



Funding for new helicopter - P3



Long service is recognised - P9



Running veterans win league - P12

PETTY CRIMINALS FACE THE PENALTY

ESSEX Police has said it would welcome the opportunity to be one of the forces to take part in a recently announced pilot scheme to cut petty crime.

The Government scheme will introduce

fixed penalty fines of £80 and £40 for certain minor but significant offences.

Temporary Assistant Chief Constable (Operations) Mick Thwaites felt very encouraged and positive about the scheme, which he would like to see trialed across the whole of the force.

He said "This is just an

alternative method of dealing with minor offences and anti-social behaviour.

"We will be able to judge how successful it is by a reduction in minor offences and whether it is also seen by the public as positive".

The fixed penalty fines do

by Heather Watts

not replace existing methods of dealing with crime, either resolving issues informally on the street or arresting the offender and by means of caution but are in addition to those measures.

Fines will not be on the spot, with officers deciding if

people are innocent or guilty, but officers will have to make the decision whether a fixed penalty is appropriate.

Offenders will have the option to accept the penalty or appear before a court and there will be measures put in place to deal with non-payment of any fines.

This will mean that if a fixed penalty is the preferred option a file will not have to be prepared, freeing up offi-

cers' time to be out on patrol. Offenders not going through the courts will be dealt with much quicker and less paperwork will mean a reduction in costs to Essex Police.

At the time of the announcement there were no decisions by the Home Office of a start date for the scheme or which forces would take part.

New crime recording rules come into force

ON April 1, Essex Police joined every force across England and Wales in recording crime according to the new National Crime Recording Standard, writes **Angeline Burton**.

The NCRS is a victim-focused approach to crime recording, which aims to achieve consistency across all police forces, thereby making comparisons between individual forces easier.

All reports of incidents, whether from victims, witnesses or third parties, and whether crime related or not,

will need to be recorded on an incident report. Where it is more likely than not that a crime has occurred, it will be recorded as such.

So, when an individual believes themselves to be a victim of crime, the police will record it as a crime without first requiring evidence to prove such a crime has occurred.

The new standard has been introduced in an attempt to address long-held concerns about the gap between the amount of crime that is recorded in police statistics

and the true level of crime.

Until now, different interpretations of Home Office rules have resulted in individual forces adopting various recording methods.

Clearly, these variations have had an effect on their crime figures.

Levels

Inevitably, the introduction of the new system is likely to lead to a rise in apparent levels of crime.

In forces where the NCRS has already been adopted,

including West Midlands and Avon and Somerset, crime levels have risen 10 - 15 per cent, although it is impossible to accurately predict the impact on Essex.

However, as with other forces, the increases are likely to relate to less serious crimes, such as criminal damage, common assault and making off without payment.

There should be little change in figures for house burglary and vehicle crime.

All forces are required to appoint a Crime Registrar to monitor the recording process.

Management Information Officer Colin Potts will initially act as Crime Registrar.

Standard

It will be Colin's job to ensure that the standard is applied throughout the force, that counting rules are interpreted correctly and the audit process is followed fully.

An implementation group, chaired by Head of Crime, Det Chief Supt Steve Reynolds, has been planning the transition process for more than six months, to ensure that it runs as smoothly as possible.

Service Desk Manager Alan Perry and Keith Fitz-John from FIR have been part of the group and have been closely involved in discussions concerning all aspects of the process.

Colin Potts has visited all divisions and FIR, to brief staff and answer questions.

An external communications strategy has been developed to inform the media about the NCRS and to reassure the public.

Journalists have been sent briefing packs and a message to the public from the Chief Constable, David Stevens, explaining the reasons for the introduction of the NCRS and its implications, has been posted on the Internet.

Said Det Chief Supt Reynolds: "Despite all the planning that has gone into the way in which we manage the introduction of the new system, I do acknowledge that this may well create additional work for some members of staff.

"Successful implementation will, however, increase the public's confidence as to how we record crime.

"It will also ensure consistency, enabling more accurate comparison between forces," he said.

In a statement of commit-

ment to the new standard, Mr Stevens comments: "I welcome the National Standard as a further step towards transparent recording of police work and I know I can count on the support of all staff in taking this forward."

Full details about the NCRS can be obtained by accessing the Crime Division intranet site.

Changes to PACE

ALL officers should be aware that there are changes in the PACE Codes of Practice.

These relate to Section 2 (Identification by Witnesses) in Code D of the Police and Criminal Evidence Act 1984 and came into effect on Monday, April 1. Details can be found on the Intranet.

Well done!

ESSEX Police ladies' hockey team has won the divisional title for the third year running and has reached the final of the national PAA Cup for the first time.

Full details on the back page, together with the rest of the sport.

Surprise send-off for Mark



● THE 2 Smart 4 Drugs Roadshow dancers paid a surprise visit to Chelmsford to give Essex Police business partnership co-ordinator Mark Ellis a good send-off.

Mark, who has been in post for three years, is emigrating to Australia, to marry his fiancée Leanne, an Australian.

Raising sponsorship for the roadshows was one of Mark's responsibilities.

10,000 officers made police service proud

MANY thanks to those who attended the Westminster lobby on March 13.

I would have liked to have seen more Essex officers than we had but, that said, I believe the response from our Members of Parliament shows that they had to take notice.

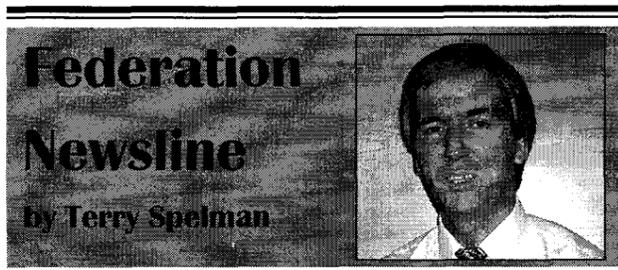
Ten thousand plus officers attended that day and did the police service proud.

Keep up the momentum, keep speaking and writing to MPs. The matter is still at conciliation and we do not believe we will have any further up-date until after the date of this publication.

The Police Federation began the modernisation debate several years ago by calling on the Government to conduct a Royal Commission. Policing had changed since the last commission in 1960. Much more was being expected with fewer resources resulting in competing demands.

The Federation called for an independent review of policing which would take the service into the next century.

The demand for a Royal



Commission fell on deaf ears. Instead, the Government embarked on a hasty, limited, one party view of what policing should be in the foreseeable future.

In February 2001 the Government published its 10-year Criminal Justice Strategy "The Way Ahead".

This was followed in December 2001 by a policy/consultation paper "Policing a New Century, A Blueprint for Reform" and culminated on January 24, 2002 with the Police Reform Bill being tabled in the House of Lords.

Contrary to popular opinion, the Police Federation is not opposed to reform or change. We just want a fair deal.

Pensions

I HAVE been asked to reproduce an article on pensions I did some time ago.

The Regulations are very complicated and it would not be possible to cover every pos-

sible circumstance, but I will try and give the basic outline.

All police pensions are paid as a proportion of the officer's average pensionable pay (APP).

The proportion is decided by several factors. An ordinary pension is one paid to an officer with 25 years' reckonable police service, or more (but less than 30 years).

For each of the first 20 years of service, an officer earns a pension of 1/60th of their APP. Each year after 20 earns them 2/60ths more of their APP, so that an officer with 25 years' service has 20 plus 10/60ths, which entitles them to a half pay pension.

An officer can retire with 25 years' service and take their pension immediately if they have reached 50 years of age, or if they have attained 30 years' service.

If the officer falls short of these two points, their pension is deferred until they attain 50, or the anniversary of the date on which they

would have achieved 30 years' service, whichever is the sooner.

It follows then that an officer who has served 26 years will achieve a pension of 32/60ths. 27 years will earn 34/60ths and so on, subject to a maximum pension of 40/60ths for 30 years or more service. Even if an officer serves for 40 years, they cannot get more than 40/60ths of APP.

An officer who is required to retire on age limit will be allowed to take a pension related to their service at that age. If, for example, they have 29 years' service, they will have a pension of 38/60ths.

The age limit for constables and sergeants is 55 years, 60 years for inspectors and above and 65 years for chief officers.

Age limit

Under certain circumstances, officers of the lower ranks may obtain extensions of the age limit from 55 years onwards on a 12 monthly basis, which may add entitlement to pension, but not beyond 60 years.

An officer required to retire on ill health grounds will receive a pension which is enhanced beyond his actual years of service. There are some basic rules which govern these enhancements. They can be summarised as follows:

- (i) Service from 5 to 10 years reckons as double.
- (ii) 10 years plus to 13 years counts as 20 years.
- (iii) 14 years and above attracts an additional seven years (that is to say an extra 7/60ths of APP).

The normal double reckoning after 20 years continues and the 7/60ths enhancement is applied after double reckoning has been taken into account.

All enhancement is subject to the qualification that reckonable service aggregated with the enhancement must not exceed what could have been earned by the officer to the age of compulsory retirement.

For the purpose of calcu-

lating the officer's entitlement to pension, the following definitions are necessary:

Average Pensionable Pay is normally the amount of pay received in the last year of service, excluding overtime and allowances. For those whose pay declines towards the end of service (i.e. the officer has been demoted) APP is taken as pay in the best of the last three years.

Reckonable Service is the length of service which counts for police pension and it may include service "transferred" from other employments. There is a comprehensive list of "other employments" that have agreed to pay a transfer fee into the police pension scheme for service to be reckonable. On a reciprocal basis, the police service also pays a transfer value if an officer wishes to take up employment with one of the other organisations before completing pensionable service with the police.

Commutation: There are two ways in which police pensions may be commuted to achieve a lump sum advance or a portion of expected pension entitlement.

The first method relates to where an officer voluntarily retires, having completed 25 or more years, but before attaining 30 years' service, other than where he retires on age limit or through ill health. In this case, the lump sum is calculated as 3/80ths of APP for each year of service for the first 20 years, plus a further 3/80ths for each 6 months over 20 years.

Age Next Birthday	Capital Sum for each £100 of Pension Commuted	
	Men £	Women £
50 and under	1500	1725
51	1500	1725
52	1490	1705
53	1480	1685
54	1465	1660
55	1450	1625
56	1425	1600
57	1390	1575
58	1355	1550
59	1320	1520
60	1300	1500

The second method is where an officer has completed 30 years or has attained age limit or has been retired on an ill health pension. Under these circumstances, an officer can commute a maximum of one quarter of their annual pension. For each £100 of pension they give up, they will receive a capital sum according to their age next birthday.

These capital sums are shown in the table below.

In both methods of calculating commutation there is a reduction in pension each year to purchase the lump sum.

Maximum

The maximum that can be commuted is 25 per cent of the pension. However, it is possible to work in round figures and commute less if you wish.

Index linking is only applied to the pension still in payment at age 55 years. Retirement pension is treated as earned income and is taxed accordingly. The lump sum is tax free but, if invested, any interest is treated as unearned income. Once taken, commutation cannot be restored to pensions.

The decision to commute is a personal one related to your needs and ambitions. There are no hard and fast rules. Each officer must make their own decision whether to use the facility or not.

You may indicate your wish to commute within two months prior to retirement and not later than six months after retirement.

Think about it carefully.

service | line

INSURANCE

35% Discount for Police Officers

- Interest free instalments*
- Discounts for civilian staff, retired officers and families
- Police Business Use included
- FREE 90 day foreign use cover
- FREE courtesy car (comprehensive cover only)
- Added security of a Lloyd's policy

Call now for a FREE quote
0800 00 4121



www.serviceline.co.uk

*Subject to status quote reference 'LAW'

Car Insurance

New degree offered

ANGLIA Polytechnic University, Cambridge plans to offer a Public Services Degree in the academic year 2002 - 3.

Pc Sue Kelly, chairman of the Federation Joint Branch Board is one of a number of people who have been asked to join a consultative forum to

aid the development of the degree.

Intended for those people who want to obtain a degree before applying for uniformed public service, students will get an insight into a variety of services.

Students, who may previ-

ously have been put off a specialist degree with a focus on academic ability, will now be offered a degree that provides a range of skills that are of practical use to a potential employer and which is purpose built to ease the transition from full time education to higher education.

Policing plan on the web

THE Essex Policing Plan for 2002/3 is being published for the first time on the Essex Police website.

Designed predominantly for access via the web, this has saved the force the cost of printing the document and improves public access.

The Essex Police website currently receives around 1,000 visitors a day and these visitors will find the policing plan on the "About Us" section.

A small number of paper copies are being produced to circulate to police stations and libraries to ensure accessibility to all members of the public.



Jeremy's 4x4 cash boost

TELEVISION personality Jeremy Spake attended a recent meeting of the Essex Police 4x4 Fun Day Committee, to present them with a cheque for £2,000 towards the cost of this year's event.

Special thanks go to Jeremy, pictured left with committee member Gary Smith. Jeremy received a donation from WH Smiths for judging their book awards, which he then distributed among his favourite charities.

Forum's aim to improve safety

A NEW forum has been set up to make Colchester town centre a safer place at night for all age groups.

Colchester Police Division, the local council, Essex Trading Standards, pubs, clubs and businesses throughout the borough have joined forces to form the Colchester (Safer Town) Licensing Forum.

It forms part of a new three-year strategy to promote the safety of the town centre and encourage a wider age group to visit and enjoy the available entertainment.

Peter Carrington, community safety officer for the council, said: "This forum is a positive step in the right direction."

Success

"The co-operation of Colchester Police Division and all our partners on the forum will bring together a wide range of skills and knowledge to make the new forum a success".

Divisional Commander, Chief Supt David Murthwaite said: "This group will provide a good platform to get things moving and take positive action."

Funding agreed for new helicopter

ESSEX has become one of only four police forces in the country to be granted Government funding to help purchase a new helicopter.

Subject to approval from the Essex Police Authority later this month (April), the £1.2 million Home Office grant will be matched by the force to buy a EuroCopter 135 which should be operational by next summer.

This will replace the existing Aerospatiale AS355 F2 "Squirrel", which the force acquired in 1998.

The Essex Air Support Unit forms part of the Anglia consortium (currently known as the Cambridgeshire,

THE National Community Security Policy is being introduced to all police forces to ensure that information held by them is handled using common standards.

It will also apply to other agencies including the National Crime Squad, Police National Computer and the Crown Prosecution Service.

by Heather Watts

The policy was introduced by the Association of Chief Police Officers in recognition that, after staff, information is the most valuable resource a police force can have.

Costs to collect, process and utilise information in Essex Police amount to £70-80 million a year, up to 40 per cent of our budget.

All forces have had to appoint an Information Security Officer, to ensure they become compliant with

the national policy, and Chief Superintendent Ian Gruneberg has been appointed in the role for Essex Police, reporting to the Information Security Board.

He is currently managing a project to look at all the vast amount of sensitive information that comes into Essex Police and the way it is used, stored and disseminated.

Information can include electronic, written, printed, photographs and sometimes spoken, including material from informants, crime

Thurrock targets schools

SCHOOLS in Thurrock are being targeted in a campaign aimed at preventing pupils from becoming both offenders and victims.

Ultra violet marker pens have been taken into local schools, to mark mobile phones and other property, in a move to keep one step ahead of crime trends in the capital.

Pc Neil Brand, Thurrock schools liaison officer, said: "The idea is to try to reduce the fear of crime in Thurrock and to prevent young people becoming offenders, but also becoming victims."

"Sometimes in Thurrock we'll get crime trends after London, so by marking up phones and property now, hopefully we can eradicate it

before it sets in."

Last month Pc Brand also began the first of what is hoped will become a series of "one-stop shops" for students at Ockendon School.

Under this scheme officers will attend either at lunchtime, or after school hours, to allow pupils and teachers to speak to them in confidence.

fighting capabilities and continue to save lives. The new aircraft will be safer, more environmentally friendly, able to carry heavier loads, thus allowing

longer periods in the air between refuels, faster and far more economical to maintain.

"Officers across the force will benefit from the helicopter which will continue to respond to live incidents



such as suspect calls and missing persons.

"By using enhanced technology in both aircraft and the police role equipment on board we will be in a position to offer a better service to front line officers".

Museum is registered

THE Essex Police Museum has been successful in its first application for registered status.

The museum, which was established in 1991, currently has more than 1,000 visitors a year.

To become an officially registered museum, it must be shown that the museum has systems in place to manage its collection in accordance with best practice.

The application was assessed by Re:Source (formerly the Museums and Galleries Commission) and full registered status was granted.

Funding

The Essex Police Museum will now be able to apply for funding to support various development programmes.

As a charity, the museum relies on donations to fund

various activities, however as a registered museum, increased funds and resources will be available to help develop specific areas of work.

The museum is always keen to hear from anyone interested in becoming a volunteer.

Please contact the Public Relations Officer on ext 50770 or 01245 452395.

Data handling policy review

details and plans for policing operations, as well as personal and financial data.

There is a possibility that, if not properly handled, information could be lost, stolen or tampered with causing embarrassment, loss of effectiveness or even endanger lives.

So above all, sensitive data must be sourced, accurate, tamper proof and only available to those who need to see it.

All legislation relating to the handling of information must be complied with including Data Protection

and Human Rights.

Chief Supt Gruneberg will be risk assessing all areas of information handling which will include looking at working environments.

He said: "We will be introducing new policies and guidelines for staff and will keep them fully informed."

"I want staff to consider the information they are handling and the risks if it is tampered with, falls into the wrong hands or is lost."

"We all need to work in ways that minimise harm to what is essential to our effectiveness."

Teenagers set to benefit from new partnership

A PARTNERSHIP between parish councillors, teenagers and the police is paying dividends in a north Essex village.

The special relationship has been formed at Marks Tey, near Colchester, where the parish council and Pc Simon Knightley, youth liaison officer for Colchester Division, have been holding meetings with up to 70 young people to involve them in the community and listen to their wishes.

Shelter

Now the council is planning to start work during the next two months on a £40,000 skateboard park and "hang out" shelter on the village's Jubilee playing field.

Decisions are still awaited on some grant applications, but council chairman Nigel Fitch is optimistic that the project will proceed.

The idea of giving the vil-

lage's teenagers an opportunity to air their views followed damage last year at the local children's playground.

The council felt that involving them in the community would be a deterrent to damage and invited Pc Knightley to take part in the meetings.

The young people were strongly in favour of a skateboard park and shelter as an attraction which would keep their generation off the streets and out of mischief and, in discussion with the council, they designed the centre themselves.

Mr Fitch said: "We have given the young people a feeling of belonging and the involvement of Pc Knightley has worked a treat."

"The youngsters think very highly of him. Now we hope to be giving them what they want and we believe that the relationship which has been formed will be of benefit to the entire village."

Law letters

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

Thank you for the send-off

MAY I thank everyone who attended my retirement party at headquarters on March 9, helping to make it such a memorable occasion.

Thanks also, to all who either brought along, or contributed to all the wonderful gifts.

I thoroughly enjoyed my 30 years at Maldon (twice), Burnham on Crouch and the dog section at Sandon and Bocking.

I will certainly miss all friends and colleagues but maybe not the shift work and bad weather.

Pat and I now intend to enjoy the rest of our lives as much as possible and so may we wish you all the very best of health and good fortune.

Dennis Oliver,
Chelmsford

Reform gun laws

I AM writing as a police supporter on a subject which has long been ignored.

I refer to the gun laws, or more accurately, lack of sensible gun laws. Why are our politicians short of common sense?

I know it is difficult for senior officers to be political, but surely they have some influence?

Youth problem solved!

PC Alan White (FIR) asked for advice on dealing with nuisance created by youths.

In your last publication 'JC' of Chelmsford responds with the most simplistic advice, that Mr Stevens and Alan should watch an episode of *Heartbeat*.

Somehow I don't think that is quite the solution Pc White was seeking.

Problem-oriented policing is a direct solution to such public order issues.

It is an alternative approach to policing that has gained the attention of most police services across the world.

It differs from traditional policing strategies in four significant ways:

We're on the defensive against crime

PC Alan White is correct in stating that the problem of increasing youth nuisance and crime remains unsolved.

In my letter (*The Law*, January) I merely identified some of the causes of the problems and remedial actions, similar to those used in my youth, which can reduce the problems.

Asking why they exist can identify the cause. This principle is used in the medical profession, based on prevention is better than cure, by eliminating the cause.

Today, the cause is not eliminated and we are on the defensive against crime and drugs, costing millions of pounds for CCTV, burglar and car alarms etc, plus Neighbourhood Watch.

Where were you?

I WOULD like to congratulate the 50 or so Essex Police officers for their efforts made in attending the meeting with MPs prior to the lobby of Parliament, on March 13.

It is a shame more Essex MPs did not feel it was worth attending.

By the same token it would appear members of Essex Police did not feel it was worth attending either. I appreciate that many of you

Problem-oriented policing enables the police to be more effective. This is achieved by not spending time responding to calls for service.

POP offers an effective strategy by addressing the underlying conditions that prompt calls for service from police units.

Many calls to the police are related to others and, if grouped together, disclose a pattern of activity or behaviour that presents a more accurate picture of the condition that prompted the calls in the first instance.

Problem-oriented policing allows the expertise of police officers and support staff that has been developed over many years to study problems and create solutions to the problems.

Punishment was once made to fit the crime. Prisons were grim and dreadful (bread and water was given to prisoners who misbehaved). Today, prisons are described as hotels, where prisoners eat far better than many pensioners, so do not deter released prisoners from re-offending.

We read of lawyers, waxing fat on legal aid, funded by taxpayers, pleading for clemency for their guilty clients and some magistrates conceding to the pleas, much to the frustration of police officers.

David Blunkett, under his Police Reform Bill, plans to assume more powers over the police. Local policing and local accountability are pre-

were working, but not all of you were. By putting yourselves out a little bit, your efforts would not have been unnoticed.

To say the least it was embarrassing to see a room, which would have held at least 150 people, with only a total of 60 or so present.

If the plans of Mr Blunkett do not turn out how we would wish them to be, those of you who had the opportunity to attend should not moan.

You had your opportunity to say your piece like thousands of officers from the far reaches of the country, but you could not be bothered.

Dc Mark Tegerdine,
Western MIT

Where will the cut-backs fall next?

I READ with interest the letter by Pc Lee Taylor of the Burnham Marine Section in the February edition of *The Law*.

Unfortunately we have been in the age of cut-backs for some time and the age of contracting out if at all possible.

Many years ago, in the late 60s, George Thurkle and I were founder members of the

Problem-oriented policing involves greater participation by communities in the policing of their neighbourhoods, streets, housing estates etc. Community involvement is essential to find long-term and sustainable solutions to recurrent crime and the withdrawal of recidivists from the streets.

Intelligence

Problem-oriented policing would understand that intelligence and information needed to comprehend the problem is not solely retained in police-held data or intelligence systems.

A problem is a group of crimes, nuisances, threats, incidents or collective inter-

familial operations.

POP can appropriately be used on all pervasive problems, such as late-night trouble, youth nuisance, graffiti, all volume crime, low-level threats and intimidation, all of which cause fear in the vulnerable individual, especially the elderly.

POP can also be inserted in the lower level of the National Intelligence Model that this service is now applying in relation to all operations.

The organisation identifies a problem and takes positive action against it.

David S Bates, HQ
Authorities Bureau

cious constitutional safeguards.

Already, these have been reduced, i.e. Europol, National Crime Squads; Criminal Intelligence Service.

Drug addiction is self-created, now costing the NHS

(taxpayer) millions of pounds, at the expense of sick patients. If drugs were not available then, as in my youth, there would be no drugs problem.

Walter Ablett,
Chelmsford.

Sickness rules insult to officers

APPROACHING 30 years' service as I am, I have occasionally felt sufficiently moved to write to *The Law*, but previously reflected long enough to resist the temptation.

However, I have just finished reading Policy Guideline P44/02, which relates to police officers being reminded that when "off sick", they are obliged to attend court unless the nature of their illness prevents them from giving evidence.

Such attendance at court, whilst off sick, is to be considered as being on duty and the duty roster should be completed and signed to that effect.

I am now left wondering what I might be unfortunate enough to suffer from which would prevent me performing duty, yet leave me well enough to attend court and give evidence.

I presume that such court attendance(s) whilst off sick, but on duty, would not be included in the sickness absence calculations for selec-

tion processes; or the 183 days before half pay is considered.

Neither is it clear whether this policy applies if the sickness is certificated. If it is, should an officer return to his/her GP and be signed off before the duty at court?

And if they are still sick, do they need a further certificate before resuming their sickness when released from duty at court?

What effect would such duty whilst sick have on Statutory Sick Pay?

This policy seems to support the current view that the majority of police officers absent from work through sickness are malingerers, who are quite capable of attending court - with the obvious exception of those undergoing gender reassignment, who are "automatically" disregarded from all absence calculations.

I'm sure that I am not alone in resenting this latest policy, which seems to now view an officer's sickness as yet a further irrelevance.

Pc Paul Reeve, TIU, HQ.

Finally, from the caped crusader

I WILL probably be accused of becoming boring and repetitive, but I am prepared to take that risk.

I acknowledge the apology offered to me by Alan White, but again I was disappointed that there was a 'sting in the tail'. I am now accused of misguided criticism.

It must be remembered that I did not start this argument and I feel, as the defendant in the case of White v Rose, you may consider that I should be entitled to the last say.

So far as I can recall, my only 'sin' has been to defend myself against being associated with stories of alleged practices by officers of my era - ie 'clips around the lughole with a cape'.

I will again repeat, I have never written anything to *The Law* (or anywhere else) which would have given the impression that I would have been a supporter of such practices.

I will now return to more light-hearted things and I do have a confession to make - I did once use my cape to defend myself - from an aggressive stray dog.

I was taught the technique from a very senior constable, not long after my first encounter with walking the beat. His advice was: "Remember this boy, if ever you're out with your cape on and a dog has a go at you, just crouch down and flap your arms - the dog won't hang about."

Several years later whilst on foot patrol I was in exactly that situation. My past life and the words of the old Pc flashed back before my eyes - I wasn't so sure about the crouching down bit, as the snarling dog was getting quite near.

However, I decided there was nothing to lose. I went into full flow with the old cape routine and, to my eternal relief, it worked like a dream.

If I'd had a radar gun that dog could have been done for speeding.

The lesson I learned from this was not to be too quick at dismissing things said by old Pcs (even retired ones!).

David Rose, Linton

Good response to my book

I HAVE had a good response from officers that I served with since you published the fact that I had written a diary "As It Was".

The books are obtainable

from me at my present address 7 Fawtens Close, Hutton, Brentwood, CM13 2SY at a cost of £4 each.

Jeff Lawrence
Brentwood

then Southminster Marine Section with the police launch *Alert I*. Just the two of us.

Then later the police launch *Watchful* arrived.

The Southminster Marine Section expanded and the *Alert I* was replaced by a larger launch *Alert II*.

George Thurkle was later promoted to inspector in charge of the whole Essex

Marine Section and I was put in charge of the Southminster unit for a number of years.

During my service with the Marine Section, the crews of these launches recovered a number of corpses, some badly decomposed, saved lives, dealt with crime and reported offenders.

Essex has a huge coastline and inland creeks/waterways.

Is the next cut back going to be the Marine Section?

I personally think it would be a very foolish move.

I only hope that those in the Ivory Towers at headquarters swing their guns away from the Marine Section that have and will save many lives.

What is the cost of a life?

Brian Lay,
Bury St Edmunds

As a responsible lender we recommend the maximum amount you apply for is half your annual salary, before tax. A typical loan of £6,000 at **8.9% APR** repayable by 84 monthly repayments of £95.08. Total amount payable is £7,986.72. All loans and interest rates subject to status. We may use credit scoring or other automated decision making system. The interest rates at which we lend will reflect our assessment of your desired loan amount and/or your personal circumstances and/or your credit score. A written quotation of our credit terms is available on request. You must be 18 years or over and in receipt of at least £7,500 per annum, before tax. Loans for business and timeshare purposes are excluded. For security and to help improve our service to you, we may record or monitor telephone calls. This offer is available only to UK residents (excluding residents of the Isle of Man and the Channel Islands). Hamilton Direct Bank (a division of HFC Bank plc) is a trading name of HFC Bank plc. HFC Bank plc is a member of the Household International Group of Companies and regulated by the Financial Services Authority. Registered Office: North Street, Winkfield, Windsor, Berkshire, SL4 4TD. Registered in England No: 1117305. Rates are correct at time of going to press.

Together, with you all the way



Our lowest
ever loan rates

Typical APR
8.9%

FOR £5,000 - £19,999

Consolidate your spending
with The Police Federation
Unsecured Personal Loan Scheme

Call now to benefit from our **special low rates**

0800 71 65 66

Quoting reference number 97056 and your Force

The only Personal Loan Scheme to be endorsed by The Police Federation

Lines open Monday to Friday 8am to 9pm, Saturday 9am to 7pm, Sunday 10am to 6pm

Hamilton Direct Bank

 The Police Federation
PERSONAL LOAN SCHEME

For Secured Loans please call Sterling Credit Limited on 0800 0156 615

Sterling Credit Limited, Beneficial House, Easthampstead Road, Bracknell RG12 1NS. Registered in England No 71242

Focus on Force Intelligence Bureau . . . Focus on Force Intelligence Bureau . . . Focus on Force

BUREAU DELIVERS ON INTELLIGENCE

THIS month sees the re-launch of a department which has remained largely in the background of proactive policing in this county.

A department at headquarters whose officers remain relatively unknown to colleagues on division.

A section within the Crime Division which is tackling crime at its grass roots, using new technology.

And a department whose Director is a closet Southend United fan.

The Force Intelligence Bureau begins a new life this month as it reverts

by Nishan Wijeratne

back to its previous title from four years ago.

Det Supt Wil Kennedy heads the Intelligence Directorate, which comprises several key areas promoting the ethos of intelligence-led policing.

Investing

Crime Division is investing heavily in the new FIB, with a doubling in Area FIOs, an additional detective in the Dangerous Offenders Unit and a re-design of the Bureau as a whole, all geared to support territorial divisions in intelligence gathering.

In the first of a series of brief encounters with various units within FIB, we look at the personas behind each of the individual desks located in the windowless third floor of Force Headquarters.

Det Supt Kennedy knows that FIB is central to the Intelligence Directorate, driving intelligence-led policing at a force level.

He said: "We're already running proactive operations which have been lacking for sometime, criminals operate

across policing boundaries and co-ordination is vital.

"Recent operations against crack cocaine dealers and artifice burglars have shown the benefit of having a proactive FIB.

Professional

"I can only see the FIB going from strength to strength, delivering professional, actionable intelligence to divisions and specialist units.

"There is no doubt these are exciting times to be involved in intelligence in Essex Police and I am delighted to be a part of it."

FIB will complete its new identity when its Intranet website is re-launched on Monday, April 15, allowing all employees to gain an even greater understanding of the work taking place behind-the-scenes.

Informant handling role key to success

THE theme running through each of these desks is intelligence-gathering and why each officer is attracted to its undercover side.

Phil Pridmore is a typical example of a young man who

is relatively new to the force, and yet is trained in surveillance tactics and informant-handling as an Area Field Intelligence Officer.

The 30-year-old joined Essex Police in 1994 after working in sales & marketing.

Seven years on and he now tracks criminals committing organised crime in the county.

With five vacancies still to be filled in the AFIO office, Phil and his two colleagues are currently being pushed to the limits with each FIO covering three divisions.

Resources

"It's our role to work on specific intelligence operations and focus on the wider problem of crime," said Phil.

"We tackle the problem head on using resources identified during the intelligence-gathering period."

Phil and his colleagues make up an exclusive group of informant handlers, known

today as Covert Human Intelligence Sources.

Detecting level two criminals, those who travel between divisional and force boundaries, falls within each FIO's remit and the relationships with CHISs can, and do, exist for sustained periods of time.

"Working with informants within the field of intelligence gives us an unpredictable life where we can take information and turn it around into actionable intelligence," said Phil.

"Whereas before we were more desk-based, we're now operationally proactive, liaising more with our busy counterparts on division, which has raised our profile."

Desk first point of contact

DIVISIONAL service desks act as one-stop shops for initial inquiries and in FIB the desk carries out a very similar job.

It is the first point of contact for those within the force who are unsure of which section within the Bureau to approach.

Ed Luxton is the service desk intelligence administrator.

The majority of his work is devoted to carrying out intelligence checks with external agencies for Essex Police, or on Essex subjects for officers from other UK forces.

Ed has formed a network of

contacts with outside agencies which include NCIS and Interpol.

These checks must be justified by reference to serious crime going beyond purely local interest.

Variety

The 59-year-old former Department of Health employee joined FIB after he was attracted by the range and variety of work covered.

He said: "I carry out such a mix of duties which more than keeps me occupied."

"Each day brings me in touch with someone or some-

thing new. It helps that the teams here are so helpful."

The service desk has recently risen in profile as a result of a large rise in international inquiries into and out of Essex, an increase in the number of operations involving a need for national or cross-border checks, and improved links with neighbouring forces' FIBs.

Further changes in its role will be taking place over the next few months in the handling of cross-border intelligence, so Ed and colleagues will remain a focal point for those seeking the Bureau's help.

Tackling commercial vehicle crime

IAIN McKinnon was attracted to the lorry load desk five years ago with a desire to fulfil a personal interest in commercial vehicle crime.

During his 16 years' experience as a road policing officer, Iain put his experience to good use with the post on the National Stolen Lorry Load Desk.

Weapon

The NSLL desk was born 12 years ago and has proved to be a potent weapon in targeting and actively reducing the problem of lorry load crime.

In this year alone, the NSLL desk has cracked five major thefts, with a haul of £300,000 of COMPAQ equipment recovered within only 72 hours of the computers being stolen.

The 45-year-old officer has seen a visible increase in lorry hijackings and the theft of goods but, with forces now pooling their resources, the criminal no longer finds it easy to remain undercover.

Said Iain: "Since its inception, the NSLL desk has recovered over £5 million worth of property.

"With the help of divisions and other agencies we have been able to continually trace the main ringleaders and disrupt the trade of illegal goods."

An intelligence database exists which enables forces and HM Customs & Excise to maintain relevant checks on numerous individuals operating across England & Wales.

Help

"The desk is here to help those on division, so the quicker information can be passed on to me, then the

quicker we can circulate descriptions and other details," said Iain.

"There is nothing better than identifying stolen property and reuniting it with its rightful owner."

Research shows the majority of lorry crime is committed by gangs of criminals linked to organised crime, often involving drugs.

The actual cost of lorry and trailer crime in Essex alone is estimated at £5 million per year - and growing.

Assess of s

THE murder of Payne placed the issue of paedophiles at the front of the news agenda.

Residents and communities have made it business to ensure offenders are not reduced into society.

The sex offenders' makes up a significant proportion of the with Allan Taplin Mark Sibley at the assessing the risk by such people.

Experts suggest

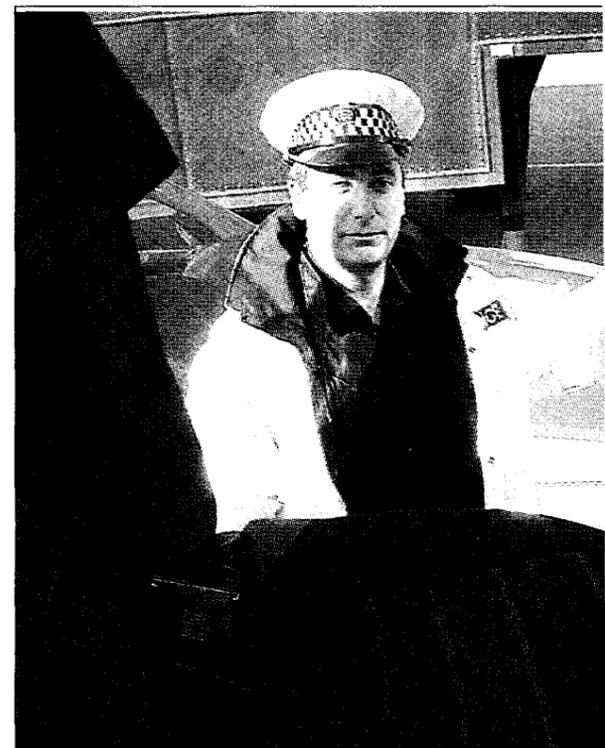
Con cri their

THE Hi-Tech investigation desk is the most recent addition to the dangerous offenders' unit, but has already taken on nearly 30 jobs in its first three months alone.

The desk is funded by Home Office grant and is within each force area in England and Wales, following the Government's desire to clamp down on cyber-crime.

Seven months ago Iain Nash was playing out his role as a family liaison officer.

The families of those victims killed in the terrorist attack on September 11 will be etched on his mind forever as a police officer, the Hi-Tech crime unit is the job he



● PC Gary Myers prepares to examine the cab of an

Intelligence Bureau . . . Focus on Force Intelligence Bureau . . . Focus on Force

Managing the risk of sex offenders

Sex offenders cannot be rehabilitated, instead requiring control and direction.

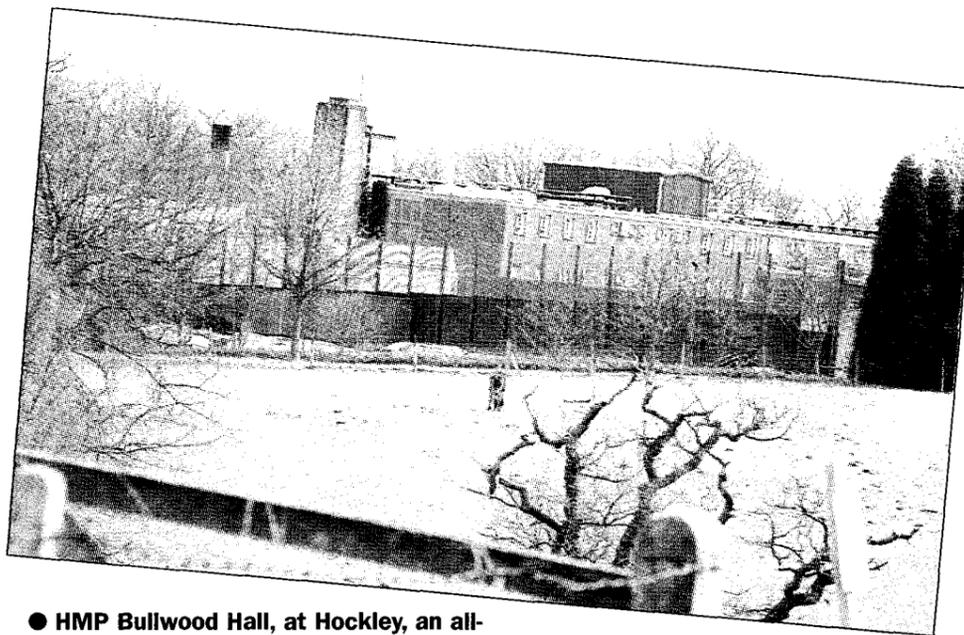
This is brought about by the involvement of several agencies under the umbrella of MAPP - Multiagency Public Protection Panel.

The unit was formed in 1997 following the introduction of the Sex Offenders' Registration Act.

At the time, Allan was working at Rayleigh CPU. "This is the best job I've

ever done," said Dc Sibley. "Our goal in life is to either prosecute a known sex offender or produce a risk management plan that restricts their movements, thus reducing the potential of repeat offending."

There is still a sizeable number of sex offenders who are not registered and the team is actively seeking to change this through proactive work with divisional child protection units.



● HMP Bullwood Hall, at Hockley, an all-women's prison.

Photo: Evening Echo

Prison liaison helps gather knowledge

THE prison liaison desk is part of the Bureau's Dangerous Offenders' Unit and offers advice on matters relating to prisons and their occupants.

Dc John Stewart was attracted to the job because of the intelligence-based nature of the work after spending several years with Special Branch.

He said: "At that time, prison liaison was in its infancy

and officers didn't appreciate its existence.

"A police commander from New Scotland Yard was appointed by the prison service in the capacity of national police adviser and from there it developed into a recognised role within the police service.

Dedicated

"Police forces across the country now have dedicated prison liaison officers," he said.

The desk is responsible for

processing applications for intelligence requests on inmates, whether by simple location checks or more involved monitoring requests.

Essex has two prisons in the county.

HMP Chelmsford houses remand and convicted inmates and HMP Bullwood Hall, in Hockley, is a women-only prison, accommodating offenders of varying sentences, both adult and young offenders.

John presents regular con-

tributions to CID and probationer courses.

"I love my job because of the interface between the two services," he said.

Demands

"First and foremost I am a police officer, but I understand the demands placed on the prison service.

"I see the challenge of finding an equilibrium between the two services to be worthwhile and satisfying."

Angie's skilled touch helps victims recall suspects' appearance

FACIAL identification techniques continue to play a major role in criminal detection and Angie Seavers is the force expert in E-FIT construction.

She receives in excess of 50 requests each month from colleagues in division who are determined to catch the perpetrators of crime using the resources available to them.

Interviews

Angie has 21 years' service with Essex Police and is one of very few detectives who are trained to carry out cognitive interviews with victims of crime.

This involves the victim reliving the experience, rather than remembering it.

"I develop a rapport with people on a very personal level

as we talk through the events of the traumatic experience," said Dc Seavers.

"I have to form a trusting relationship with the victim and allow this rapport to develop in order for us to produce an image of the assailant."

The E-FIT system was first introduced in Essex at the beginning of the 1990s.

Angie was asked to pilot and develop it. Prior to this, Essex Police had used Photofit which Angie was already trained in.

This was a very basic system using paper slides bearing various eyes, noses and mouths which were pieced together to form a likeness to the offender.

E-FIT is far superior, not only in producing life-like composites, but also allowing the operator to use an art package

to produce scars, designer beards and hairstyles to give a more accurate composite. This, in turn, assists the investigating officer to identify and eliminate suspects.

Said Angie: "I've always had an avid interest in facial identification and have been involved in the field since 1984.

Innovative

"With the advent of CCTV and facial recognition systems, this is an exciting and innovative field."

At the end of the interview, during which brief notes are taken, Angie and the victim sit down before a computer screen.

This can be a very traumatic time with the witness as they gradually see the face of their



● An E-fit image

attacker on the screen.

"It's difficult to determine the level of success because I can never say how good or bad an E-Fit image is - after all, I haven't seen the offender," said Dc Seavers.

"This can only be judged when it is identified. However, I receive constant positive feedback on how helpful composites have been in identifying and arresting suspects."

E-FITs cannot be attempted if useable CCTV images are available or if the victims have been shown photographs of possible suspects as the witness's memory has been contaminated.

Dog Unit performs well in regional trials

DOG UNIT teams from Rochford, Laindon and Sandon finished in the top ten of the regional dog trials, the first time in six years the force has participated at a national level.

Laindon's Colin Elsegood and dog Ronnie finished 9th out of the field of 17 teams, with Rochford's Mark Hall and Bruce, and Sandon's Keith Simpson and Taz tying in joint 10th place.

Pc Elsegood scored 725, with Pcs Hall and Simpson both scoring 724 out of a maximum 1000 marks.

Trophy

The Laindon team did walk away with some silver as Colin and Ronnie won the Searching Trophy, scoring 208 out of 220.

Head of Mobile Support Division Chief Superintendent Ian Brown was present to see the teams awarded with their medals.

He said: "This was the first time we've competed in such trials since 1996, so our creditable performance makes this an even more commendable achievement.

"I can't praise our officers and dogs highly enough for their hard work and enthusiasm. This enables us to judge our dog teams against the benchmark set by the best from the south east."

Praise

A total of eight forces from the south east competed in the trials held at RAF Alconbury with Cambridgeshire's Geoff Powell and dog Oscar scoring maximum marks to take first place.

Event judges reserved specific praise for our teams for the excellent turnout from both the officers and their dogs.

Seatbelt fine saves a life

OFFICERS from the Southern Road Policing Unit were shocked to discover who was commending them, after issuing a traffic fine to a woman driver - the motorist herself.

Sgt Tony Byrne issued a £30 fixed penalty to Vicky Gibbons, for not wearing a seatbelt. Ten days later 23-year-old Miss Gibbons publicly thanked the officer after walking away virtually unharmed when her Ford Fiesta flipped over on a road in Southend.

Now Sgt Byrne hopes other motorists will learn from the young girl's experience, saying: "Vicky has clearly learnt the error of her ways and it only cost her £30 rather than her life."

Computer in sights

been waiting to join all his service.

He said: "I've always had an interest in computing and now I have the opportunity to hone my natural skills.

"The surge in computer crime from e-mail harassment, to hacking, to child pornography is something which the police are beginning to get to grips with."

It may be only in its infancy, but Dave has already had involvement in a number of arrests and, with another position soon to be filled, a two-pronged attack on those using IT to commit crime can only lead to increased detection.



spend

PERSONAL LOANS

Preferential rates for almost anything you want

- Apply for up to £20,000 – a cheque within 24 hours*
- 9.5 APR for loans of £5,000 and over
- **Typical APR 9.5%**
- A decision in minutes over the phone
- Three month repayment holiday
- Choice of repayment periods up to 60 months
- Optional payment protection insurance

Call us today on

0800 616 505[†]

Lines open: Weekdays 7.00am – 11.00pm,
Sat 8.30am – 6.00pm and Sun 9.30am – 5.30pm

Please Quote Response Code TLAW02

For employees of
ESSEX CONSTABULARY

Important information

Loans are provided by Bank of Scotland, Cherrybank, Perth PH2 0NG. Written quotations are available on request. All lending is subject to appraisal by the Bank of the applicant's financial status. To apply you must be at least 18 and a UK resident (excluding the Channel Islands and Isle of Man). APR and repayment details are correct at the time of print. Certain purposes of loan may be excluded or have limited repayment periods; please ring for details. Your application will not be considered without your home phone number. The rate you are offered will depend on credit assessment procedures, your personal circumstances and other related factors. †Telephone calls may be recorded for security purposes and monitored under our quality control procedures. Bank of Scotland subscribes to the Banking Code; copies are available on request. *Delivery may take longer for weekend applications or in outlying areas. For example, for a loan of £5,000.00 repayable by Direct Debit over 4 years, your monthly repayments would be 48 of £126.59, commencing three months after your loan cheque is issued. The total amount payable would be £6,076.32, **APR 9.5%**. If you choose the optional courier service an additional £40 will be payable one month before your first monthly repayment.

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/MAR73

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**



● Sgt Simon Ford, Basildon, receives his long service and good conduct medal from the Lord Lieutenant of Essex, Lord Braybrooke.

Over 600 years' service recognised

OFFICERS who have given at least 22 years' meritorious service gathered at the Shirehall, Chelmsford last month to receive their long service and good conduct medals from the Lord Lieutenant of Essex, Lord Braybrooke.

They were joined by those whose exceptional performance had resulted in the award of one of the annual force trophies.

Details of all the recipients were published in the March edition of *The Law*.

Chief Constable David Stevens welcomed Lord Braybrooke and a large gathering of officers and their families to the Shirehall and told them that, between them, they had given more than 600 years' service to the Essex force.

"Congratulations to all those who are receiving awards," said Mr Stevens. "You should be proud of what you have achieved."

He asked them to turn their minds back to 1979/80, when those receiving their long service medals had joined Essex Police.

Auspicious

"In Zimbabwe, Robert Mugabe won his first election, Radio Caroline sank in the North Sea, JR was shot in Dallas, Paul McCartney was jailed for possessing marijuana, the same year that John Lennon was killed," he said.

March 6, the day of the awards ceremony, had marked a number of other

auspicious occasions over the centuries, said Mr Stevens.

"On March 6, 1475 Michael Angelo was born; in 1836 on this day The Alamo fell and in 1930 Clarence Birdseye began selling packaged frozen food!"

Lord Braybrooke said that the county is very proud of all its emergency services and that "Essex Police is one of the best police forces in the country."

Congratulating the officers who were there to receive awards and medals, Lord Braybrooke also thanked their families for all the support they provide to police men and women, to enable them to carry out their duties.

CD-ROM marks new era

THE TV and New Media Unit has just completed its first multi-media interactive production developed specifically for CD-ROM.

Marking a new era in production and presentation techniques the CD-ROM "Collator, Your Intranet Solution" was produced in a unique cost saving trade of skills with KiM Software.

Essex Police will receive commission for every Collator software package sold and the TV and New Media Unit now has a database driven management system, produced by KiM Software which enables it to audit, archive and measure its performance.

Although the CD-ROM was complex to produce it is very easy to use giving control to the end user.

Replay

Unlike conventional video, CD-ROM can be viewed in any order and allows instant replay among its many functions. Divided into chapters and links, any particular part can be accessed easily.

Designed to include moving images and graphics any CD-ROM can also include forms and all these can be printed out if required.

Marc Berners, head of the TV and New Media Unit, said: "It has been a steep learning curve for all those involved in producing the CD-ROM but it has been highly successful".

With the techniques learned from the CD-ROM production the unit is translating these skills into DVD production, enabling future presentations to be fully interactive, while maintaining the highest quality.

Further details can be found on the Intranet. Anyone who would like a CD-ROM or DVD produced should contact the unit to see if their project is suitable for these particular multi-media tools.

Detection process review completed

THE Best Value "Detecting Crime" Review is now complete.

It concentrated on volume crime (i.e. burglary, car crime and violent crime) and focused on the reporting of such crimes, through the allocation of resources and subsequent investigation.

To arrive at the options for change, the Best Value team held a series of workshops, attended by key practitioners in the crime detection process.

Members of Essex Police Authority, among others, acted as observers at the workshops, from which a map of the current crime detection process was produced.

The team also undertook benchmarking work with other forces, the RAC and HM Customs and Excise, as well as liaising with the Victim Support Service.

The BV team also conduct-

ed a challenge day, involving people representing the business community who were invited to question how Essex Police completes the crime detection process and to come up with suggestions for improvement.

The review's conclusions were accepted by chief officers and the Police Authority's Best Value Assurance Panel, ahead of the full meeting of Essex Police Authority in March.

Head of Crime, Det Chief Supt Steve Reynolds has recognised the importance of the review and its findings. He said: "The recommendations give us the opportunity to formulate new policies for the allocation and investigation of volume crimes, ensuring that we make the best use of human resources and information technology".

He is in liaison with Assistant Chief Constable (Crime) Joe Edwards, to progress implementation of the conclusions.

The next review to be undertaken by the Best Value

Team will be of training (both police and support staff), being part of the national project for "Best Value in Police Training".

It will identify gaps between current performance and national good practice, as proposed by the national guidance. This will enable specific areas of poor performance to be identified which will then be made the subject of an in-depth review.

Progress

Updates on progress can be viewed via the Best Value website on the Intranet, and in *The Law*.

If you have any comments to make on training or the BV review of training itself please contact the Best Value team.

Since April 2000, divisions and departments have been undertaking Best Value small circle reviews.

These are carried out by divisions and departments as part of their "business as usual". In an effort to provide further support, the small cir-

cle review guidance has been revised to be more informative and user friendly.

In addition the Best Value team is offering to play a more active role in supporting divisions and departments with their reviews. Small circle revised documents are available from the Best Value team or the Intranet.

Best Value small circle reviews can help assist divisions and departments in improving performance.

The recommendations which come from specific reviews may contribute towards required efficiency savings.

Personnel involved in small circle reviews will be exposed to problem solving approaches and they may therefore be seen as a personal development opportunity.

Should you have any queries, require assistance or wish to register a small circle review please do not hesitate to contact the Best Value team.

Graphic designer can help

LEAFLETS and posters are a great way of getting a message across to the public - but how do you get them produced?

The force graphic designer, Rachel Stiff, working as part of the Public Relations Unit at Headquarters can do it all for you.

Witness appeals, crime reduction advice, event publicity and corporate publications are just some of the range of material that she can produce for you.

The use of the correct crest, fonts, colours and text is vital to get your message across professionally. A leaflet outlining the requirements of the corporate identity has just been produced and is available from the public relations office.

Printing

Many of the items produced by Rachel can be printed in-house, at no cost to your division or department. However, if a large quantity of colour printing is required, then you will need to fund the printing cost.

The layout and design can still be produced by Rachel free of charge, but the printing will need to be outsourced to an external contractor. The public relations officer will be able to assist with this.

Any material that you produce yourself and send to the print shop or purchasing for production will be sent to the public relations unit for approval.

Rachel said: "Divisions and departments can save themselves a huge amount of time and hassle if they come to us as soon as they have an idea for a leaflet or poster."

All graphic design work requests should be sent to the public relations officer on ext 50770 or to Tina Starling or Ruth Collin on email.

Officers commended for their actions

FROM kidnap and murder investigations to restraining a dangerous man, arresting an offender despite suffering a serious injury to excellent police work, there was a variety of cases receiving Chief Constable commendations last month.

Ds Tony Buckley (Wickford) was awarded a commendation for his professionalism, determination and dedication whilst investigating a murder at Basildon in 1999.

Pc Richard Ambrose (Harlow) was commended for

his high motivation and drive, which resulted in excess of 102 arrests for a variety of offences.

Pc Steven Crane (Shoebury) dislocated his shoulder when a man who had run off following a car crash assaulted him.

Restrained

Despite being in great pain he restrained the man, who was attempting to swallow drugs and dispose of other evidence. Cash and drugs were also recovered.

The team of officers involved in Operation Ensay, Thurrock was commended for the determined effort and dedication they displayed.

Acting Inspector Graham Carter, Ds Andy Henderson, Dc Spencer Williams, and Dc Stephen Hunt received commendations for their part in breaking up a drugs ring and the investigation resulting in two men receiving 13 years imprisonment for kidnaping, false imprisonment and GBH.



LAST month saw the launch of the Essex Appropriate Adult Service.

The scheme, which covers Essex (but not Southend or Thurrock) provides appropriate adults for juveniles in custody on behalf of Essex Social Services and operates between 7am and 11pm seven days a week.

When a parent or guardian is not available, custody sergeants can call a pager service to arrange for an appropriate adult to attend the police station. Details are on the Community Safety Department website.

Will you qualify for a Jubilee medal?

THE Queen's Golden Jubilee medal will be awarded to all officers who have five years' pensionable service and special constables with five years' service on February 6, 2002.

Service

This also includes any previous military service and service with mountain and cave rescue or other public service as notified by the Home Office.

The medals will be allocated alphabetically.

Any officers who believe they qualify due to previous service are asked to e-mail Sue Spratley who is acting as force co-ordinator.

Training authority role

FORMER vice-chairman of the Essex Police Authority, Miss Gita Sootarsing, has been appointed an independent board member of the new **Central Police Training and Development Authority.**

Det Supt Graeme Bull has been appointed Senior Investigating Officer to the Rayleigh Major Investigation Team.

Pc Andy Thorpe is well known for his green fingered talents winning the small business category for Brightlingsea Police Station in the annual Brightlingsea in Bloom competition and will look after the flowers again this year.

Names in the news

However it wasn't roses all the way for Andy during his 30 years' service before his retirement in February.

He was a constable in Brightlingsea during the time of the live animal protests and said: "It was the worst time I can remember."

Having been on a once in a lifetime trip to Australia and New Zealand before returning to his home in Brightlingsea, Andy is going to take a year out before deciding his future.

John Clements will miss his colleagues, after having to retire on health grounds after nearly 23 years' service, all served as a constable with Mobile Support.

He thoroughly enjoyed working at the driving school for seven years, where he had a chance to meet many people.

John also served 12 years as a police motorcyclist.

His love of driving is reflected in his passion for his car and a love of travel, particularly to France, where he and his wife may retire.

Pc John Hobrough has retired on health grounds after serving 23 years, mostly in the north of the county.

He particularly liked serving as a neighbourhood beat officer both in Harwich and Colchester, finishing his service in FIR at HQ.

John is taking it easy now, but participates in Tai Chi, which he finds beneficial.

Roy Buckley has retired from EPTC after exactly 30 years' service.

Pc Andrew Gibson retired from FIR last month after serving more than 30

years.

Pc Graham Yore retired last month on medical grounds after serving 17 years with Essex Police.

Obituary

FORMER sergeant **Clifford Allerton** died on March 3, aged 79. He served from 1947 to 1977 at Colchester and Clacton. He leaves a widow, Brenda.

Ex Pc Una Francis died on March 25, aged 74. She served from 1954 to 1984 at Colchester and Braintree.

Mrs Brenda Ralph died on March 23, aged 58. She served with Essex Police from February 1987 at headquarters in firearms and crime stats.

Mrs Heather Walker, clerical assistant with Southend Criminal Justice Unit, died on March 22, aged 51.

Last call to join old pals' buffet

MEMBERS of the Essex Police Comrades' Association are reminded that the spring buffet takes place on Saturday, May 25, at Essex Police Training Centre canteen, at 1pm.

The Sports and Social Club pavilion bar will be open from 11.30am until 1pm.

Association secretary Sue Kelly said: "This is your opportunity, not only to attend, but also to bring your partners and guests, in order that you can renew old friendships and hopefully make some new ones, in most convivial surroundings."

Limited

Numbers are limited and members are advised to book early to avoid disappointment.

The cost is £14 per head, inclusive of mineral water, fruit juice and table wine.

Booking forms and cheques should be sent to Sue Kelly at the Federation Office, HQ as soon as possible.

New number for tax office

PLEASE note that the Inland Revenue telephone number has changed for staff wishing to contact them.

The new telephone number is 0845 3021414.

Colchester branch goes from strength to strength

COLCHESTER Branch of Narpo ran 17 well attended events last year.

With a slight increase in membership the branch goes from strength to strength and 20 events are planned for the forthcoming year.

Money raised last year resulted in a £720 donation to St Helena Hospice Day Centre, the branch's adopted charity, being built on the site of the old Clacton Police Station.

There are a considerable number of retired officers



who have never joined NARPO, so if you live in the north or east of the county or over the border in Suffolk and would like to join, or receive further information, please contact Reg Shelley on 01206 547739.

Chelmsford Branch will be holding its AGM on Saturday May 18, when all branch positions will be considered.

Tony Cooper had considered standing down as Hon Secretary for the branch but has since indicated he will carry on. There are two events on the go which need members' support.

Contacts

Contacts are Rod Booth on 01376 323364 or John Maloney on 01376 342196.

There are a few seats remaining for *My Fair Lady*.

Other planned events are The London Eye and Kew

Gardens, both on the same day, Sunday July 14, and Duxford on Sunday September 8.

Contact Tony Cooper on 01376 329563 if you have not received the recently published newsletter.

Southend Branch AGM is at 7.30 pm on Friday April 19, at Southend Police Station.

There is a standby list for *Showboat*, the trip along the Thames on Saturday May 18, which is currently fully booked.

Tickets to *Riverdance*, at the London Apollo Theatre on Friday May 31, will be allocated on a first come first served basis.

Events

Cost including coach is £30. All branch members should have received their own list of forthcoming events.

Any problems contact Mike Beaveridge on 01702 529985 or Alan Watkins on 01702 474482.

Market Place

BONTEMPI two tier keyboard with stand and music, £200. Contact Sally

Hart, tel 07786 365973. **CABANON** Estoril, six berth tent, nearly new.

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and rank

Station Home Tel.....

Date Signed

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

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

Cost £427, want £215 ono. Contact 01702 548507.

CARLTON Airtec de-luxe suitcase, 80 litres. New unwanted gift still in box. Cost £60 will accept £25. Contact R Ross on 01702 615521.

FLORIDA Kissimmee. Luxury villa, four bedrooms, own-screened pool plus kiddie pool. Contact Del or Pam on 01268 750062.

FLORIDA villa. Four bed, private pool, close to Disney and golf. Quiet location. May and June 2002 still unbooked. Booking 2003 now. Video available. From £450 per week. Contact Peter Taylor on 01245 321378.

FLORIDA villa, 12 minutes from Disneyworld, three bed, two baths, sleeping up to eight. Plenty of extras, incl DVD player, gas BBQ and pool; £495 or £435 per week. For more details contact 01245 464768.

HALESWORTH Suffolk, two bed holiday cottage, lovingly restored, beamed. Enclosed garden, close to Heritage coast, Broads, Minsmere, and Lowestoft. Off peak bookings welcome.

Contact Bob Taylor on 01379 741883.

JOHN Jaques croquet set, £100. Contact R Rutherford 01245 422450.

KISSIMMEE Florida, luxury four-bed villa, own pool and spa in conservation area. Air-conditioned, fully equipped. Prices from £410 per week. Contact Sue or Paul on 01245 382115.

LAKESIDE chalet. Cotswold Water Park, exclusive, fully equipped two bed, bathroom, kitchen, lounge, and terrace. Leisure centre on site. From £150/£250 per week. Contact Stuart on 07973 639342.

MINI Shogun V6 seven seater, two owners, twelve months MOT, taxed, blue silver, CD player, alloys, sun roof, excellent condition, £5,995 ono. Contact 07855 709346.

MOTOR cycle boots, size 3, black leather, hand made. Three buckles, unworn, immaculate condition £100. Contact S Wade on 07741 070189.

ORLANDO, luxury villa. Four bedrooms, three bathrooms, sleeps up to ten. Private screened pool, near

Disney and other central Florida attractions.

For more details contact 01245 266949 or 01376 573406.

PEARL tiara with single crystal droplet, £25. Contact Sally Hart, tel 07786 365973.

PORSCHE 924, 1981, tax and MOT, ice blue, good condition, lift-out sun roof, present driver 13 years, £1,595. Contact Juliet on 01206 792881.

RENAULT 19 TS 1989 F reg, five door red hatchback. Good condition, taxed until June, MOT July. £475 ono. Contact Jackie on 01787 477345 or headquarters extension 54555.

RENAULT Safrane 2.2 RT executive saloon, auto. Leather trim, air-con, electric windows, sunroof, trip computer, M reg. 80,000 miles, very good condition, £2,995 ono.

Contact Pc Phil Golding on 01268 757628.

TENERIFE, two bed, two-bath villa in a quiet location with sea view, communal swimming pool. Easy access to Americas, Cristianogs, etc. Car hire arranged. £250 per week.

Contact Ps Dave Britton on 01702 201701.

THREE piece suite. Three seater settee and two armchairs. Thick oak frame with removable seats and backs recently re-covered in light green. £295. Contact G Oakley on 01268 734692.

TRIUMPH T595 Daytona 955cc, 4k, 98R, yellow, new tyres, MOT, tax. Excellent condition, fsh, extras, £4,300 ono. Contact Mark on 01787 460402.

WANTED ZX Spectrum with games in working order. Contact Kirsten on 01245 452684 or headquarters extension 50649.

WHITE Knight gas cooker. Green with gold handles, as new £100 ono.

Contact Andrea Tarling on 01375 640750. **YAMAHA** SRX 600 motorcycle. 1989, F reg, 33,000 km, blue and silver. Supertrapp exhaust and original Dynojet Stage II. Good condition for year, £1,200 ono.

Contact Nigel Byatt on 01245 251889.

RNIB sets a thrilling challenge

HAVE you ever wanted to do something thrilling and truly memorable?

The *i dare* challenge will allow you to do that and help the RNIB at the same time.

They are offering the chance to aerial slide 800ft across a lake in South Weald Country Park, Brentwood on Saturday and Sunday, July 13 and 14.

You must be 16 years or over to take part and participants with special needs are welcome.

Trained

There will be a team of trained instructors to ensure you are fully prepared for the event.

Entry Fee is £10 and you must pledge to raise a minimum of £75 for the RNIB.

Telephone the RNIB's Events Hotline for an application form on 01702 580636.

Rowing date set

THE British Police Rowing Championships are being staged in Bristol, on September 21.

A number of events are being held including novice and veteran.

Any participation will be in your own time and at your own expense.

If anyone is interested in taking part, contact the force sports secretary as soon as possible on ext. 58888, or the organiser can be contacted direct on 07976 356972.

Triathlon is PAA affiliated

THE inaugural meeting of the PAA Triathlon Section has taken place, following PAA Council's decision to grant affiliation, under the chairmanship of Essex Chief Constable David Stevens.

Peter Bryan, MSD Chigwell is the Essex section secretary.

Pensioners throw down cricket gauntlet to senior officers

THE pensioners of Essex Police have challenged the senior officers of the force to a cricket match on Friday, July 12, the day of the pensioners' garden party.

The match should be a good laugh and lend some time to mull over the good old days.

In addition, it will not only provide some entertainment for our more elderly and less mobile comrades, but also give the senior officers a

Volunteers wanted to help out at summer events

WOULD you like to spend a couple of weekends a year representing Essex Police at charity or community events in your area?

The Public Relations Unit at HQ is receiving dozens of requests for Essex Police to

attend fun days, fairs or shows throughout the spring and summer months.

The events are quite often charity-based - in support of a local hospice or children's group and usually take place on a Saturday or Sunday.

Previous year's experience shows that these events are

often very well organised and extremely well attended - you could even take the whole family for an afternoon out!

The PR Unit can provide you with the exhibition trailer as a backdrop and shelter (see our intranet pages for details), as well as other equipment such as finger-printing activities for children.

This is open to officers, specials or support staff and the PR unit also has some Essex Police T-shirts and sweat-shirts that you could wear if you do not have or do not want to wear a uniform.

The unit is looking for four or five people from each division who would be willing and able to attend a couple of events a year.

They are looking to set up an email list which they will use to give you first refusal on all these requests.

PROs Tina Starling and Ruth Collin said: "We know that a number of you already regularly attend such events in your area and enjoy meeting the public in such a friendly environment - keep up the good work!" "We are not looking to replace your excellent support, we just want to add to it. The more we're seen in the community the greater the trust and confidence in us."

Contact Ruth or Tina either on ext 50770 or by email for more information.

Lottery winner's patience pays off

THE main March lottery prizewinner is a retired officer in his 80s living in Port Mcquarrie, New South Wales, Australia who continued with his membership.

So for those who have never won anything, the message is don't give up!

March winners were: - £1500 J Flory, retired; £750 Zoe Frost; FIR; £375 Debra Grafton, Laindon Road Policing Unit; £200 Pc Simon Lister, Basildon.

£50 consolation prizes go to the following: Dc Mark Tegerdine, Harlow; Brian Ladd, HQ Traffic Management; Robert Persad, Mobile Support Division; Graeme Bryson, FIR; Martin Reed, Chelmsford; Anita Dennis, CJD; Pc Vinny Atkinson, Chelmsford Road Policing Unit; Debra Stafford, FIR; Dc Ian Bower, Stansted Airport; Pc James Atkins, Chelmsford.

Come fly away with HQ Sport and Social Club

TWO new trips have been organised by Headquarters Sports and Social Club.

Come fly with the club keeping your feet firmly on the ground with a coach trip to Duxford Air Show Flying Legends on Sunday July, 14.

Leaving headquarters at 9 am there will be time to visit various museums and Concorde before the start of the airshow at 2 pm, which features both American and British classic fighting aircraft.

The cost is £18 for adults

and £15 for children aged under 16.

Bound to be a sureshot hit with the children is a trip to the Hotel Cheyenne - onsite Disney resort at Disneyland Paris.

This will be for four days/three nights, leaving on Wednesday November 6.

Shuttle

The trip includes a one-day pass for Disneyland and a one-day pass for Warners Studios, return coach from

headquarters and shuttle crossing.

Accommodation will be on a bed and breakfast basis.

The cost is £159 for adults, £79 for children aged 3-11 and £109 for children aged 12-17. (Children must share a room with two adults).

If you are interested in the trips contact Shirley Turner by e-mail or book through the web site or fax on 01245 452157.

Amendments to EPSA rules

AT a recent meeting of the Essex Police Sports Association executive, a number of rule amendments were considered and adopted.

● All references to *civilian* staff will now read *support* staff.

● At Paragraph 38 the following sentence is added:

Members may hire the clubhouse for social functions, subject to availability and club terms and conditions (see terms and conditions at Paragraph 45).

● At Paragraph 45 the following is added:

Club Room Booking (Terms and Conditions) Purpose of Use: The Clubhouse Function Room may be hired by members for sports and social purposes only. Under no circumstances should it be used for commercial or business use or any activity that could be perceived as commercial or business use (other than Essex Police Corporate Business). If there is any doubt about any application this is to be referred to the chairman of the EPSA to determine.

CHALLENGE ME TO SAVE YOU MONEY!

Looking to re-mortgage your current property?

Want money for home improvements?

Thinking of consolidating your debts?

Do you have a poor credit rating?



THE MORTGAGE PRACTICE is a national independent mortgage company that is now represented locally and can help with all your mortgage requirements, even if you have been refused a mortgage elsewhere.

Difficult mortgages are our speciality.

So, whatever your mortgage requirements, don't delay - phone us today!

SPECIAL DISCOUNT FOR POLICE OFFICERS

Nobody does it better....

Phone 01277 658252

Ask for STEPHEN NUTTALL (Ex Essex Officer)

Your home is at risk if you do not keep up repayments on a mortgage or loan secured upon it.

Involved

This way everybody gets involved and it keeps the playing time to 1 1/2 to 2 hours duration.

Philip Onions is organizing the Senior Officers XI and John Johnson the Pensioners.

Anyone interested in participating in the match (playing, umpiring or scoring) should contact John Johnson in the Publication Unit at EPTC Headquarters, ext 55816 (DDI 01245 452948) or email: john.johnson@essex.police.uk



Hockey ladies set for cup final debut

by Kim Perks

FOR the first time in the history of Essex ladies' hockey, the police side have reached the final of the National PAA Cup.

They have come close in previous years reaching the play-offs and winning the shield but the Cup has always remained just out of reach.

This season they battled their way into the semi-final by beating Sussex, West Mercia and Durham.

Then news came that the favourites the Mets had failed to qualify for the semi-final leaving this year's Cup wide open.

Then Essex beat Hampshire in the semi-finals and the icing was on the cake. By the time you read this

their fate in the finals against the West Midlands on April 10 is likely to have been decided and a full update will appear in the May issue of *The Law*.

League

It's been a good season all round for the Essex ladies, who have also won the league.

Three seasons ago they were sitting pretty in Division 4, then with a few tactical changes and a run of wins they gained the confidence and belief to go on to better things.

Losing only one game in three seasons shows just how much the side has improved. They won the league last season giving them the confidence to do well in Division 2.

Unbeaten this season they are now guaranteed a place in Division 1. Not only has it been a great team performance, but a personal one for Toni Brockwell, who in the last two seasons has won the league top goal scorer's award and is in line for a hat-trick this year with a tally of 28.

The mixed hockey side has been on their first Far East tour, details next month.

'Trogg' in memory of Bob

THE BF Trogg is on once again to celebrate the life of Bob Foster.

The event will require minimum teams of three and take place over the Brecon Beacons, on August 6, 7 and 8.

Accommodation will be at a lodge so no tents required, only sleeping bags.

All monies raised will be split between the Heart Foundation and Mountain rescue.

For further details and application forms please contact Steve Millbourne at the Marine Section either via extension 61140 or e-mail.

Title hopes dashed but veterans excel

THE final fixture of the Eastern/South East Police Cross Country League took place at Marsham, Sussex.

With the race also counting as the regional championship there were also a host of titles up for grabs.

Defending the men's and women's titles in both competitions proved beyond Essex, the men finishing runners-up to Kent and the women third and second to Sussex in the league and regional championships respectively.

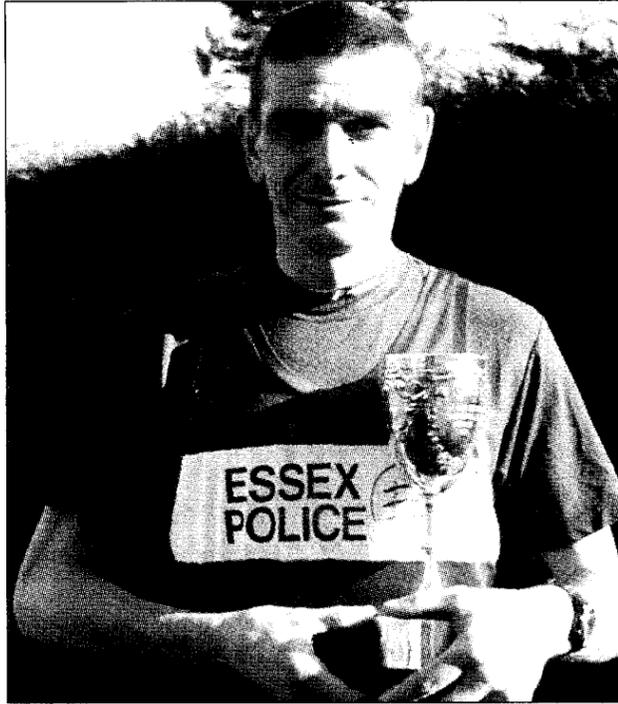
Consolation

Essex did have the consolation of winning the veteran men's league for the first time, thanks to the efforts of Mick Bond, Don English and Kevin Kirby.

Mud, hills and a resident herd of bullocks created a testing traditional course in windy conditions.

Winner on the day was Simon Morley (Sussex), but finishing in second place was enough to ensure Mick Bond took the overall individual league title, completing a hat-trick, having won previously in 1994 and 1995.

Fourth in this race also left Russ Welch in the league runners-up position, but the form shown this season sug-



● Mick Bond, pictured with his trophy for finishing overall winner in the league.

gests he will take the top spot in the future.

Derek Walker (9th) just held off recently turned veteran Vic Spain (10th), while Don English (19th) claimed the runners-up award in the league V40 category. Kevin Kirby (23rd) in a fine debut

season, completed the A team.

Alex Webb (31st) returned from injury to lead the B team, just ahead of an excellent first ever cross country run by Gerry Parker (33rd) and the ever-present Chris Mathlin (34th).

Chosen for PAA events

WENDY Welham, Great Dunmow, Andrew Eves and Steve King represented the national PAA in an orienteering fixture against the RAF in Warwickshire recently.

Harlow's Amanda Pollard represented the English police volleyball team in a match against the Scottish police.

Mick Bond, Chelmsford and Vic Spain, Braintree have been selected to represent the national PAA in an all veterans' team in the Welsh Castles Road Relay to be held over the weekend of June 8/9.

Billiards

Congratulations to Peter Orpe, Braintree, who won the billiards competition at the recent PAA Indoor Games Tournament at Hunstanton and will now represent the region in the national competition.

Karen Wilson, Colchester, has been selected to represent the national PAA in track and field fixtures at RAF Cosford this month and Loughborough University on May 22.

Braintree win cup

WITH just one event remaining in the Croker Cup, Braintree cannot be caught and they are the Croker Cup winners for 2001/2002.

And with only one point between them Rayleigh and Harlow are vying for second and third place.

Rayleigh won the recent Croker Cup darts competition, with Braintree second

and Harlow in third place. Southend took the lead in the tennis event with Braintree second, headquarters third, fourth Harlow and Basildon and Rayleigh combined fifth.

Netball

The netball competition was won by Basildon, Colchester second, Rayleigh

third place followed by Braintree, headquarters and Harlow.

Early copy

PLEASE note that the May edition of *The Law* is being printed early, on April 29.

Copy must be with the Editor by April 20, to be considered for publication.

Fixture changes

THERE is a change of fixture dates and venues for the Gentlemen of Essex CID Cricket Club.

The Essex Club and Ground fixture will now be on July 10 at East Hanningfield at 11 am.

The May and Baker fixture is now at Dagenham and not East Hanningfield.

Those boots are made for walking

IT'S time to get your walking boots on, to help raise money for two cancer charities.

The Essex Police HQ Sports and Social Club is organising the "There and Back" charity walk on Sunday, May 26, in support of the "Walk The Walk" charity, which in turn is sponsoring the Bristol Cancer Help Centre and Breakthrough

Breast Cancer charities.

The reason for this is that HQ firearms licensing clerical assistant Nicole Tomlin will be "walking the walk" in Peru from June 15-24, for which she will be paying £1,800. HQ Sports and Social Club is sponsoring her with the proceeds from its own event.

Walkers will leave Leigh on Sea at 11am on May 26, walk to Southend Pier, break for lunch and return to Leigh.

Minimum sponsorship is £5 and there will be a collection en route.

Anyone wishing to take part should contact firearms licensing supervisor Chris Evans by e-mail for a sponsorship form. She can also be contacted on extn 50661 (tel 01245 452289).

If you would like to sponsor Nicole direct then she, too, can be contacted by e-mail, or via Chris.



NEXT ISSUE: May

COPY DEADLINE: April 20, 2002

PRINTED: April 29, 2002

The Law was edited this month by Norman Hicks and Heather Watts.

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