



Chief Constable
P2



Inspector
P2



Songwriting deal
signed - P2

Poster campaign will target prolific and repeat criminals

ESSEX IS FIRST TO NAME AND SHAME

PLANS to name and shame criminals on prominently placed posters in Brentwood have attracted national and European media attention.

The scheme, thought to be the first in the country, targets burglars, drug dealers and car thieves. Although initiated by Essex Police it involves a partnership with British Transport Police, Great Eastern Railways and Little Chef.

Anyone receiving a minimum custodial sentence of 12 months will be considered under the scheme. This will ensure that only repeat offenders or those committing more serious crimes will be subject to the campaign.

by Kim Perks

In each case the offender and their legal representative will be served with an official notification, on the day of sentence, that his or her details are to be used. They then have a seven-day period in which to register a legal objection. If a court conviction is subject to an appeal, the process will not begin until the appeal has been concluded.

The posters will display a photo of the convicted person, the name and age of the individual, the nature of the crime and the length of the sentence. Each poster will be displayed for a period of about three weeks at railway stations, service stations and other appropriate sites.

Posters warning of the plans have been put up in the area as an added deterrent. Police hope to identify the first candidate for the scheme later this month.

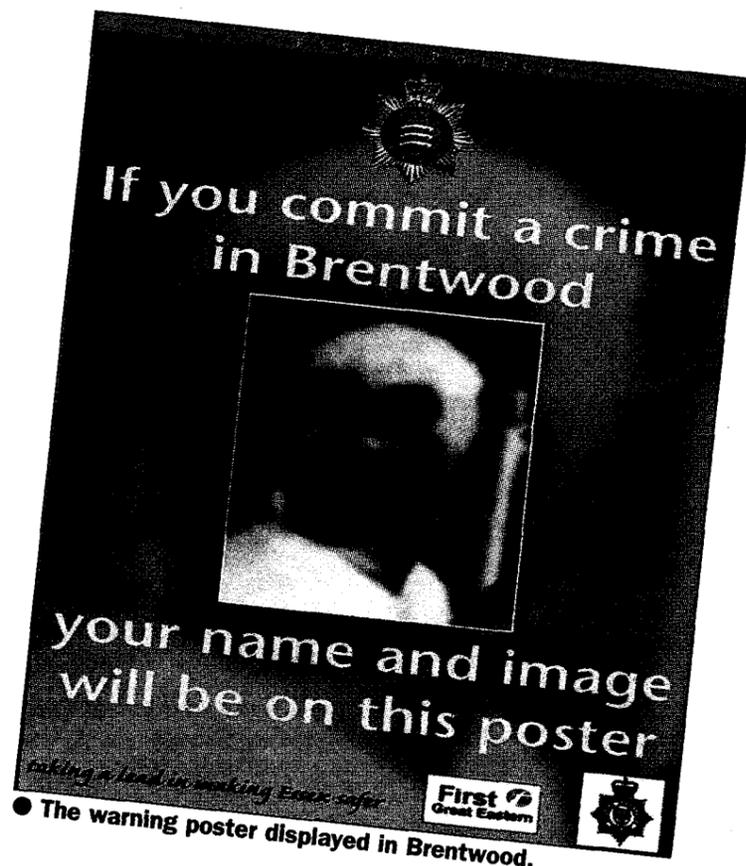
Sgt Piers Quinnell said: "Crimes such as burglary and car theft can

bring real misery to those unlucky enough to fall victim and we want to make it perfectly clear that we will not condone it.

"Experience has taught us that criminals can lose their bravado if faced with the prospect of being identified to their friends and neighbours as convicted offenders. Brentwood also suffers from a great deal of transient crime with criminals using the local rail network to commit offences and quickly leaving the area.

"We believe that this campaign will not only act as a deterrent, particularly to youngsters on the first rung of the criminal ladder, but will also provide reassurance to the residents of Brentwood that this type of activity will not be tolerated."

Plans for the scheme reached the front page of *The Independent* newspaper, and a number of other national publications, television companies and radio stations also carried interviews, including a French radio show. A poll carried out by Teletext found that 94 per cent of those who voted were in favour of the action being taken by Essex Police.



● New ACC Liam Brigginsaw.

New assistant chief appointed

ESSEX Police has appointed a new Assistant Chief Constable to lead the fight against crime in the county.

Liam Brigginsaw, currently a chief superintendent with Sussex Police, will take up the post of ACC (Crime) on January 1.

Mr Brigginsaw was born in London but has lived in Sussex for the last 35 years. He has served his entire career with Sussex Police. He joined in 1986 and spent his early service as a constable in Hastings, where he was a community beat officer for North Hastings.

He moved to Worthing on promotion to sergeant where he worked on patrol, in

custody and as a detective, as well as working on secondment to the HQ Organisation and Development Department. As an inspector, he spent two years as an operational and sector commander in Brighton before taking on the mantle of detective inspector of Brighton CID.

Mr Brigginsaw then spent time at HQ in Lewes as staff officer to the ACC (Crime) before he was promoted to chief inspector at Gatwick Airport in charge of counter terrorism and operations. In 1997 he was promoted to superintendent responsible for crime and operations at Brighton. He took up promotion as head of the Criminal Justice Department in

1999 before being selected for a strategic command course earlier this year.

Mr Brigginsaw said: "I feel honoured and privileged to have been appointed as an Assistant Chief Constable for the force. It has a long and proud tradition of serving the public of Essex. I look forward to working with all the staff and the Police Authority to continue to keep Essex safe."

Mr Brigginsaw is married and has two children. He has a degree in geography from Middlesex University, and in his spare time, he is a keen ornithologist and has travelled extensively in this pursuit.

Still in talks over 'rewards' scheme

I OUTLINED the details of the Competence Related Threshold Payment Scheme in last month's issue of *The Law* and, as I write this, the conclusion of talks with the force have

Financial advice a phone call away

FINANCIAL surgeries are held in in the Federation office and they continue to attract lots of interest.

If you would like an appointment to discuss any financial problems or investment queries, please contact Trish Morley on extension 54560 for an appointment.

We are still awaiting details on dates for next year but these should be available soon.

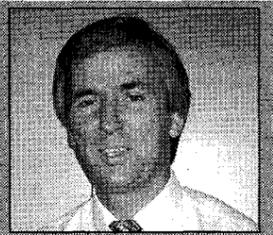
not been finalised.

Hopefully, by the time this is read, further guidance will have been put on the force intranet. Suffice to say, all sides are trying to negotiate a fair and structured application of the competency guidelines.

This is only one of the measures which need to be addressed. There is a lot more work to be done on the bonus payments, special priority payments and the subsistence changes. This work will continue into the New Year.

Federation Newsline

by Terry Spelman



AND FINALLY . . . I thank you for the continued support and letters of appreciation which we receive in the office.

I know we cannot achieve everything or please everybody, but we do resolve lots of problems and queries and I respect the

confidentiality of the people we assist by not giving examples or mentioning them in person.

On behalf of Trish Morley, Jackie Card, Lucy Wheddon, Sue Kelly, Mick Englefield and myself may I wish you all a peaceful and prosperous Christmas and New Year.

Travel insurance

I AM pleased to say that we have negotiated no increase in travel insurance premiums for next year. This continues to be a very competitive insurance which runs from January to December.

If you are not in the scheme and wish to have details, contact Jackie Card on extension 54555.

Diaries delayed

DUE to a problem with the suppliers, diaries will not be available until the 10th December.

We will be sending them out to your Divisional reps as soon as we receive them.

Review led to public consultation

THE force was encouraging residents across the county to have their say as part of its best value review in November.

The best value team visited Harlow, Thurrock, Colchester and Rayleigh divisions last month to seek the views of local people on their police service. Best value in policing is about continuous improvement in the services that police provide. To do this, the team needs to find out what the public's views and expectations are.

Focus groups were held in each of the four areas to consult the public about issues such as the contact which members of the community have with police, and how information is accessed and shared.

About a dozen residents were invited at random to attend the focus groups, from a range of ages and backgrounds, and the team will be looking for the public's input in a variety of other ways. One way in which the public can voice their opinion is through an online form on the force's website.

Acting Chief Insp Luke Collison, of the best value team, said: "The review is a great opportunity to involve the public in improving the way Essex Police works in the future. It is very important that we listen to the public's views, and use this to give them the best service possible."

Members of the public can register their views and get regular updates on the progress of the review through the website, at www.essex.police.uk.

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Songwriting success

AN unusual collaboration between an Essex Police officer and a taxi driver has led to songwriting success.

Clacton-based Chief Insp Colin Steele and Colin Bennett have spent the last five years working on songs together and have now signed a contract with a top company.

The deal is with Associated Music International/Sony EMI and is valid for two years during which the company will endeavour to match five of their songs with a recording artiste.

Colin Steele said: "The way it works is that the company has the rights to the songs for those two years. If they get a professional recording with any of them they own them forever."

"We then get a percentage of any sales, publishing or broadcast fees. If the songs don't make it after two years we can take them elsewhere."

The lyrics are penned by Mr Bennett while Colin adds the music. However, the duo rarely collaborate in the same room.

Colin Bennett gains most of his inspiration in the car and writes down the words as he waits for fares at the taxi rank outside Safeway in Clacton.

The taxi driver started his part-time musical career in a school band in the 1960s called *Sound Reaction*. He

later teamed up with some friends from Clacton County High School.

Colin Steele also used to be in a band called *Jupiter 7* which performed at weddings and parties, but music had to become his second love when

he joined the police.

When he realised how much he missed the songwriting he searched the taxi ranks until he came across his old friend Colin Bennett.

And the rest is history!



● Insp Colln Steele and taxi driver Colln Bennett.

Photo: Evening Gazette.

Putting the brakes on 'boy racers'

A SPECIAL police operation in response to public complaints about 'boy racers' in Clacton resulted in 57 vehicles being stopped and 49 offences being uncovered.

Action taken against the drivers included immediate prohibition orders where vehicles were found to be dangerous, fixed penalty fines and verbal warnings.

The operation was carried out over four nights and will be repeated.

Chief Insp Colin Steele said: "This type of nuisance brings more complaints from the public than anything else and we hope the action we are taking sends out a clear message of our intent."

Offbeat

AN Epping officer was rather surprised to receive a package containing three nice new short-sleeved shirts via the internal mail system.

Nothing unusual in that you might say, but the shirts were blue, having taken nearly a year to the day to actually arrive!

Reality TV

REALISTIC role play was the order of the day at the HOLMES II themed seminar at the Ministry of Defence Police headquarters.

For the second year Essex Police hosted the seminar, this year based on major incident intelligence using terrorist scenarios.

The force television unit provided plenty of action for the 165 attendees, including representatives from all UK forces, senior investigating officers, HOLMES managers and analysts, with a video of a terrorist incident.

On day two the delegates were witness to a kidnap. Dramatic events followed when at the end of the day the lights dimmed in the lecture theatre and it was stormed, accompanied by realistic light and sound effects.

Not knowing what was to happen next delegates looked on in amazement as Essex Police HOLMES II Manager Dave Blackiston was shot.

This was greeted by cheers as the blood bag provided gave a realistic spattering to the lecturer's body.

Dave Blackiston said: "The television unit did a fantastic job with all the scenarios which gave a lively and exciting lift to a very informative seminar."

Uniform trials will ensure officers receive best protection

THE national uniform fleece will be worn by police officers across Essex from December 10, 2002.

The new fleece together with the existing anorak should improve the current level of protection for staff but the force is determined to make further improvements in officer protection exceeding national standards.

To this end chief officers have decided not to introduce the 'blouson style' jacket as a replacement for the existing black and high visibility anorak as it would not provide adequate protection in bad weather.

Female officers already have body armour, and funds have now been made available to purchase body armour on a personal issue basis to male patrol officers. Shortlisted tenderers will be asked to submit samples and officers from Harlow and traffic will trial them.

Tenderers have been asked to include options for covert body armour for CID officers. If any are considered suitable they will be identified negating the need to repeat the procurement process.

Anoraks need to be trialed with the body armour and national uniform but plans have been put into place to

minimise delay in purchasing once those trials are complete. Trials for body armour and anoraks are anticipated to run between January and March 03.

It is essential that the new anorak meets officers' needs in respect of comfort, fit and durability so you are asked to be patient for a short while to make sure that what is bought is what you really want and need.

The anticipated additional cost of the equipment is over £150,000 so there is a need to get it right and for officers to understand the importance of the trials before purchasing the goods.

Protecting our staff's integrity

PUBLIC concerns about standards of ethics and integrity within the police service have led Essex Police to review its disciplinary guidelines.

The new measures to protect the organisation and staff against attacks on their integrity comes after a number of national high profile cases.

Although discipline codes have always been in place to preserve ethical standards and integrity Her Majesty's Inspectorate of Constabulary has made recommendations that forces review their own areas of risk against a national framework.

There is a concern that some issues and guidelines within the force need greater clarification and formalisation.

A considerable amount of

by Heather Watts

groundwork has been carried out within Essex utilising documents prepared by the Association of Chief Police Officers, the Home Office and Her Majesty's Inspectorate of Constabulary which has produced a draft Essex Police Integrity Strategy incorporating 13 strategic principles.

This was presented to the Strategy and Performance Conference in September where it was decided that a force project would be instigated to produce the final Essex Police Integrity Strategy.

Former superintendent Ray Newman who has been appointed as project manager said: "Our aim is to set clear standards and strategic principles within the Essex Police Integrity Strategy."

"As part of this strategy we will be

preparing an Integrity Statement to replace our Statement of Common Purpose that will be applicable to police officers, specials, support staff, contractors and volunteers like Neighbourhood Watch members who have access to confidential information.

"We will be carrying out research among other forces and working in consultation with staff associations as any weaknesses identified may affect our working practices."

"A system of audits and ongoing reviews will then be devised to ensure that integrity remains at the heart of policing within Essex."

"Most members of staff act with integrity and perform their duties to a high standard."

"The integrity strategy will ensure that their reputations and that of both the force and the service are not tarnished by the handful that do not aspire to the same high standards."

Joint crackdown on car crime

THEFTS of high value vehicles were the focus of Essex Police and the Met in the first joint operation of its kind by the two forces.

A total of 70 officers took part in Operation Sanctus and over 400 motorists were stopped at a number of road checks on the Essex and Metropolitan Police border. High-tech equipment included the Automatic Number Plate Recognition system was also deployed.

A number of people were arrested for a variety of offences and a great deal of intelligence was obtained.

Commended for positive press

THE work of Essex Police Media and PR Department has received an accolade at a prestigious national awards ceremony.

Its promotion of positive aspects of policing in Essex was highly commended in the Association of Police Press and Public Relations Officers annual Awards for Excellence.

The department was commended in the planned communication category and was presented with a certificate of excellence at APPRO's annual conference in London.

The winner was West Midlands Police for its text messaging service for deaf people.

Surrey won the operational category for its work on the inquiry into the abduction of teenager Milly Dowler, which later became a murder investigation.

The awards, sponsored by Group 4 Falck, attracted more than 30 entries.

New technique solves murder

DETECTIVES in Essex have become the first in the country to successfully use a new test linking the smell of smoke on a suspect's clothes to that at the crime scene.

Ian Jarvis was sentenced to life imprisonment after being found guilty at Chelmsford Crown Court of murdering his future sister-in-law. The 37-year-old had strangled Ann Marie Couldridge in her home at Canvey Island, before setting fire to the house. He was found asleep in a nearby car.

The former security guard had denied killing the 28-year-old and then setting her flat alight. However, items found in his car which were smelling of smoke were sent away for odour analysis.

A technique called gas chromatography-mass spectrometry (GC-MS) pinpointed the link between the smoke from the fire

and Ian Jarvis' possessions.

GC-MS has been used with great success in drug investigation for several years but had never been used to analyse smoke odour for a criminal investigation until this case.

Senior Investigating Officer Cliff Haines is delighted to have been involved in the "major breakthrough in the use of this science".

"We were dealing in pioneering technology, and the use and interpretation of smoke odour analysis is evidence which is still based upon established, scientific methods," said Det Insp Haines. "I have to praise the thorough and meticulous work carried out by my team of detectives."

Smoke odour analysis was not the only scientific evidence in the case.



● The lounge where Ann Marie Couldridge's body was found was extensively damaged by fire. INSET: Ann Marie Couldridge.

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Law letters

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The Law, Press Office,
Police Headquarters,
PO Box 2, Chelmsford,
Essex CM2 6DA

Sad loss of a good man

ONCE again it causes me great sadness to write a very inadequate tribute to an ex-colleague and one time sergeant of mine.

I refer to Keith Free. I have many happy memories of serving alongside Keith. He went about his job in a quiet efficient manner never appearing ruffled by any situation.

He gained the respect of officers at all lengths of service and led by example in the professional way he conducted himself.

He had the ability to instill confidence in those under his supervision.

Keith never appeared pushy on the subject of his possible promotion but seemed content with his lot as a sergeant. However, his potential was obviously spotted as he found himself being career-developed and stepped into the role of acting inspector in a calm and confident manner.

I recall on one occasion he and I were selected for a training day at Stansted Airport to brush up on major incident procedures.

We were well aware that in the afternoon guinea pigs would be sought out to act as incident officers for a mock-up aircraft crash.

Although Keith and I did our level best to hide we became the subject of much leg-pulling when selected to take charge.

I had no doubt that Keith would take the whole thing in his stride, which he duly did in his usual unflappable manner. As for myself, well I muddled through.

I wish to express my deep sympathy to Barbara and her family at this very sad time.

Dave Rose, Cambs

50 years ago we just got on with it

I WRITE in support of the letter by former Dc Vincent Duffy in the November issue of *The Law* on the matter of applications for compensation on the grounds of stress.

I met my husband Roy when I was a civilian clerk in Romford Police Station and he called in to hand in his application form to join Essex Police.

After the war years in the army as a Major he and a lot more like him must have had much stress and strain and he certainly didn't expect a stressful life in the police force.

On his first day's duty he attended a post mortem at Chelmsford headquarters by Dr Frances Camps.

Any complaints would have been met with: "If you can't stand the heat get out of the kitchen."

As for sexual harassment and innuendo, we had it then, 50 years ago.

Whenever men and women work together this is a possibility.

Hazel Coleman
Bicknacre

Stress is an illness not a weakness

I FEEL it is necessary to respond to the letter 'Stress is for wimps' (November Law) as the author's view is typical of the current misconceptions about stress and I can only assume that the publication of such a macho opinion was to encourage debate.

Normally I would not be drawn so easily, but such irresponsible statements are unhelpful and can offend those unfortunate to be suffering from work-related stress or post traumatic stress disorder.

As a Unison health and safety officer I feel I am better informed than your correspondent in respect of the medical effects and the impact of stress. As an individual who has also suffered from stress, I am willing to accept that it may be a term which is over-used these days, but I was hospitalised and was seriously

ill for some time. I still rely on medication after six years.

Like your correspondent, I have seen unpleasant sights, but there is a vast difference between dealing with live incidents and photographing them later. I speak not just from my experiences as a member of support staff but also a member of HM Forces, including active service and deployment at a number of air crashes.

I have ex-military service colleagues who are scarred for life both physically and mentally. They are not wimps by any measure. They are not the lesser for their injuries and it is not a recent phenomena. As a member of the British Legion, I have colleagues who can recall the days of such terms as "lack of moral fibre" and "hell shock". Ignorance is now giving way to medical understanding, but in many cases it is far too late.

Stress does incapacitate and in extreme cases can eventually be fatal.

The police service, like other

emergency services, sees the extremes of life and death with none of the cultural veneer or sanitisation that most people expect. Stress does not mean you are wimp; it is an illness the same as any other.

That the signs and symptoms are not readily visible is irrelevant, as are the labels put on it by the less well informed. Your correspondent should be thankful that he has never exceeded his ability to cope.

HM Forces medical staff now have a great deal of expertise and recognise the problem, particularly in post traumatic stress disorder.

If you are suffering stress then seek help from Occupational Health, Unison or your Federation representative. It does not mean you are wimp. Early intervention is essential to avoid long-term illness.

Lee Robson,
Unison Health & Safety Officer,
Police HQ.

Incensed by comments from 'the good old days'

DUE to the large number of letters received in response to 'Stress is for wimps' written by Vincent Duffy in the November issue we are regrettably unable to reproduce every one in full.

We have however published extracts from each of the contributions to give a flavour of the strength of feeling.

I MYSELF went 15 years without being assaulted and then in three years suffered four violent assaults, the last one of which cost me my job. Add to this my niece was murdered, both my brothers died, my mother died suddenly and I ended up divorced. I assume that Mr Duffy would have just spun round and become super cop.

I suffered post traumatic stress disorder and attempted suicide twice, none of which I am proud of but I am bitter that Mr Duffy, for whatever reasons, has chosen to not look around and realise that today's officers are under immense pressure. With a thankless government which keeps putting up higher hurdles to jump. Mr Duffy please join us in the 21st century.

Ian Heffron, Mid Glamorgan

I WRITE in complete disbelief and disgust that the paper representing the past and present employees of Essex Police should print a letter with the headline 'Stress is for Wimps'.

Whilst accepting that each is entitled to his/her opinion the content of the letter is beneath contempt. Our fellow colleagues, who suffer stress, in one or more of its debilitating ways, do not deserve to be treated in such a deliberate and injurious fashion. Until

the service treats prejudice against the illness we call stress in the same way we treat racial and sexual prejudice then regrettably we cannot claim equality and fairness for all.

Ex-DCI David Westoby, Norfolk

IT has been some years since I have heard such an ignorant, ill-founded and weak argument. The only thing missing is the words "in my day".

For better or worse this is 2002, a time when employers have to take some responsibility for their employees' welfare. I do not expect sympathy. I would love to think that 30 years' service would teach Mr Duffy something about people and the way they behave. How wrong one can be.

Dc Kevin Jones, EPTC

THANK goodness that today the organisation recognises the effects of stress and offers counselling to its personnel.

What would Mr Duffy have us do with people suffering from this illness, take them out to the station yard and shoot them like army deserters were during the war, like in the 'good old days'?

Ds Brian White, Brentwood

IT is the ignorant people like Ds Vincent Duffy, who would not be able to do the job today, that are responsible for the savage attacks that officers receive in the press when they are very ill.

I would say to Ds Duffy if you don't know what you are talking about then don't say anything.

Dc Roy Rush, Harlow MIT

IS Essex not awaiting the result of a forcewide survey into stress?

Does it not agree there is a problem

and presumably it intends to do something about it? His gravy boat observation I find particularly galling as it comes from someone who took his gravy boat and the train to Yorkshire.

Ex-Ds do us all a favour, engage your brain before you put your pen to paper and foot in mouth.

Pc M Furlong, Chelmsford

TO help Mr Duffy's education he could obtain a copy of a BBC video *A Living Hell* or try searching on an internet search engine using the word stress.

There are thousands of sites that could inform him of what the condition is. I say: "Kindly keep your opinions to yourself and enjoy a long a stress free retirement."

Dc Mark Tegerdine, Harlow MIT

STRESS affects people in different ways, it is an illness. Stress is not just brought on by seeing badly injured or dead people, that may be one cause but there are many others. If some of these budding Victor Meldrews were to come back to a divisional station and work on a shift or rural section for that matter they wouldn't last five minutes.

Pc Neil Pudney, Braintree

SOME people don't cope very well but we don't think any less of them. Make no mistake Mr Duffy, stress kills. At best Mr Duffy's letter would seem to be the ramblings of a very extinct dinosaur. At worst it is an irresponsible, ignorant and insolent piece of writing from an ex officer of a supervisory rank who should really know better.

APS Alan White, FIR

Overwhelmed by tribute

I WRITE with much sadness of the death of retired superintendent Alan Cartwright.

Alan retired from Essex Police in 1981 to return to his native Wakefield.

I first met Alan when posted to Clacton CID in 1961. We were detectives together for several years and became firm friends.

He received early promotion, was an excellent policeman, and I know that as a governor he was held in the highest esteem.

An excellent footballer he represented the force for many years but his real love was for the game of golf.

Sixteen years ago Alan was diagnosed with cancer and although keeping it at bay through various treatments, it returned with a vengeance to destroy this super man.

I was proud to attend his funeral and take with me the force drape. The family was overwhelmed that Essex Police should wish to remember him in this way, a feeling further cemented when a most beautiful wreath arrived from the Chief Constable.

I must say that to see the Essex drape so far from home was strange but Alan would have asked for no more.

Four days before Alan died he told me: "We've had some wonderful times over the years. Please give my best wishes to all my friends in Essex. I'll see them all again one day."

Barry Tarbun, Braintree

Grand farewell

MAY I thank all friends and colleagues who attended my retirement bash at the Orsett Hall on October 4, 2002.

It was so good to see so many of you there, not only those presently serving but also those from the past.

I apologise for not being able to speak to many of you personally during the course of the evening, but it seemed to pass so quickly.

Many thanks to everyone for all the gifts and cards and to Steve Hunt for the speech.

There are some aspects of the job I shall miss but mostly I will miss the friends and colleagues who I have worked with over the years.

Good luck to you all and many thanks again for everything.

Barry Dodd
Stanford Le Hope

Support helps

MY family and I would like to thank all of Andrew's friends and colleagues for attending his funeral and for all their kindness and support during his illness.

Thank you also for all the flowers, cards and letters we received.

The support and friendship from his colleagues in Essex Police and the Welfare Department has certainly made life easier during this difficult time.

With many thanks.

Mrs Julie Skillin
Colchester



● Chief Constable David Stevens.

Another year of impressive commitment . . .

IT gives me great pleasure once again to send you and your families my best wishes for Christmas and the New Year.

I was particularly glad this year to see the recognition given to everyone in Essex Police by the award of the Queen's Jubilee medal or medallion.

It was a true reflection of the dedication to law and order shown so by many people since her Coronation.

Essex Police now has the largest number of staff ever and the impact of so many new colleagues is beginning to show in the service we can deliver to the public of Essex.

As part of our continuing development we have adopted new working practices and new systems in many of our activities.

Changes such as these require flexibility of approach and application of original thinking and

I have been impressed, as always, by the way everyone rises to the challenge.

There is more to come, of course.

The Government has emphasised the importance of reducing crime and the fear of crime.

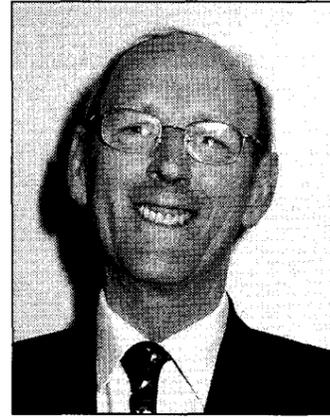
It has also made it clear that it expects the programme of modernising the police service to continue.

Essex Police is ready to respond to these challenges.

I know we are all committed to giving the people of Essex the best possible policing service.

We have shown many times over the past few years how, by working together with our partners, we can make Essex a safer place.

Whether you are on duty over the festive period or enjoying a well-earned break may I wish you a peaceful and enjoyable time.



● Essex Police Authority Chairman Robert Chambers.

AS chairman of the Essex Police Authority, I would like to wish every happiness to all the officers and support staff of Essex Police for Christmas 2002, and a safe and happy New Year.

. . . long may it continue

Next year brings great challenges to both Essex Police and the Essex Police Authority. The people of Essex feel strongly that they want higher visibility policing within the county, and we the authority will try to bring that about by ensuring that sufficient resources are provided to make it happen.

As the bridge between the people and the police force, Essex Police Authority would like to thank you for your hard work over the past year.

We hope that the excellent partnership we have with Essex Police will continue and make Essex an even safer place.

Unrelenting staff take to the streets

SUPPORT staff were the latest 'weapon' to be introduced for the force's week of prolonged action aimed at reducing house burglary. Operation Relentless Three rolled out across the divisions with a two-phase approach.

Firstly divisions took positive action to arrest and charge suspected burglars and a total of 56 arrests were made for 83 offences of burglary with an additional 87 people arrested for other offences.

The second phase was high visibility policing aimed at reassuring the public and reducing crime particularly in areas identified as 'hot-spots'. Divisional officers, supported by mobile support and HQ officers, clocked up many extra hours of foot and mobile patrols.

Support staff from HQ and criminal justice units volunteered to help divisions educate the public to protect themselves against burglary and car crime, clocking up an impressive 600 hours of duty. This involved visiting and advising elderly people on the dangers of bogus callers, handing out leaflets at railway stations, shopping centres and car parks, as well as leafletting houses.

They helped staff the force exhibition trailer and some undertook technical computer work in support of the Automatic Number Plate Recognition equipment used at road checks.

Bob Ward, from Corporate Support, who organised the support staff involvement said: "Nearly all the HQ staff who took part said that they were pleased to have been able to actively assist their police colleagues and felt a sense of satisfaction. They all want to take part again, as do other staff who were unable to assist this time."

"In some divisions our friends in the Neighbourhood Watch were very active either encouraging people to join in, or like in the Tendring area, distributing 2,500 leaflets; which was no mean feat."

Comments from support staff who took part included:

"I found that the people were happy to talk to me and very responsive."

"We felt that we had done something to help the community."

Improvements to staff appraisals

FEEDBACK from users of the current staff appraisal system has highlighted a need for changes which can be met by adopting the National Competency framework.

During 2002 staff were appraised using the Performance and Development Review, a process which assesses levels of competency using a grading system.

A post implementation review by Corporate Support and Personnel, however, raised concerns that the

process was over bureaucratic.

By amending the appraisal forms, which will be available on the intranet for all next year's assessments, and by adopting criteria from the national framework in 2004, the process will become more user-friendly.

Effectively all staff will be appraised and have objectives in line with department and divisional plans before April 2003 with the more compact and user-friendly Performance and Development Review process, before the changeover in January 2004 to the National Competency Framework.

Head of Training and

Development Supt Dave Folkard said: "Our previous work on staff appraisal is sound preparation prior to the adoption of the National Competency Framework."

"Staff will be assessed competent or not competent against bullet points and we will ensure that it is user-friendly."

"There are also clear expectations from Her Majesty's Inspectorate of Constabulary that we will, along with other forces, be measured against the National Competency Framework, linking in with the work of the Police Standard Skills Organisation and Centrex."

'Excellent' insight into crime

CRIME Division's first solo open days have been hailed a success by organisers and visitors alike.

The two day event, held at the County Hotel in Chelmsford, offered participants the chance to look behind the doors of one of the force's most diverse divisions.

More than 50 visitors were treated to presentations from various sections, including FIB, MIT, scientific support, child protection and crime squad.

Specialists from within the division were also on hand to offer insights and advice about the roles available.

Crime Division's support manager, Det Chief Insp Vaughan Mullender, said feedback on the event had been "absolutely excellent", and it was hoped another would take place in the summer.

He said: "The open days have prompted a number of applications to Crime Division, and engendered a better understanding of what we're about."

"We've achieved what we set out to do - to dismantle barriers and open doors."

Pc Jo Williams, of Basildon division, who visited the open day, said: "I came here with 14 questions about CPU, and they've all been answered."

"It's also great to be able to approach the senior officers, who you would normally only know of through the intranet."

Steve King, a Pc with Colchester, agreed. He said: "It's really good to be able to see the different roles and possibilities available, and with representatives from staff development available too, you can talk to someone about routes into the options on offer."

A day to remember

AS Remembrance Day parades took place across the county on a wet and windy Sunday, it was of special significance for one Billericay officer.

Pc Eric Tatum retires next March after 24 years' service, his last 12 as a local community officer in Billericay. As a mark of the high esteem he is held, not only by fellow officers but also by the public, Eric was given the honour of laying the wreath on behalf of Essex Police at the war memorial.

Pc Tatum, who lives in Billericay with his wife Pat and children, says he knew something was going on but was only told he was to lay the wreath two days before. He said: "It was a very nice gesture and I enjoyed the ceremony." Sgt Steve Smith said: "Eric is a well respected officer who has battled back to work after suffering a heart attack a year ago. We thought it would be a token from all of us at Billericay and our Inspector, Richard Croft was happy to agree."



● Pc Eric Tatum is honoured to lay the annual Remembrance wreath.

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

The role of a family liaison officer is tough, time-consuming

Sharing in a family

IN the minds of many, being a police officer is all about being tough - battling criminals, investigating grim discoveries, working undercover in dangerous situations.

But one of the hardest jobs is not so obvious or so high profile. Family liaison officers (FLOs) deal with the often violent deaths of loved ones, and the pain that follows for every family.

The role of the FLO is to establish and maintain a relationship with relatives of victims, which links the family and inquiry team in order to better equip an investigation into a death. FLOs are selected primarily for their investigative skills, allowing the flow of information from the family to the investigation team, and vice versa.



DC Katie Payne - FLO Crime

DC Katie Payne, based at Harlow MIT, has carried out the role of FLO on a number of cases, including the investigation into the murder of Julie Foster in July 2001.

Mrs Foster died after suffering injuries to her head at her home in Elsenham, near Stansted.

The case brought a range of responsibilities for Katie as FLO,

including liaison with Eric Foster, Julie's estranged husband, her two sons, her parents and her sister and brother-in-law.

Katie, who has been an officer for seven years and part of MIT for two, believes it is vital the family know they are part of the investigation, especially as they knew the victim best.

Katie said: "The most important part of being an FLO, in my opinion, is to build trust so that all members of the family believe in you and what you are telling them."

"You cannot possibly know what the family is experiencing, you can only be there for them."

Honesty and truthfulness are paramount to the FLO's job, although at times it may be necessary to withhold information to protect the family or the integrity of the investigation. However, once the need is passed, the family is given the information and an explanation of why it was withheld.

The role, as with any police job, can take its toll on an officer.

"People ask how I manage - I can only put it down to my personality," said Katie. "I tend to communicate well with people at all levels and remain completely honest throughout."

The investigation into Julie Foster's death saw Katie travel to Wolverhampton and Manchester, to support the extended family and liaise with their local police forces. Katie also organised familiarisation visits to court for Julie's sons, 17-year-old Scott and nine-year-old Jay, as both were to give evidence.

"Don't let anyone tell you it is an easy job," said Katie. "But for me it's highly rewarding, and for me it is good to know I have made a difference to the family."

Essex Police is one of three forces, along with Avon and Somerset and Merseyside, which are helping to create a national standard for FLO training.

In the past year, the force has trained 23 of its 200 road policing officers to be FLOs, with the aim of eventually having 50 to cover the county.

PC Steve Holgate - FLO Road Policing

PC Steve Holgate, of the Central Road Policing Unit in Chelmsford, was instrumental in establishing the role for RPU officers.

Steve spent 13 years on traffic at Tilbury, and was OIC of 24 fatalities, putting him in a good position to see how a better service could be provided to families.

Steve attended a road death seminar in 1998 to look at how the force investigated such tragedies.

"The idea was to look at it more along the lines of murder or crime scenes," said Steve. "One of the roles needed was that of the FLO, purely to deal with the family and their needs, to keep them abreast of the case, to let them know of the other organisations that could help them."

When Steve became a road policing instructor two years later, he began to

Feature by Ben Pennington

build the training programme for RPU FLOs, visiting a variety of organisations such as health authorities, Victim Support, the Samaritans and RoadPeace, which campaigns for better road safety. "I took bits of each, looking for best practice to create the new role," he said.

The force's intensive week-long FLO training includes seminars from an undertaker's company, bereavement counsellors, the press office and a former detective chief inspector who lost his daughter in a road accident and was treated badly by his own force.

Steve said: "We even discuss cultural differences. For instance, the Muslim and Jewish faiths demand the burial of a body within a certain amount of time, and we have to understand where they're coming from and explain where the police investigation and law conflicts with their faith."

"FLOs pick up information which may seem to be nothing to the family but can be important to the investigation. We're not trained counsellors, but we can see where their needs are and put them in



● Door-knocking to break the bad news liaison officer with Chelmsford Road Policing Unit

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ng and traumatic - but most of all it is 'highly rewarding'

family's pain

touch with the right people.

"In the past, the OIC would also have to deal with the family's request for information which could be time-consuming, and divert the officer from resolving the case."

FLOs can be 'red-lined' from work if it is felt they have too heavy a workload, or just that they have had enough for the time being. Each FLO has a buddy to help support them, and are given debriefing assessments every three months, as well as a welfare check-up.

"We have tried to put as many safety nets in place for officers because it can be very traumatic and draining," said Steve.

"There is a lot of stress in the role because they are dealing with people at one of the most painful and emotional times in their lives. Our officers walk straight into those emotions."

Steve is absolutely clear on the attributes needed to be a good FLO.

"The main criteria is having an awful lot of common sense. It's the best tool in the toolbox."

"Despite what some people think, most police officers choose the job because they want to help people, and as an FLO you do exactly that. After the breakdown of family normality our job is to guide them and help them regain control of their lives."



● This crash in Takeley claimed the lives of Clive Hall (above left) and his young son Thomas (above right). With the help and support of a police family liaison officer Mr Hall's wife Nicolette and his young daughter Bethany are learning to cope.

"I felt I had to write about the professional care I received after the RTA I was involved in. I have never had much interaction with the police before but the way I was dealt with from the initial contact at the scene to the continued support of the family liaison officer was exceptional.

I would like to thank Pc Duncan Thurtwell for being so considerate in handling the difficult task of informing me of me of my husband's death . . . Pc Mark Laurie for trying to revive Thomas, my son . . . and Sgt Gordon Thorpe and Pc Martin Faulkner for all their follow-up care."

Mrs Nicolette Hall.

De Graham Lawrence The trainer

GRAHAM Lawrence has been training officers and shaping the role of the FLO in Essex for the last three years.

Graham, 42, has been with the force for 24 years, during which time he has served in CID in south Essex and as a press officer, before becoming a trainer four years ago.

As well as flying to New York in the wake of September 11, Graham was selected to travel to Bali in October, where he again met families to visit the disaster scene and help make arrangements for them.

"Being an FLO is a very difficult job," says Graham. "You deal with trauma and grief all the time, but at the same time it's very rewarding."

Essex has 95 crime FLOs and 30 road policing FLOs, and after another course on December 9, there will be five FLOs on each division.

To be an FLO, officers need experience of interviewing and exhibits, and need to be flexible and non-judgemental in order to carry out the job on the SIO's behalf.

Graham trains the crime FLOs, and has been developing the role of the FLO since Essex embraced the concept in 1999. He liaises with others from around the country

to share best practice.

"It's very satisfying to train the officers. You can see the people you've trained going out around the county and fulfilling a vital aspect of a major investigation."

Graham has also facilitated training with the Army for their casualty visiting officers, and works with Essex County Council on contingency planning should a major incident occur in the county.

"Essex tends to be first in taking on new ideas, and it's good that we took up the role of the FLO so quickly. The FLO is a crucial part of any investigation, and we're up there with the best in the country."



a familiar task for Pc Bill Watts, a family liaison officer.

New role as leader of investigations

SUPT Simon Coxall has been appointed to the newly created Crime Division post of Director of Investigations.

As reactive operations manager he will have specific responsibility for leading the Major Investigation Section and undertake any reviews of major investigations.

In addition he will monitor the work of scientific support and child protection.

Head of CID for Tendring Division, Det Chief Insp Andy Adams, becomes the new head of the Criminal Justice Department.

Senior visit

A GROUP of senior officers from Sierra Leone were visitors to Essex Police in November.

Looking at the role of the police in British society their week-long visit included a packed programme of presentations.

The six officers including Assistant Commissioner Victor Amadu Lamin Bangura were interested in particular aspects of policing within Essex and will take the shared expertise back to Sierra Leone.

Office party revellers and clubbers warned of drink-drive dangers

Commuters focus of Christmas campaign

MOTORISTS are being reminded to watch their alcohol consumption levels as the Christmas drink-drive campaign began at the start of the month.

The force has once again linked up with First Great Eastern in a bid to remind everyone, from office party revellers to clubbers, that alcohol levels may still be at dangerous levels when setting off for home.

Officers will be paying special attention to commuters who may be tempted to drive home from railway

stations across the county. Road policing officers launched the campaign at Liverpool Street Station where they offered travellers the opportunity to check their alcohol levels by taking a standard breath test.

Insp Simon Morgan explained that the main concern lies with rail passengers who may travel home by car when departing the station, and driving whilst still over the legal limit.

"There are nearly 10 drink-drive related deaths and 345 injuries across the UK each week, so it's vital that we keep up the pressure on motorists who continue to drink and drive," said Insp

Morgan. "This is a partnership approach to promote road safety and is a great opportunity to convey our message on road safety to a large and wide audience.

"We don't want First Great Eastern's customers becoming ours over this festive period and road policing officers, together with colleagues on division, will enforce the powers available to us."

There were four people killed and another 321 injured in drink-drive related road collisions in Essex between January and October 2002, with 658 motorists providing positive specimens of breath at the roadside.

Radical new youth measures

MORE measures to tackle anti-social behaviour were outlined by Home Secretary David Blunkett at the Youth Justice Board Annual Convention.

With nearly three quarters of street crime committed by offenders under 17 he called for greater overlap between prevention measures and early intervention with first-time offenders.

Radical new measures include taking young offenders out of the situation that led them to offend by providing intensive fostering.

Young offenders will be placed with specially trained and supported foster parents, but at the same time can keep in touch with family, friends and school.

Mr Blunkett also commended the work of youth offending teams who provide supervision and rehabilitation to youth offenders significantly contributing to falling re-offending rates.

Still want a tie pin?

A NUMBER of retired officers have expressed an interest in purchasing a tie pin commemorating September 11 to help raise money for families of bereaved American officers.

Anyone who is still interested in obtaining a pin should contact Doug Warren, based at Transport Management, Police HQ on 01245 452570 or 07815 874090.

Scheme aims to retain experienced officers

IN RECOGNITION of the wealth of valuable experience which can benefit the police service five forces are to pilot a 30 plus scheme to retain experienced officers who have completed 30 years' service.

Avon and Somerset, North Wales, West Mercia, West Midlands and the Metropolitan Police will be able to retain officers who have served 30 years.

Officers who want to participate in the scheme will have to apply for selection.

A tax-free retirement lump sum will be payable on attaining 30 years' service and pension abatement will be lifted to allow for any replacement allowances on retirement

to be made good.

Participants will not be able to re-join the police pension scheme but they will be able to purchase additional benefits by taking out a personal pension.

Officers will be re-engaged at their former pay level and will have access to special priority payments on the same basis as other officers.

Home Office Minister John Denham said: "It will be up to chief constables to decide whether to use the scheme but we hope they will see the value of keeping individuals whose expertise can benefit colleagues and the force as a whole."

Commended after care home case

AN INVESTIGATION into neglect of care home residents spanning nearly a year has brought Chief Constable's commendations for nine officers from Essex and the Met.

Operation Testament was launched in September 2001 following allegations of gross neglect of elderly people at a private residential care home in Thurrock.

Chief Constable David Stevens commended the team in November that worked on Testament, which came to a close in late July this year after the CPS advised that no charges should be brought against the care home's management.

The officers below are all commended for their exceptional professionalism, teamwork, attention to detail and sensitivity in the execution of the operation:

Ds Graham Carter, Ds Jason Weald, Dc Eileen Carroll, Dc Del Mahoney and Dc Spencer Williams, all of Thurrock CID; Ds Chris Hadley, formerly of Thurrock and now with Crime Division at HQ; Dc Andy Jose, formerly of Thurrock CID and now with the Met, Dc Tracy Hunt of New Scotland Yard; Sgt Lynn Goodall,

stationed at Benfleet.

Ds Graham Carter said: "This was a difficult operation, because we had to contact all of the residents of the home who were all elderly people, some of whom were very distressed by it.

"We also dealt with all of the families and inter-agencies in an investigation which concluded that multi-agency failure had taken place."

Dedicated to training

SHEER determination has paid off for five trainers from Essex Police Training Centre.

Following completion of their national trainers course the group were encouraged by training development officer Steve Cheeseman to go further.

Sergeants Jim Shaw, Don Duncan, Andrew Drage and constables John Staines and Corinna Dawes undertook their Certificate in Education following an approved programme in post-compulsory education and training at the University of Greenwich.

City of London Police officer Pc Alison Youles, who has forged strong links between the two force training centres, also completed the course.

The Essex officers all graduated at the end of October and received their certificates at the University of Greenwich.

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New unit in search of retired officers

SOUTHEND is freeing up patrol officers' time by enlarging the current process unit to cover the whole division and deal with prisoners.

The idea is to utilise the skills of recently retired officers in statement taking, interviewing and file preparation. Those interested in temporary employment within the new process unit to be situated at Southend should contact the below officer.

It will not be a requirement for those interested to perform all roles within the unit as it is recognised that the skills required will differ as will the interest shown in the various roles. The post is open to any retired officer as long as they hold a full driving licence, have access to a car and are able to travel to Southend.

The initial contract will be for 90 days with a view to making the unit permanent following successful evaluation.

Gratings are still being determined at the time of going to press but will be competitive with existing employment opportunities outside of the organisation within the local community.

All interested parties should contact Insp Martin Parkin at Southend Police Station on either 01702 423119 (direct dial), 01702 431212 ext 30741 or email at martin.parkin@essex.pnn.police.uk.

Off to sunnier climes

THE sun-drenched Pacific islands are Bob Hollington's first port of call in his retirement.

Bob has retired as a sergeant with over 26 years' service, the last ten of which were spent with the Marine Section at Burnham.

Starting his career at Wickford, he moved between Basildon, Grays, Hadleigh and Benfleet before gaining his 'water wings'.

On his return from the Pacific he plans to pursue his hobby of genealogy having already traced his family back to the 17th century.

Bocking traffic sergeant **Gordon Thorpe** retired at the end of November after serving just over 30 years.

He started his career in Harlow where he was an area car driver. On promotion he became custody sergeant for precisely a year

Names in the news

and a day but returned to Harlow taking up traffic duties before his final posting to Bocking.

Affectionately known as "the Jonah" as everything he touched seemed to go wrong, Gordon will miss his colleagues but presently plans to keep busy with voluntary work for the RSPCA and plenty of caravan trips.

Sgt **Marion Young** has also retired after 30 years' service.

Marion returned to full-time working after having her son Alex and believes she is the first mum to retire from Essex Police

Combining motherhood with full-time working was no easy feat and Marion was happy to support other officers as a maternity network co-ordinator.

Her plans during retirement are to continue training special constables but she will take some time for her hobbies of dressmaking and painting.

Pc **Anthony Allison**, Colchester has retired after serving over 30 years while Sgt **Peter Norman**, from Southend, served one day over his 30 years before hanging up his hat.

Retiring on medical grounds are Pc **Paul Inkley**, from Braintree after 13 years' service and Dc **William Teatheredge** from Tendring, after 20 years.

Obituaries

Former Superintendent **Alan Cartwright** died in November aged 67.

Mr Cartwright served from 1956 to 1981 at Hadleigh, Clacton, Hutton, Ongar, Basildon and Harlow. He leaves a widow, Audrey.

William Chester, a former sergeant, died in October aged 78.

He served at Southend, Rayleigh and headquarters before retiring in 1977.

Former constable **Ernest Wallis** died in October aged 90.

He served at Brentwood, Billericay, Hockley, Chelmsford, Galleywood and Chadwell St Mary before his retirement in 1962.

Quiz night correction

IS the NARPO quiz night being held on January 23 or January 24? The answer is Friday, January 24, 2003.

Chelmsford Branch Secretary Tony Cooper recently sent out 300 letters to members of the National Association of Retired Police Officers and has realised that he has inadvertently included the wrong date.

Anyone who has any queries should contact Tony on 01376 329563.

A familiar face is now Norfolk's new chief

FORMER Essex Police divisional commander Andy Hayman has been appointed Chief Constable of Norfolk.

Mr Hayman, 43, joined Essex Police in 1978 and served as a constable at Leigh before moving to CID.

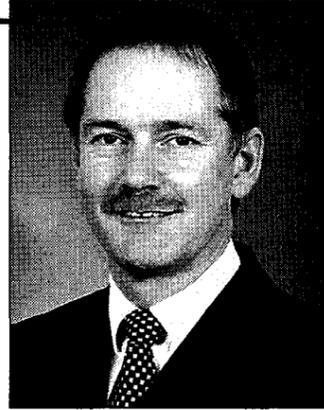
His 20 years of progress through the ranks in Essex saw him setting up the force's Community Safety Department in 1996 and launching its 2Smart4Drugs roadshows in schools, which won government funding and

became established as an annual campaign.

He went on to command the Chelmsford Police Division and in 1998 joined the Metropolitan Police as head of its Drugs Directorate.

Last year he was promoted to Deputy Assistant Commissioner at Scotland Yard, where he retained responsibility for professional standards.

Welcoming Mr Hayman, Norfolk Police Authority chairman **Jim Wilson** said: "He has worked in



● Andy Hayman.

some very high profile and challenging roles, including developing a drugs strategy across London. We feel that we have made the right choice for the people of Norfolk and for the constabulary."

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BELLING electric cooker with 4 halogen rings, double fan-assisted oven with a low level grill. Good working order, 600mm wide, dark brown, £75 ono. Contact Tina Starling on ext 50770 or 01255 870981.

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£400. Contact Barbara Mayes, evenings, 01702 588925.

DETACHED bungalow, Wickford, £205,000. 3 bedrooms, double driveway, garage. Within area of excellent schools, no onward chain. Contact Chris Snow on 01245 468269.

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GOLF clubs, MacGregor DX, 3w, 5w, 2-5w, £50. Wilson fat shaft driver and 3w sold as pair £100. Tel: 01268 774786.

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Brochure and details available from Paul on 01245 494043 or email p-marrion@hotmail.com.

LADIES white Raleigh bike as new with accessories, £65 ono. Tel: 01376 514728 after 7pm.

LAKESIDE chalet, Cotswold Water Parks. Exclusive fully equipped 2 bedrooms, bathroom, kitchen, lounge, and terrace. Leisure centre on site. From £150 to £300 per week. Contact Stuart McKie on 07973 639342.

METRO for sale. 'D' reg, 10 months MOT, cheap to run, used as local runabout, only £100. Bargain. Contact Paul on 07973 380826.

MILITARY burgen for sale. Mint condition, latest RM/SAS issue, superb kit, camo, very comfortable, large back pack and will adjust. Bargain at £50. Tel: 01708 620080.

ORLANDO luxury villa. 4 bedrooms, 3 bathrooms, sleeps up to 10. Private screened pool, near Disney and other central Florida attractions. For more details contact 01245 266949 or 01376 573406.

PRIVATE house clearance sale. Ideal for first time homemakers. TV, video, washing machine, dishwasher, tableware,

furniture and many other items available. December 1, emigrating.

Contact Alexandra Kaufmann on 01245 601940

ROVER 602si, 2.0L, 1993 (L). Electric sunroof, windows, power-assisted steering, airbag, beige interior. Very good condition, average mileage, British racing green. £1500. Contact Peter Caulfield on 01787 477537.

SANDOWN, Isle of Wight fully modernised and refurbished 2 bedroom late Victorian cottage to let, sleeps six. 2 minutes to sea and amenities. Sorry no pets. Contact J Neagle on 01279 437560 for a brochure.

SCOTTISH Highlands. Self-catering bungalow which sleeps 2. Fully-equipped, open all year or B&B in Austrian-style home. Fishing, skiing, shooting, walking, bird-watching or chill out in 600-acre pine forest. Police discounts. Contact Andy Nunn on 01479 841717 or woodlands.nunn@btopen-world.com.

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VW Camper van 1986, 2 litre, petrol, 71k, fsh, sleeps two adults, two children, cooker, microwave, CD, MOT. Lots of extras, £4000 ono. Contact Sue on 07946 621083.

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A sensational sell-out

Essex Police Choir

ANOTHER sell-out and even more money to charity thanks to the Essex Police Choir's annual concert at Christchurch, Chelmsford, with proceeds now in the hands of the Helen Rollason Trust, at Broomfield Hospital.

The evening was packed with a wide variety of music. Guest artists *Musicality* were very popular with pieces being sung by Fiona Whittaker, accompanied on the piano by Doreen Potter, who also performed two wonderful monologues.

Doreen also accompanied on the piano our guest soloist David Hylands, who performed several different pieces including *The Judge's Song* from Gilbert and Sullivan's *Trail by Jury*, and items from *Fiddler on the Roof*. The audience were also treated to the talents of the Essex Concert Band

on their debut first visit to the county town of Chelmsford. The evening concluded with all participating in choruses of *Land of Hope & Glory*, and *Jerusalem*.

The £1,000 raised at the concert was presented to Grainne James from the Helen Rollason Trust a couple of weeks later. A further £186.93 was subsequently raised from a collection on the door.

The choir is now busy rehearsing for the Christmas concerts.

The first is on Tuesday, December 17 at Shalford Church, NR.

Are you up to the challenge?

JUNE may seem like a long way off but if you want to take on the challenge of Snowdon, Scafell and Ben Nevis, all in one go, you need to get training.

The team and individual National Three Peaks Challenge takes place from June 13 to 15.

The event raises cash for

Braintree. Tickets can be obtained from Anne Tee 01371 850975

The second and third concerts are to be held at Trinity Methodist Church, Rainsford Road, Chelmsford on Saturday, December 21. The afternoon concerts are for invited guests only, but will be followed by evening concerts for which tickets can be bought via the box office on 01245 494811.

The proceeds from this concert will be donated to Mid Essex Respite Care.

neurofibromatosis, a genetic disorder that affects nerve tissue, and even provides competitors with transport, accommodation, meals, guides and full safety measures.

So if you want to take part contact Matthew Finn on 0208 547 1645 or nfaevents@zetnet.co.uk for more information.

Lottery winners

WINNERS of the November lottery are: £1,500 - Lydia O'Dell, Chelmsford, £750 - Paul Gathercole, Basildon, £375 - Victoria Spracklin, Basildon and £200 - Sheena Munro, Headquarters.

Consolation prizes of £50 go to: Jason Foster, Harlow, Douglas Bedford, NCIS, David Miller, Basildon, Martin Kendrick, MSD, Pete Harris, MSD, Rebecca Collins, CPS Chelmsford, Mark Furneaux, Headquarters, Graham Bassett, Colchester, Vaughn High, Witham and Wendy Brown, Chelmsford.

Annual Christmas concert by the Essex Police Band

Monday, December 16 and Tuesday, December 17 at the Marconi Club, Beehive Lane, Chelmsford.

Starts at 7.30pm

Tickets £5

Available on reception at the Marconi Club or from Pc Joy Madigan on 01245 491491 ext 58515 or Joy.Madigan@essex.pnn.police.uk

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8.7% APR	£10,000	Monthly	208.23	157.80	253.30	204.64	367.12	315.21	511.81	454.13
		Total	17,491.54	13,255.01	15,197.76	12,278.31	13,216.05	11,347.29	12,283.23	10,898.90
8.7% APR	£5,000	Monthly	104.12	78.90	126.65	102.32	183.56	157.60	255.90	227.07
		Total	8,745.62	6,827.45	7,598.86	6,139.13	6,608.02	5,673.67	6,141.62	5,449.45
8.7% APR	£3,000	Monthly	62.47	47.34	75.99	61.39	110.14	94.56	153.54	136.24
		Total	5,247.43	3,976.48	4,559.29	3,663.48	3,964.78	3,404.19	3,684.97	3,268.66

Written quotations available on request. Rates correct as at 16/07/02. Loans subject to status and not available to non-UK residents, anyone under 21 or over 69 years of age. An example of a loan taken out at our rate of **8.7% APR** for £5,000 over 3 years, will be repayable by 36 monthly instalments of £183.56, with Repayment Protection, and a total repayable of £6,608.02. The Co-operative Bank p.l.c. reserve the right to decline any loan application, but may, in certain circumstances and at its discretion, offer a loan at an alternative rate to those advertised. The Bank may monitor and/or record telephone calls between you and the Bank for security and/or training purposes. *Once we have your signed agreement form, same day transfer is via CHAPS, before 3pm, at a cost of £20.

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Sport
and Leisure

Wet
race
wins
runners
national
selection

THE performances of some of the force's cross-country runners in the regional league have earned them national selection.

The second fixture of the league took place at a wet and windy St Albans and despite providing three out of the four finishers in the men's, Essex still had to settle for second place behind a strong Kent team.

At the end of the first of two laps a trio of Essex runners were joined by Paul Allen (Herts) as they broke away from the rest of the field.

As the pace increased Russ Welch (Essex) began to drop back but held on to finish fourth. Lacking a sprint Mick Bond (Essex) continued to push the pace, but with the finish in sight it was Derek Walker (Essex) who shot away to claim victory ahead of Allen. Bond came in third.

Kent runners then swamped home to claim the team win, only Vic Spain from Essex (11th) was among them.

Making an excellent debut for Essex was Paul Mower (28th) quickly followed on his return from injury by Kevin Kirby (30th) and an improved Jim Ling (35th).

A first lap fall prevented Phil McCulloch completing the course on his debut, leaving Steve King (43rd) to complete the Essex runners.

In a competitive ladies' race Lucy Bradley (8th) was the only Essex runner.

The three leading men in the field were selected to run against the fire and prison services in a national team at Redditch.

Over a very tough course the police won through with Derek Walker 11th, Mick Bond 15th and Russ Welch 17th.

Cambridgeshire defeated in national championship

Trio triumph

DOMINATING the match against Cambridgeshire in the national PAA championship from the off, the Essex football team stuck to their game plan and played five across the middle leaving Gridley alone up front.

Hard work meant that the opposition only had the chance to take a couple of shots at the Essex goal.

With a magnificent header by Kev Hughes from a well taken corner from Steve Crane the Essex men took the lead after the first 30 minutes.

Only five minutes to go before half-time the pace quickened with several good passing moves allowing Danny Fallows in to drill home for the Essex second goal.

The Cambridgeshire team appeared to have had a good pep talk in the half-time break and mounted an all out assault on the Essex team leaving the match result

in some doubt.

However the Essex lads dug in and managed to eventually get the match back under control.

The pace slowed and a good move culminated in a driven cross from the right by Matt Noone which was quickly buried in the back of the Cambridgeshire net by Matt Maunton.

A fine 3 - 0 win for the Essex boys sees them go into the area national final in an away match against Suffolk, an old enemy.

Chelmsford clinches top golf score

CHELMSFORD were once again the winners when the three NARPO branches got together at the South Essex Golf and Country Club, Brentwood for a second inter-branch golf competition.

Brilliant sunshine blessed the 28 competitors in what is now a firmly established annual event.

It was an excellent competition played in the best of spirits with Chelmsford becoming overall winners with 251 points, Colchester 211 and Southend 203.

The best individual score went to Pat Judge with runner-up Peter Baxter.

Roger Culham was nearest the pin and Bob Hayes won the longest drive.

Best aggregate over par 3 went to Eddie Coates and lowest score Fred Stannard was awarded the booby prize.

Southend will be hosting the match in 2003.

Sports heroes

RUNNER Mick Bond, a constable at Chelmsford, has been acknowledged for his services to sport in this year's Essex Police Sports Association Annual Awards.

Congratulations also go to Pc Jason Foster, from Harlow, who was voted Sportsperson of the Year for his achievements at squash.

Fish for the cup

THE rescheduled Croker Cup angling event will take place at Dover on March 23, 2003.

The event will be the last opportunity to fish the stretch for the cup. If blown off the competition will be at the Prince of Wales pool.

For more information, contact Dave Clark on 01702 332315.

Hair one day gone the next

IT was a close shave and a big step for Martin Asher, an IT administrator based at headquarters, when he faced a daunting charity challenge.

After a 14 year period without a single trip to the barbers he decided to have his mane of below-the-shoulder length hair shaved off for charity.

Martin's hair and his love of scuba diving had become increasingly incompatible and a tentative discussion with his partner led to a fundraising success.

Friends, family and colleagues witnessed the shaving ceremony



● Martin before he lost his locks.

at headquarters sports and social club.

The cutting edge performance raised over £500 for the Little Haven Children's Hospice.

Martin said: "Both the charity and what I

● A less hairy Martin poses with partner Kathy.

am doing seem to have struck a chord with a great many people as is shown by the amount

raised. "Thanks to all those who donated money for such a worthy cause."

Sail away to a sunshine paradise

HURRY up to take advantage of special price 2003 cruises just received by the force sports secretary.

Prices start at just £529 for an eight day, seven night cruise on MV Melody, starting from Venice and on to Dubrovnik, Corfu, Kusadasi, Rhodes, Katakolon and ending in Venice.

Departures are every Sunday from May 25 through to October 19, 2003.

At £549 there is an eight day cruise on the brand new Lirica, taking in Genoa, Naples, Palermo, Tunis, Palma, Barcelona and Marseilles or an eight day cruise on the Rhapsody, leaving from Genoa, taking in Naples, Malta, Tunis, Ibiza and St Tropez.

Departures are from April through October, costing from £599 in high season.

For those of you who prefer slightly colder waters there is a cruise costing from £559, flying to Kiel and then cruising to Flaam, Molde, Hellessylt, Bergen and Copenhagen.

Departures are from June 8 through to August 31, 2003.

Or if you fancy a trip on the Baltic then there is a cruise also from Kiel, then on to Visby, Stockholm, Tallinn, St Petersburg and Copenhagen.

Departures are from May 18 through to September 14.

If sunshine and turquoise seas are your idea of paradise then from only £799 there is a choice of fabulous Caribbean Cruises.

The Gems takes in Montego Bay, Cartagena, San Blas, Panama Canal, Puerto Limon and then back to Miami via the Florida Keys.

The Jewels itinerary is via San Juan, Antigua, Grenada, St Lucia, St Barts, Tortola and back to Miami via Nassau.

Departures are from January 13 through to April 11, 2003.

The price of all cruises includes return flights from London, transfers to and from the port, full board and all taxes.

The special prices are guaranteed for a very short time so hurry up and book and you will be able to relax in style on your chosen cruise.

For further details and booking forms contact the force sports secretary, John Stonehouse on extension 58888.

Search for the perfect hosts

SOUTHEND Police Club is looking for hosts when it welcomes guests from Zaandam in Holland in June 2003.

The weekend of the visit revolves around football and socialising, and the event is in its 42nd year.

In recent years the number of hosts has declined due to staff moving away.

If you feel you can help by accommodating one or two Dutch guests, or would like more information about the weekend's activities, contact Paul Byrne at Southend CID by email or on ext 30436.

A return visit to Holland is planned for 2004.



NEXT ISSUE: January

COPY DEADLINE: January 1, 2003

PRINTED: January 13, 2003

The Law was edited this month by Kim Perks and Heather Watts.

Published by Essex Police HQ, Chelmsford. Tel: 01245 491491 ext 50620/50625. Printed by Westcountry Design & Print, Sowton, Exeter