrey for a week's intensive training where they all qualified as shallow water divers and received their commercial certificates.

The overall administration of the new team became the responsibility of Insp Ron Payne of the Organisation and Training Department at headquarters, a job he carried out for many years until his retirement when he was replaced by Insp Reg Payne, also of the Organisation and Training Department.

Aqualungs

Some of the rooms on the ground floor of the old single men's quarters at headquarters were allocated to the team and this became the diving stores where the new aqualungs and surface demand equipment purchased by the force was kept and maintained by the team.

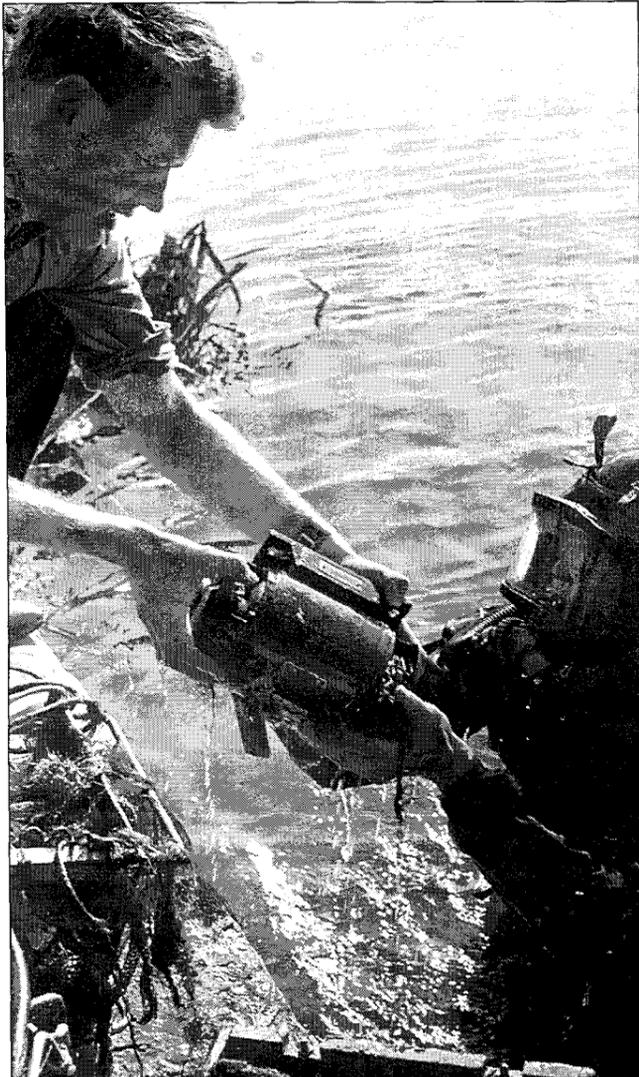
The team also acquired a clinker built rowing dinghy and trailer to carry it on and this became the team's workboat for many years.

Training

The team had regular training days, twice a month, when all the team members came together and carried out dives at various locations throughout the county.

One of the regular locations visited was Passingford Bridge on the borders of the old Romford and Epping divisions,

● Final adjustments are made before a dive in the Harlow area circa 1968.



● Top left - Sgt Rob Trigg, all kitted up and ready for action in 1997.

● Above - Searching the Chelmer/Blackwater Canal near the gasworks, possibly in the 1960s.

● Top right - In at the deep end. Sgt Rob Trigg indicates all is well during a dive in 1997.

where several safes and firearms were recovered over a period.

The team's transport was initially the old blue Morris 30cwt general duty van, which was kept at headquarters, and this provided good service for many years.

It was a bit cold and draughty for the divers getting changed but in the winter they did have luxury of an old oil stove to keep them warm.

Of the three original members of the diving team, Stan Price was the first to move on after a few years and he was replaced by Pc Andy Williams of Chelmsford Town who later moved to Colchester Traffic section.

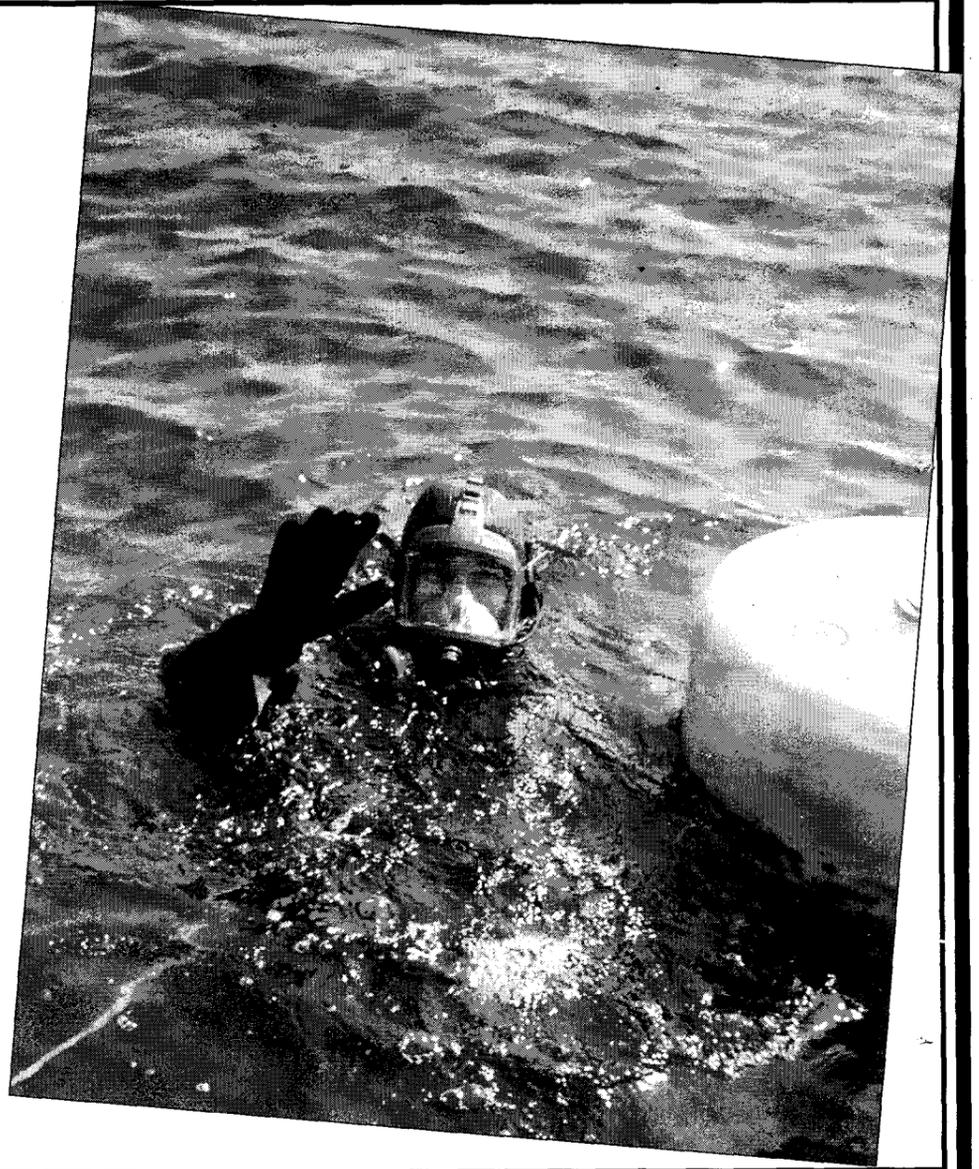
Over the following years the team carried out numerous underwater searches and recovery of a variety of cars, safes and firearms as well as several bodies.

Trend

In those early years the team responded to calls from police forces in the surrounding areas including the Metropolitan Police and this trend continued for quite sometime until more forces established their own diving teams.

● At the time of *The Law* going to press the Mobile Support Division cuts had been discussed at the Essex Police Authority finance meeting but still had to be formally approved at the Essex Police Authority budget meeting on February 11.

● See also Letters, page 4.



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Rate bands: £750 – £4,999 APR 13.5%, £5,000 – £20,000 APR 9.5%. All information is correct at time of print, September 2001. PL2/DMC/OCT101

Information is available in large print, audio and Braille on request; please call for details. You may contact us using Type Talk.

 **BANK OF SCOTLAND**

Afghans jailed for longest hi-jack

NINE Afghans convicted of the longest ever aircraft siege at Stansted Airport were sentenced at the Old Bailey last month.

The men received a total of 27 years and three months jail, with brothers Ali and Mohammed Safi each receiving five years' imprisonment as leaders of the group.

Senior Investigating Officer Detective Superintendent Kevin Macey said: "Essex Police has unique experience in dealing with aircraft hi-jack situations, with four in the last 25 years and two within the last five years.

Planned

"This one was the longest ever of its type, lasting 75 hours and 49 minutes.

"It was a carefully planned criminal act, with weeks of preparation, whatever the situation in Afghanistan.

"The grenades were real as were the hand guns and knives.

"We are pleased with the successful resolution of a major operation involving our own officers and support staff and those of our partner agencies," said Det Supt Macey.

Forces sign to Extranet

ALL police forces are now signed up to the Criminal Justice Extranet, the national secure communication network.

This will allow police and criminal justice agencies to exchange important information through e-mails, which never enter the public domain.

The Criminal Justice Extranet will enable forces to link inquiries using HOLMES 2 and share information and intelligence.

Bottle message getting through

LED by Neighbourhood Watch the countywide Message in a Bottle scheme bobs along on the crest of a wave with the 50,000th bottle being presented to a 74 year old Colchester man last month.

A simple means of providing reassurance to vulnerable people and of providing essential information to the emergency services.

A green sticker placed by the lock on the inside of the front door alerts the emergency services that the occu-

ESSEX officers were awarded Certificates of Commendation by Chief Constable David Stevens last month for actions both on and off duty.

Pc Jim Aldridge was off duty when he came across a situation where a woman covered in blood appeared to be threatening two women motorists with a large kitchen knife.

He managed to disarm the woman and restrained her despite a violent struggle, until assistance arrived.

Pc Sue Stevens was also off duty when the train she was travelling on was stopped after the communication cord was pulled.

Drunk

A group of nine drunk people were responsible and despite their demeanour and the fact she was alone, she succeeded in detaining three of them, until assistance arrived.

Sgt Daniel Stoten and **Pc John Gray** were both commended for their actions on duty, when they responded to

a call for help where a disturbed man was claiming someone was trying to kill him.

Running around in a threatening manner with a jagged piece of glass, after breaking shop windows, the man had to be restrained, but he struggled with such violence that further officers were required to contain him.

Basildon Sgt Robert Kidd went to the scene of an assault where he was confronted by a mentally disturbed man, armed with a knife, who lunged at him threatening to kill him.

Despite attempts to calm him down the man was arrested with the assistance of other officers.

Dc Charles Cadwallader

was commended for his considerable investigative skill, tenacity and sensitivity whilst investigating allegations of indecent assault against a number of children.

The offences were committed between 1962 and 1987, together with offences of making and possessing child pornography.

Drive

As a result a man was sentenced to 17 years' imprisonment at Chelmsford Crown Court.

Laindon Road Policing Unit Pc Laura Heggie was commended for her high motivation and drive which has resulted in her making more than 70 arrests in the past year.

Their efforts commended

Neighbourhood Watch activity recognised

NEIGHBOURHOOD Watch co-ordinators Maria Awang and Carole Dennis have both been awarded Certificates of Commendation in the Norwich Union Neighbourhood Watch Awards 2001.

Chief Constable David Stevens presented the certificates, awarded in the category of NHW Co-ordinator of the Year, to Maria and Carole at headquarters recently.

Maria has played a central role in co-ordinating Neighbourhood Watch in Castle Point District since it started, building an effective team and working with other local agencies.

A local estate agency fund a newsletter produced by

Maria who also writes for a local paper.

Information received via Castle Point Neighbourhood Watch has led to a number of arrests recently.

Carole's enthusiasm and energy have turned Colchester Neighbourhood Watch into one of the most effective in the county.

IT is a strong feature of her team as Carole worked closely with headquarters on the access to STORM project and they also operate a very professional website.

There is a training programme for members, which Carole devised and has meant the team are very focused and dedicated.



● Carole Dennis and Maria Awang, with their commendation certificates.

Jerry is bandmaster

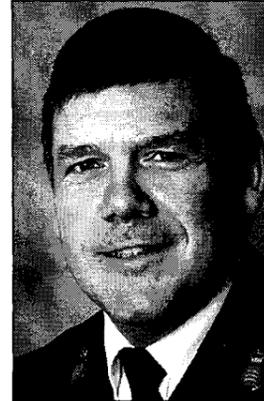
JERRY Martin was appointed bandmaster for the Essex Police Band last month having been guest conductor on a number of occasions.

Since the early 1970s Jerry has worked with ensembles as diverse as symphony orchestra, opera companies, big bands and choirs.

He joined HM Forces as a working musician but still wanted to fulfil

an ambition in conducting.

By 1986 he had graduated from the Royal Military School of Music as a bandmaster after completing a three year course in conducting, orchestration, performance, composition and harmony and has been awarded a fellowship from Trinity College of Music, London.



● Jerry Martin

Offbeat

THE crew who turned up at a building site were faced with a dilemma when a man holding a very rusty grenade with the pin in was worried about putting it down.

Bomb disposal was contacted and the advice was to place the grenade gently on the ground and move away.

The crew responded: "He doesn't want to put it down".

Further advice followed: bomb disposal has asked him to put it down, it would be safer.

After holding onto the device for 20 minutes the grenade was put down.

Safely detonated by bomb disposal the "all in order" came too soon, as the bomb disposal vehicle was stuck in the mud and had to be assisted in getting out.

* * *

YOU know when you are really enjoying yourself and don't want to leave but you have overstayed your welcome?

The man in the ladies' underwear shop left before police arrived.

* * *

MOBILE phones can be very distracting.

A female member of headquarters' staff was rather astonished to hear a man talking in the next door cubicle in the ladies' toilet.

Passing the cubicle, which had the door open, the woman saw the back of the man, who was talking busily on his mobile phone.

Pointing out his mistake as she left the red-faced man continued his conversation, in the gents.

Bank to keep skills on tap

AN additional staff bank has been devised to attract retired police officers that may have specialist skills the organisation requires.

This will include temporary caseworkers, project workers, service desk assistants and inquiry staff.

This is in addition to a scheme for casual inquiry officers, contractors and contracted project workers, which was introduced in January 2001 and support staff recruitment for clerical assistants and drivers/handypersons required to cover maternity leave, sickness or increased workload for a set period of time.

Any request for temporary staff should be made to the support staff recruiting office on extension 58707/8 or 58710.

NARPO

WOULD members who pay their subscriptions by cheque please send them as soon as possible, so that when it comes to the annual meeting of each particular branch, the figures are to hand?

All branches have to contribute to the running of the association, the figure is worked out per capita.

Colchester: Members should have the latest newsletter sent out by Reg Shelley. If there are any problems, contact Reg who will try and get an answer.

The recent quiz night was a superb evening with all profits donated to charity.

Look at your what's on card for future events in February and March.

Southend: The approaching AGM will give this branch the opportunity to elect a new secretary.

If you, the members have any items for discussion at the AGM please let a committee member know.

Gathering/outings are being arranged and a list was sent out dated December 19, 2001.

Chelmsford: Two dates to remember, 10.30 am on members only at 10.30 am on Saturday March 2, 2002 at headquarters sports pavilion.

The annual meeting will be held at 10.30 am on Saturday May 18, 2002.

Please try to attend. It will give you the opportunity to meet with the branch committee and you will be able to have a say in what the committee does already and what it should do in the future.

All those who attended the quiz evening just before Christmas had a good time, proceeds going to the Farleigh Hospice.

Tony Cooper



● Ken Linge

Ken's talents will still be in demand

KEN Linge, former head of the Photograph Department, will be much in demand following his retirement from Essex Police last month after 29 years' service.

Gaining a Masters Degree from Essex University, Ken is one of a small number of acknowledged experts in facial mapping and pattern matching.

He will be using his skills on an as required basis for an independent forensic company and working in a consultant capacity for Essex Police.

Ken started his career as a 15-year-old in a photographic studio in Chelmsford, joining the Air Force Photographic, then becoming a photographer in independent advertising

before joining Essex Police in 1973.

Although the aims of the job remained the same over 29 years Ken said the introduction of new technology meant the Photographic Department could give the force better results.

Hoping that he will find time in the future for his love

of landscape photography and interest in computers he has no set plans and will just see what develops.

● Essex Police has previously used the services of Prof Peter Venessis, of Glasgow University as a facial mapping expert and will continue to do so now that Ken has retired.

Steve is new head of FIR

SUPT Steve Golding has become the new head of the Force Information Room, moving on promotion from MSD.

Supt John Coyle started his career as a Southend Borough officer leaving for a short time to work for Ford Motor Company.

The lure of the job however proved too much and John returned to policing and served over 32 years before his retirement in January.

He has had a variety of roles with Essex Police but his role as a negotiator since 1989 has been the most rewarding with involvement in the hijacks at Stansted in 1996 and 2000.

John will be working with former colleagues at the Ramesses Group and hopefully finding time for some golf.

Ds Philip Parker spent over 23 years of his service in Thurrock after transferring from Hampshire Constabulary, serving 30 years in total.

He retired from Thurrock last month where he thoroughly enjoyed his time.

After decorating his home he is looking forward to some

Names in the news

decent holidays, watching his team Arsenal and having more time to follow his interest of horse racing.

Sgt Michael Johnson has had his Michael of his early years during his 30 years' service, particularly his time as a detached beat officer on a two-man motorcycle beat at Nazeing.

Policing the miners' strike has memories of camaraderie and some practical jokes on fellow officers.

Mike plans to keep fit to enjoy his retirement with work on his allotment and lots of walking. He is also an athletics coach.

Sgt Graham Schneider started his 30 years' service at Harlow, serving 11 years as a traffic officer and retiring from Braintree division.

Following three years in the London Ambulance Service before joining Essex Police he is particularly proud of coming third on the entrance course when joining in 1972 and of a judge's commendation he received.

Retirement doesn't mean a rest for Graham as he is

preparing his home for bed and breakfast guests and when he isn't looking after them he will be cruising on his narrowboat.

Sgt Steve Nuttall served exactly 30 years with Essex Police before retiring last month.

Starting his career in Grays, he then spent a while with the dog section before being promoted to sergeant.

He passed his Inspector's exam two years after his promotion but decided that he was happy as a sergeant and eventually returned to Grays where he loved working.

Steve is running his own mortgage brokerage and also specialises in injury compensation claims, but still hopes to find some time to enjoy long distance hiking with his wife.

Pc Alan Bain started his career with Essex Police at Southend nearly 27 years ago and then served at Canvey before his retirement last month.

Working as a community officer in the close knit community of Canvey has meant

that many children that Alan dealt with have brought their children along when guidance has been needed.

Alan is also deputy chairman of the board of governors of William Read School.

Pc Dave Clark has retired on medical grounds after serving over 26 years.

With 11 Chief Constable's commendations and nominated the first wildlife liaison officer for Essex, Dave achieved a lot in his short-ened career.

One of his most memorable cases however was an elderly shoplifter that he arrested, whose home was stacked from floor to ceiling with stolen goods that she had gathered over 17 years.

Twice PAA National Sea Angling Champion, he intends to keep his link with force Sea Angling.

Pc Karen Hearn has retired on medical grounds after serving over 11 years with Essex Police at Southend and Leigh.

During her career, Karen received a Chief Constable's commendation for her work on a major credit card fraud.

She plans to go to college to study for a degree in psychology, which she may need for

her eventual aim to be a primary school teacher.

Pc David Swann has retired after nearly 33 years as a constable with Essex Police but he will not be forgotten as he is now working as support staff in the capacity of Divisional Intelligence Manager at Harlow.

Pc Geoffrey Shroder, headquarters has retired after serving 26 years.

Ps William Horsman, Rochford retired last month after serving nearly 32 years.

Pc Alan Gunn retired last month on medical grounds after 22 years' service.

Obituary

EX-Pc Cecil Gouldson died on January 4, 2002 aged 86. He served from 1939 to 1965 at Canvey, Hadleigh and Ongar.

Part time telephonist/clerical assistant at Colchester **Mrs Barbara Cubberley** has died, aged 59.

She had worked at Colchester for just over 6 years and leaves a widower Len.

Former FIB typist **Mrs Val Healey** died on January 21, 2002 and leaves a widower Terry.

IPA

Mid Essex Branch

ANOTHER very pleasant evening was held by all members and friends who attended the Mid Essex Branch Christmas meal and dance at the HQ Sports and Social Club pavilion.

The food was excellent and seemed to provide the energy for a large number of members to dance the night away to the accompaniment of our excellent DJ.

Our next meeting is the AGM. Although I indicated in the November Law that this was to be held on March 14, would you please note that, due to a previous booking, this will now be held at the HQ Sports and Social Club on Thursday, March 28.

We will gather at 7.30pm with the AGM starting at 8pm.

To encourage attendance we are offering a buffet supper and a few games after we have finished the serious business.

Please come along and support your local branch.

Bill Fancourt

Market Place

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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.

AUDI 80, 2.0E, 93k, 2 owners, FSH, 12 months MOT, excellent condition, many extras, sun roof, stereo, comfort pack, £3,500 ovno. Contact Dave Bloxham on 07855 709346.

BEAUTIFUL quiet villa in Florida, four bedrooms, own pool. Close to Disney. Reduced rates off peak. Sleeps up to 10. Tel: 01621 850957.

CYPRUS Pissouri Bay villa with pool for rent. Sleeps six, air con bedrooms, quiet location, 10 mins from bay, well appointed. Tel: 01379 854787.

GOOD homes wanted for cats and kittens. Contact Miss S Parsonson, tel 01206 864284.

HALESWORTH, Suffolk, two-bed holiday cottage, lovingly restored, beamed, enclosed garden, close to Heritage Coast, Broads, Minnere, Lowestoft. Off peak bookings welcome. Contact Bob Taylor, tel 01379 741883.

HYUNDAI Coupe 2.0SE 98S, low mileage, fsh, ABS, cruise,

leather, CD, red, nice example, £7,995 ono. Tel: 01245 328075.

MAHOGANY effect table and four chairs, vgc, six mths old; £500 new, will accept £150. Sue ext. 52544, or 01245 496674.

MGB Roadster, 1971, primrose yellow, chrome bumper, wire wheels, stainless steel exhaust, double duck hood, year MOT, tax exempt, excellent condition, £4,500, tel Ralph Young, 01376 550512.

PEUGEOT 106 Independence, 12 months old, immaculate, below average mileage, pearlescent blue, genuine reason for sale, £4,995 for quick sale. Tel 01787 477537.

RENAULT 5 Campus, F Reg, 73,000 miles, cd player. MOT Sept 2002, £500 ono. Ideal first car. Contact Dc B Johnson at Witham on extension 66431.

RICOH RDC i700 digital camera. Captures images, stills and motion. Sends images over the internet. Unused competition prize.

£595 ono. Full details on RICOH website. Contact Paul Watson on 01702 203015.

SALOMON Ski boots, men's UK size 11. Worn twice, black Series Evolution Seven, £80. Contact Pauline Dines on extension 50730 or 01245 356321.

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, skiing, and bird-watching, or just relaxing. Contact Andy Nunn on 01479 841717.

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, HQ, tel 01702 201701.

VW Golf Gti 2.0 16v, M reg, 5dr, Chilli Red, 75k, FVWSH, VRG, BBS, alloys, alarm, imb, CD, vgc, £5,250, tel 07989 971288.

WHITE Indesit elec oven, £250 new, hardly used; accept £100. Sue ext. 52544, or tel 01245 496674.

Sport and Leisure



● Essex Police Musical Society take a break from rehearsing for their forthcoming production of 'Fiddler on the Roof'.

Choir hands over £1,000 cheque

AT a recent rehearsal evening at the Essex Police Training Centre, Essex Police Choir musical director Norman Eastbrook presented Pat Wilson, chairman of the Chelmsford Talking Newspaper for the Blind, with a cheque for a £1,000.

Pat thanked the choir for its generous donation (the money raised was from the Christmas Concert held at the Trinity Methodist Church Chelmsford), and explained how the money would be used to purchase equipment to enable the Talking Newspaper to

improve its service to its 240 listeners.

The choir has started to learn some new musical pieces, including *Memories*, from the Andrew Lloyd Webber, show "Cats" and *Climb Every Mountain* from the show "The Sound of Music".

'Fiddler' tickets are selling like hot cakes

TICKETS for the Essex Police Musical Society forthcoming production of *Fiddler on the Roof* are selling like hot cakes.

The society is currently working hard rehearsing for the show, which will be held in the HQ Assembly Hall, from Monday, February 18 to Saturday, February 23, 2002.

Auditions

Performances are at 7.30 pm, with an additional performance at 2.30pm on the Saturday.

Auditions were held in August 2001 and rehearsals began in September, with the cast working hard on many four-part harmony songs, not to mention wonderful solos such as "If I were a Rich Man", as well as their lines.

Backstage the team is feverishly working evenings and weekends to bring you wonderful costumes, scenery, props, lighting and sound.

Director Pam Corrie and musical director Jim Dougal have produced previous successes for the society and are pulling out all the stops to bring you what promises to be a wonderful show.

This is the musical society's second production of this popular show, with the first one being in 1985, and yes, there are some pictured here who were in that original production, although they insist they were playing the part of the children (they weren't you know!).

At the last count there were 33 in the cast, so there

should be some rousing chorus numbers.

With nearly 30 working behind the scenes, both in the run up to the show and during show week itself, you can see how much hard work goes into bringing you a great evening's entertainment.

Information

If you would like to reserve tickets, or would like any information on joining the society, either on stage or behind the scenes, then please ring or e-mail any of the following who will send a booking form.

Lynda Barkway extension 50739, Sally Skidmore extension 50748 or Jenny Hillyard extension 50335.

Find the holiday you need

NOW is usually the time to start booking the annual holidays.

It is also a good time to remind all sports club members of the huge savings they can make by booking their holidays with New Forge Travel.

Compare

Find the holiday you want and compare the prices. Recent examples have shown savings of nearly 30 per cent on High Street prices.

To take advantage phone direct on 028 9066 9808 or e-mail on travel@newforge.com

On being asked for ID, all serving personnel should quote their PIN. All retired personnel should quote their payroll number.

Derek's Games role

EX-SUPT Derek Rulter has been selected as a technical delegate at the Commonwealth Games, which take place in Manchester during July/August this year.

Derek has had a lifetime involvement in boxing and, during his competitive years, won 135 of 167 contests.

He won seven Essex and three Eastern Counties titles

and also twice reached the finals of the European Open Police Championships.

On hanging up his gloves he became chief coach at Colchester Amateur Boxing Club.

He was an international referee for many years.

He has also been a director of the ABA of England Ltd, chairman of the National Coaching Commission and a

member of the National Referees' and Judges' Commission.

Cadets

He still works out with the Castle Boxing Club at Leisure World, in Colchester.

Ex cadets may remember Derek putting them through their paces in the gymnasium at HQ in the early 70s.

He retired ten years ago

and is a founder member and trustee of the National Police Community Trust, a charity supporting community initiatives for young people.

His daughter Ruth is a member of the support staff in the Criminal Justice Unit at Colchester and he occasionally has contact with officers there during his involvement, on a casual basis, at the CCTV centre.

Did you win the lottery?

THE result of the January lottery is as follows:-

£1,500 Pc Kay Beaumont, Corringham; £750 Kerry Rose, HQIT; £375 Ms J Merrison, retired; £200 Pc Claire Corthine, Leigh.

Consolation prizes of £50 each went to:

Sgt Robert Bell, Braintree; John Papple QPM, Thurrock; Insp Jo Dudley, Colchester; Dennis Kitteridge, HQIT; Pc James Offley, Loughton; Pc Jason Batchelor, Basildon; Linda Kemp, Southend; Pc Andrew Cryne, MSD FSU; Pc Gavin Harvey, MSD Stanway; Pc Jenny Bailey, MICAS.

Tee off with charity golf event

THERE'S a chance to tee off and help a good cause by taking part in a charity golf tournament, which will be held on two days in May.

The first day will be at South Essex Golf and Country Club, Herongate, Brentwood on Thursday May 2 and the second will be at Top Meadow Golf Club, Fen Lane, South Ockendon on Thursday May 30, 2002.

The entry fee for each individual event

is £30, with a reduced fee of £55 for entering both.

There will be a meal provided after each event and prizes awarded for the longest drives, nearest the pin and best score (Stableford points scoring).

Winner

Overall points winner for the two days combined scores will win a year's five day preferred membership, worth £280,

at the South Essex Golf Club.

The money from the event will provide sponsorship for ex fireman Ken Hildrew to take part in a trek along the Great Wall of China on behalf of St Luke's Hospice, Basildon.

Further information and entry forms can be obtained from Ken Hildrew MBE, 28 Brampton Close, Corringham, Essex, SS17 7NR, telephone 01375 678451 or e-mail maureenandken@btinternet.com.

Comrades' AGM

THE annual general meeting of the Comrades' Association will be held in the Federation's conference room, Stable Lodge at police headquarters at 11.30am on

Shop stocked

THE new 2002 range of Adidas and Reebok clothing, including tops, shorts, joggers and swimwear, is now in stock at the force sports and leisure shop, at very competitive prices.

Opening times remain at Tuesday, Wednesday and Thursday 10-2 and Saturdays 10-1.

Wednesday, February 20, and all members are welcome to attend.

Readers are reminded that membership of the Association is open not only to all retired officers but also to serving officers with 10 or more years' service.

The annual subscription is only £1 and the Association would particularly welcome an increase in the number of serving officers.

If you would like further information contact Sue Kelly or Lucy Wheddon at the Federation Office on 01245 491491 ext 54501/2.

ONCE every ten years, Floriade - the horticultural extravaganza - takes place just 20 minutes from Amsterdam.

A joint excursion with Kent Police Recreational Association to this marvellous event is taking place between Friday, June 14 and Monday, June 17 this year.

Cost

The cost is £169 per person, which includes coach travel (pick up at Lakeside), return ferry, three nights' accommodation and continental breakfasts, entrance fee to Floriade

and a trip to Amsterdam.

For more information contact the force sports secretary on extension 58888, or Kent Police Recreational Association direct, on 01622 652611.

● HQ Sports and Social Club is organising a weekend visit to Brussels Flower Festival in August.

A coach leaves HQ Training Centre at 7am on Friday, August 16, returning on the evening of Sunday, August 18.

The cost includes coach travel, ferry crossing and two nights bed and breakfast at a

four star hotel in central Brussels, close to Grand Place, where you will be able to see the famous 'carpet of flowers', an event which happens only once every two years.

There will also be a stop in Bruges on the return journey.

The price is £89 per member and partner; £99 for non-members; £40 single supplement and there is a £20 deposit on booking.

For further information, or to book, contact Shirley Turner by e-mail, or via the website or fax 01245 452157.

● FOR those who can't wait until August, a weekend trip is being planned to Ostend, Ghent and Bruges in June.

Departing HQ on Friday, June 14, the great value weekend will cost you just £105. Bookings to John Stonehouse on 58888 asap.

Fell race

THE annual Cheviot 2000 Team Fell Race will be staged by Northumbria Police in the Cheviot Hills on Saturday, June 15.

Entry forms from Insp D Rickaby, tel 0191 214 6555, ext 62602 by May 1.

Sport and Leisure



● The "insane" seven: Pc Brian "Dangerous" Palombella, Pc Allan "Jobber" Barley, Pc Paul "Rossi" Ross, Pc Gary "Nosey J" Jones, Pc Lawrence "Bumpy" Horn, Sgt Mark "Ginger Sarge" Estall and Pc Kirsty "Krusty" Snellgrove.



● Top - The smell emanating from the bogs is enough inspiration to keep the team from falling from the floating hay bales.
● Above - Constables Kirsty Snellgrove and Lawrence Horn wade through the fiery holes, barely able to stand.

National honours for Essex officers

MICK Bond, Chelmsford, Russell Welch and Derek Walker, Colchester have been selected to represent the National PAA cross country team in a fixture against the Fire Service, being held in Buckinghamshire.

Lee Ward, Colchester, has been selected for the British Police men's hockey team, for a series of matches at RAF Halton in February and at Portsmouth in March.

Paul Anderson, Central RPU, Chelmsford has again been chosen to represent Great Britain, this time in a series of canoeing events in Scotland in March.

Swimming results

THE results of the recently held swimming gala is as follows:

- 1 Basildon, 2 Rayleigh, 3 Harlow, 4 Colchester, 5 Braintree, 6 Headquarters, 7 Chelmsford, 8 Southend.

The updated table reads:
Braintree (71 points); Harlow (63); Basildon (57); Rayleigh (56); Colchester (47); Southend (35); Chelmsford (29); HQ (28); Thurrock (25); Tendring (13).

Marshals needed

THE first Braintree District Triathlon is being organised for Sunday, June 9, 2002 at The Riverside Centre Braintree Essex.

Anyone police or support staff who would like to give their time voluntarily to assist in marshalling at the event, should contact Pc Kevin Rowe at Dunmow police station, or by e-mail, especially if they have previous experience of marshalling such events.

It's muddy madness!

by Kim Perks

MAD is the only word to describe anyone with nothing better to do than compete in the winter Tough Guys competition in Wolverhampton - and there are at least seven Essex Police officers who fall into that category.

The Essex Police team undertook the eight-mile run complete with uniform, helmets and truncheons.

Eight miles may not sound a lot but throw in a few thigh high very smelly bogs, the odd 20ft haystack, burning bales and an ice cold water-way and it makes the task a great deal more gruelling.

Tough

The first six miles is a tough cross country run but it is when they reach the "killing fields" that competitors begin to question their sanity.

Pc Allan Barley, otherwise known as "Jobber", has just completed his hat-trick of the winter Tough Guys and although the team time has improved, the event itself gets no easier.

He said: "There is no doubt you need a great deal of strength and stamina and you have to train really hard for it. The question is how do you train? It's such an unusual event with bizarre



● Exhaustion is setting in as Pc Kirsty Snellgrove falls from the tyre crawl into more glorious mud.

obstacles it's not something you can really practice."

He added: "It's even tougher doing it in uniform as the clothing holds the water which in turn retains the cold and it's incredible how quickly hypothermia sets in."

"In fact although the air

temperature is low it's amazing how warm the air actually feels after you've been in the water a few times."

Don't let that put you off though as the team is looking for more "mad" people to compete in the summer version of Tough Guys in June.

As the weather conditions aren't quite so harsh you get

the added bonus of going around the course twice, and on a hot day it's amazing how keen competitors are to make it to that smelly water.

If you are interested in taking the challenge contact Pc Allan Barley at Rayleigh Police on 01268 775533 ext 35836.

Games in eastern region

THE UK and Ireland Games, an annual multi-sport festival, is this year being held in Norwich, over the weekend of June 28-30.

All manner of sports are catered for, together with a fantastic social weekend.

Further details from the force sports secretary, on ext 58888, or by ringing 01733 380888 for an entry form, or visit the corporate-games.com website.

Time to dust off those pads . . .

THE cricket season will soon be upon us and the Gentlemen of Essex CID Cricket Club have a packed fixture list.

Fixtures for the coming season are:
June 13 v Clergy Of

Chelmsford Diocese at Sandon; June 14 v Incogniti at East Hanningfield; June 21 v The Dusters at Dulwich College, 4 pm; June 27 v Roger Buxton's BBC Essex XI at East Hanningfield; July 12 v

Remnants at Fitzwilliam College Cambridge, 6pm; July 17 v Essex County Cricket Club and Ground at East Hanningfield, 11 am; July 26 v Audley End at Audley End; July 31 v Sherlock Holmes Society at

East Hanningfield; August 9 v May and Baker at East Hanningfield; August 18 v Royston Vets at Barley; September 2-6 tour of SouthFrance.

All 2pm starts, unless otherwise stated.



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