



Open day at Dunmow - P3



Singing the blues in summer - P6



Award for crash investigator - P8

TOP PRIORITIES

Double driving delight



● Martin Mueller and Nick Allum look forward to their new roles within road policing.

MOBILE Support Division welcomes two new unit commanders to its road policing section.

Inspectors Martin Mueller and Nick Allum have joined Chelmsford and Chigwell road policing units respectively, following the departures of Noorman Crabb and Doug Hayward in the spring.

Recently-promoted Nick, who has previously spent time on traffic, will be in charge of policing the motorways and rural roads of Harlow Division as she returns to

operational duty following several years as staff officer to ACC (operations) John Broughton.

Meanwhile Martin, who has also experienced life as an MSD officer in the marine and force support units, will take on the responsibility of maintaining the high-profile Responsible Rider campaign which has helped reduce the number of motorcycle casualties over the past two years.

● **GLEN WESTLEY** continues as temporary inspector at Laindon road policing unit.

FURTHER pilots of alternative shift systems and addressing vacancy levels on division are set to head a priority list being drawn up by chief officers.

Feedback from roadshow visits, where Chief Constable David Stevens and fellow chief officers have been canvassing views from both officers and members of police staff, has prompted moves to ensure a better working environment is achieved for all.

Mr Stevens has gathered a detailed account of issues that have arisen and is determined that they are followed up with appropriate action by chief officers for their respective departments or divisions.

Mr Stevens said: "The over-riding impression received was that we have a workforce which is clearly facing challenges, but one which is also responding with enthusiasm, initiative and a strong dedication to serving the public well."

This year's roadshows began in May and end next month with Procurement Services rounding off the 25 divisions and departments on the list.

A need to change proceedings from previous years was taken, as chief officers wanted the opportunity "to see what goes on at a more local, operational level".

"I have found that people have been more forthcoming with their views and questions in smaller, more informal groups around colleagues who they know and work with," said Mr Stevens.

"A large forum with a variety of people, who may be strangers to one another, can be a little inhibiting."

Several territorial and operational divisions expressed concern about some existing shift patterns, which officers say are having "detrimental effects on workloads and family life".

This issue is being addressed, with proposals having already been put forward suggesting various shifts be piloted on division.

A second priority, staff numbers, has also already caught the eye of chief officers after Mobile Support and Rayleigh divisions, in particular, expressed concern over current officer shortages.

Mr Stevens has earmarked the need for balancing resources across the force as a matter of urgency.

Mr Stevens is also using some of the feedback to identify issues that can be raised with partner agencies such as the courts and the Crown Prosecution Service.

He has already begun feeding suggestions and thoughts through to the Essex Criminal Justice Board.

Chief officers have also been highlighting various examples of 'good practice' from divisions, with a view to rolling them out to other places across the county.

Mr Stevens said: "I was extremely impressed by the assault clinics in Basildon and Southend, not to mention the work that Braintree is progressing to publicise the role of the community policing teams."

Future roadshows are set to become rolling programmes covering 12-month periods, with next year's hoping to start in early spring.

More lives lost on A12

CONCERNS are growing about the safety of time-trial cyclists using busy roads following the deaths of two competitors on the same stretch of A12 this summer.

Cyclists traditionally use this type of roadway as busy traffic creates a slipstream which increases cycle speeds.

However, the deaths of 64-year-old Colin Rodd in July and 66-year-old Jim Perrin last month have thrown fresh questions over cycle safety.

Casualty Reduction Manager Brian Ladd said: "Our views will be relayed to time-trial organisers in a hope that we can establish an acceptable way forward."

Focusing on the stripes

Special Priority Payment

THE forms to claim this payment should shortly be circulated by the force.

It is up to the individual to make the claim.

The payment is from April to December 2003, not a full year.

Copperpot reminder

DON'T forget - if you want to save money with a good dividend, plus borrowing at competitive rates, sign up for Copperpot.

It is salary-deducted, so to join ring them direct on 0116 244 4878.

Bonus pay

THE Panel continues to sit to review cases put forward for bonus payments.

Memorabilia

WE have some new items for sale in the federation office.

Please contact Jackie Card on extension 54555 for more details.

Federation Newline

by Terry Spelman



IN this month's column, I will highlight the issues and questions often asked in connection with the roles of acting and temporary sergeant positions.

A constable who is asked during the course of his/her duties to undertake duties normally performed by a sergeant is generally referred to as 'acting up'.

A constable may be asked to perform such duties on any basis, such as one off, daily or weekly.

There is no provision which defines acting up and it is a matter of fact whether a constable is or is not performing the duties of a sergeant.

The main effect of acting up is that a temporary salary becomes payable if a constable acts up for more than 14 days in a year.

The period of acting up will cease either at the end of the period for which it was agreed that the officer would act up or when the officer is ordered to cease carrying out the duties of a sergeant.

A constable may be ordered to cease acting up at any time.

Temporary promotion is provided for in the promotion regulations and occurs where a constable, who is qualified to sergeant, is promoted on a temporary basis and where there is no vacancy for a substantive sergeant.

For these purposes, to be qualified means an officer must have passed both parts of the OSPRE examinations.

Temporary promotion is usually for a stated period but need not be.

A temporary promotion (unlike substantive promotion to sergeant) may cease at any time, at which point the officer will revert to the rank of constable.

Practices

The main difference between acting up and temporary promotion is that, for the purposes of the former, the officer remains a constable and simply undertakes duties which are the duties of a sergeant.

On the other hand, an officer who is temporarily promoted becomes a sergeant until the end of the temporary promotion.

This distinction leads to several important differences in practice, such as pay and probation and these are dealt with in more detail later on.

Any constable can be asked to act up to perform the duties usually carried out by a sergeant, but an officer may act up without specifically being told that he or she is doing so.

A request to a constable to carry out duties usually performed by a sergeant is likely to be a lawful order within the meaning of regulations and a constable can therefore be required to act up even though he or she is not keen to do so.

A disciplinary offence may therefore be committed by an officer who refuses a lawful order to act up; however, as a matter of good management, requests to act up should be made with the consent of the officer.

In addition, there may be health and safety issues if an officer who has had inadequate training is required to act up in a role where lack of training may put the officer or others at risk.

Where a constable has been acting up for a 14 full days in any year or the appropriate amount of hours, he or she will be entitled to a temporary salary under regulations for the next full day and any subsequent days in that year in which he or she acts up.

For these purposes, the year is each period of 12 months from April 1.

The rate of the temporary salary for the 15th and subsequent days is the lowest rate of pay for sergeants.

Where an officer is engaged in a continuous period of acting up which overlaps two years, a temporary salary will be payable for the whole period.

The provision has the effect of including the whole period of acting up in the previous year. In the second year, the part of the period of acting up will not count towards the 14 days of acting up which are unpaid.

Regulations

The provisions governing temporary salary for part-time officers are currently under review and may change shortly.

Temporary salary constitutes pensionable pay for the purposes of the pension regulations.

Average pensionable pay will reflect periods of paid acting up during the year before retirement.

A constable who acts up remains a constable and so there are no issues arising which could affect the officer's position on a Constables' Branch Board.

A constable who is acting up does not hold the rank of sergeant and is therefore not qualified to be appointed a custody officer unless there is no custody officer readily available.

When an officer is promoted to full substantive sergeant, previous periods of

acting up are not reckonable as service in the rank of sergeant for pay purposes.

The appropriate category of pay for a sergeant is determined by the number of years' service in the rank of sergeant.

The regulations provide that periods of acting up are not to be taken into account for the purposes of reckoning service as a sergeant for pay purposes.

Under promotion regulations, a sergeant is qualified for promotion to the rank of inspector if he or she has passed the necessary examination and completed two years' service in the rank of sergeant.

For similar reasons to those already set out in relation to the probation period, periods of acting up do not constitute service in the rank of sergeant for these purposes.

The promotion regulations provide for temporary promotion to sergeant provided that the officer is qualified for promotion under promotion regulations.

This provides that, in order to qualify for promotion, an officer must have passed both parts of the qualifying OSPRE examination, have completed two years' service and completed the constable's probationary period.

Although not entirely clear, an officer who is offered temporary promotion may refuse to accept the appointment.

Good management practice should dictate that only an officer who is willing to accept temporary promotion should be required to do so.

Opening up Crime

INVESTIGATORS' open days have been lined up for this autumn to build further upon the success of last year's Crime Division open day.

Last year, more than 50 officers and police staff attended the event, but this year the division is pulling out all the stops to demonstrate the full range of opportunities available.

Crime Support Manager DCI Terry Haines said: "Last year's event was a great success which generated a lot of interest in our work, but we wanted to broaden it to highlight our commitment to developing all of our investigators."

"This year, as well as the various sections within Crime Division, territorial CID will be represented so that we give people a genuine insight into what we are about within Crime and the divisional environment."

The event has been arranged for November 24 and 25 at the County Hotel in Chelmsford.

DCI Haines added: "Investigation of crime is a specialist arena with many routes to take and many different kinds of people needed to take up the mantle."

"As investigators, we need to start investing more into nurturing and encouraging the finer points of investigation at a higher level and we hope

these open days will demonstrate that to potential staff."

Further details about the open days can be found on the Crime Division website.

● TERRITORIAL divisions are set to receive more support from Crime Division in the investigation of volume crime.

The move, prompted by bosses in Crime Division and Corporate Support, is due to start this month.

It will see each of Crime's five section heads adopt responsibility to go into divisions and examine problem areas.

When a division is experiencing difficulties in reaching targets on volume crime, then Crime Division will intervene and work with the division to review matters and draw up an action plan to boost performance.

Investigative review officers will also become involved in reviews of volume crime.

Head of Crime Division Det Chief Supt Steve Reynolds said: "The senior management team within Crime possess a wealth of operational experience investigating volume crime as well as major crime."

"We welcome the opportunity of working with Corporate Support and divisions to improve performance regarding volume crime."

A training triumph

A NEW recruit has been leading the way out of Ashford after walking away with two awards.

While Ashford celebrated 30 years as a training centre, Pc Lucy Wheddon was given the Baton of Honour and the PMAS Book Prize for consistent performances during training.

The Baton is presented to the student who, throughout the course, displays leadership, personality, strength of character and a high degree of professional ability.

The PMAS award goes to the student who demonstrates the highest academic and professional ability with the highest marks throughout the course.

The 41-year-old, who had previously worked in the federation office, waited until her children grew up before joining the force.

Pc Wheddon said: "I hadn't told my family that I had won the



● Pc Roger Watson welcomes Lucy Wheddon to Basildon.

awards so when they came to the passing-out parade it was a big shock to them."

● As well as Pc Wheddon's success, Pc Darren Jones received the Specialist Training Award for showing outstanding ability, determination and enthusiasm in the field of specialist subjects.

Offbeat

Essex continues to share its expertise with others

Leading the way in family support

AN Essex journalist was unlucky enough to end up on the wrong side of police and their vehicles when he pranged his company car in Harlow's car park.

The incident was all the more unfortunate for the involvement of one of the division's senior officers, who was guiding the reporter's car in to a space at the time.

Worse was to follow for the luckless hack as, true to correct procedure, he was then asked to produce his documents and was breathalysed.

Rumours abound that police staff may have rallied to Alastair Campbell's call for a holy war against the BBC.

Amnesty hit

HOME Office figures released show that April's weapons amnesty brought in nearly 44,000 guns.

A total of 43,908 guns were handed in, along with more than a million rounds of ammunition; while here in Essex, 1,265 firearms were surrendered, with 23,004 rounds of ammunition.

During the last amnesty in 1996, 23,000 guns were handed in across England and Wales, with 793 in Essex.

Speaking with the media made easy

A NEW easy-to-use reference tool giving officers and staff basic guidance on talking to the media during investigations has been launched.

Although talking to the press can be quite a daunting experience, it is becoming increasingly entrenched in the role of police officers and some police staff.

With reluctance stemming from a lack of confidence in knowing what can and cannot be said, many will opt for the 'seemingly safe' option of saying nothing.

Needless to say, officers are then startled to discover that not keeping the media updated on an investigation could lead to a breach of the Contempt of Court Act and, in the worst case scenario, lead to a case collapsing in court.

Hence why the press office, in conjunction with the training centre, has designed an intranet-based reference package which provides officers with a basic list of what can and cannot be said during each investigation scenario.

It begins with the simple question: 'Have you made an arrest?' If the answer is 'no' then one click gives a list of everything that can be issued and items to consider withholding.

ESSEX's reputation as a leading force in the work of family liaison has reached Northern Ireland following a recent trip by road policing officer Steve Holgate.

Pc Holgate was accompanied by Ray Lane who is the national family liaison trainer at Centrex, the police training organisation.

The Police Service of Northern Ireland (PSNI) handles nearly 200 fatal crashes each year (double that of Essex), with officers previously untrained in family liaison skills.

Essex is highly regarded by other forces for its pioneering work in this field.

Pc Holgate and Mr Lane delivered the nationally-accredited course to 60 officers during their visits to Londonderry and Belfast,

By Nishan Wijeratne

covering the topics involved in the role of a family liaison officer (FLO), with particular attention paid to cultural issues.

Only a handful of the force's 10,000 officers are assigned to road policing duties (motorway patrol), with territorial officers dealing with fatal crashes.

Pc Holgate said: "I was on light-duty work here in Essex when Centrex contacted me back in May.

"At the time, I was undertaking our own FLO review."

Pc Holgate is the country's only operational FLO who is also a FLO trainer, giving him the additional scope to discuss real-life scenarios.

"Although we were carrying out the teaching, there was also a lot that we learned from their police force," said Pc Holgate. "In Northern Ireland, people have a cultural need to bury their dead as soon as possible - they couldn't quite understand why we tolerate such long periods of time before doing so over here.

"They usually bury the bodies within three days, even after a murder.

"At first, we couldn't quite grasp the fact that every single body, whether dead through suspicious circumstances or not, was buried within a few days.

"The coroner doesn't give defence teams the opportunity for a second post-mortem examination to be carried out as, over there, each one is performed by a Home Office-registered pathologist with the

conclusions deemed final by the coroner."

Pc Holgate did encounter a few problems as the PSNI are still coming to terms with providing a police service rather than a security service.

"There was a certain degree of distrust among officers towards others outside their group," said Pc Holgate. "For instance, there was no contact made with their press office when it came to handling the aftermath of a fatal crash.

"The ACPO Road Death Manual insists on there being a media strategy following every single death.

"However, all the officers expressed their satisfaction at the end of the course describing it as the best they had ever experienced."

● P7 A sensitive approach.

A policing history for all

S W E L T E R I N G - temperatures didn't stop a whole host of families turning out to celebrate 160 years of policing from Great Dunmow as the police station threw its doors open to the public.

The station was built in 1842 by the county's magistrates at a cost of £1,200.

It became operational in 1843 with a courtroom in which Petty Sessions were held on the first Monday of every month.

Although the open day was an historical occasion, the aim was to cater for all generations with attractions that were educational, fun and interactive.

Displays included policing through the ages and dealing with wildlife crimes.

Vintage police vehicles were on show and the very young visitors enjoyed a more hands-on driving experience in mini police cars.

When the adults had reached the end of their tether, children were fingerprinted, handcuffed and locked in the cell - all in the name of fun of course!!



● Training begins at three for Danny Wood.

Plenty of experts were also on hand, using Braintree's new exhibition trailer for crime prevention advice and post coding.

The town's inspector, Moira Owers, said: "It was a great fun and informative day out.

"As well as marking a prestigious occasion, the anniversary provided us

with an opportunity to meet with members of the community in relaxed and informal surroundings."

● A limited-edition print by John Harrison to commemorate the occasion is available at £79 framed or £44 unframed.

For further information, contact Sue Harrison at Braintree police station.

Accolade for debrief DVD

THE force's first full-length DVD charting the investigation into the disappearance of Danielle Jones has been met with glowing praise from policing peers.

The Operation Spinnaker DVD, produced by the TV and New Media Unit's Dave Fogerty, came into being as a debriefing tool following the force's biggest-ever investigation.

Head of Crime Det Chief Supt Steve Reynolds travelled to the John Grieve Centre for Police Studies to present the DVD to an audience including representatives from the Metropolitan Police and Surrey.

One audience member was the Met's former Deputy Assistant Commissioner John Grieve.

Speaking after the presentation, Mr Reynolds said: "John described our presentation as the best presentation of a major crime that he had ever seen, which is a huge compliment."

Bookings are now coming in and Det Chief Supt Reynolds is to give presentations to Sussex, Norfolk, Suffolk and the Forensic Science Service over the coming months.

The presentation will also become a regular part of the curriculum for John Grieve policing studies courses.

Listen and learn

I WOULD like to pick up on the many letters than emanate from old duffers like me who, according to some serving officers, should keep quiet and sit by the fire with pipe and slippers and slowly fade away.

My old friend Moose White is somewhat kinder, paying tribute to our contribution, but says we don't understand about policing today.

What do you think happens to us when we reach 50 Moose?

What most surprised me about retiring was the sudden change from being an old fogie who should be put out to grass, to being a dynamic young(ish) person whose experience was much in demand.

Retirees go out into the world and do all sorts of things. We travel, we start businesses, take up voluntary service, have a huge range of second careers from managing vineyards to writing books, to running a smallholding or garden nursery.

I went into an entirely different aspect of public service and am also very active in local and national politics. Oh yes, we become grandparents too.

After 30 years in 'the job', don't forget than many of us retain very strong links with you youngsters.

However we have a big advantage. We have been there, done it twice over and are now back out in the world as ordinary citizens, with the blinkers off.

We see the world through very different eyes now. And we can take an objective view.

One thing the job has never been very good at is taking advice. It always thinks it knows best and guards against

intervention from outside. I know, I was the same.

'They' never understood what things were really like, didn't appreciate the difficulties, were ignorant of the law, made unreasonable demands. That's probably true, but we didn't really listen until it was too late.

The last 40 years is littered with mistakes because we wouldn't listen.

For example, we thought panda cars were the answer and lost close contact with our communities. So we didn't see the 70s riots coming.

We thought we were right to prosecute all offenders, so we had the Crown Prosecution Service foisted on us because we made ourselves look stupid with poorly-prepared cases or taking up court time with trifling matters.

We allowed inappropriate cultures to go unchallenged and ended up being branded institutionally racist.

There is now a crisis of public confidence because of staunch resistance to putting officers back into our communities, so there is a powerful move to make police accountable to local politicians.

I have seen and heard this at close quarters and can say that, unless there is a fast turn-about, chief officers will find their absolute power over operational deployment no longer absolute.

So be careful Moose, and all you other bright young things, it will be only the blink of an eye before you find yourself retired and seeing the world very differently.

There will be much for you to be proud of, some things you'd rather not remember, a lot of hard lessons learned and experience of doing the best job in the world for 30 years.

All that will qualify you to have opinions about all sorts of things, especially policing.

**Tony Hall
Harlow**

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

Time moves on - so should we

WHENEVER I write to *The Law*, it is usually in response to something I find controversial.

I enjoy reading many letters from retired officers and I find most of them interesting and thought-provoking.

I like hearing about how our predecessors did our job in the old days with a cape, a whistle, a phone box and a push bike!

Excellent - but that was the technology of the time and we all accept that.

Then along came radios, panda cars, computers and helicopters.

It is when I read letters that attack modern officers and their policies with no consideration for the fact that things have now changed, that I get incensed and feel inclined to write.

I have said before that I have the utmost respect for people's opinions, especially those of our colleagues from the past. I have never mentioned the word 'crumbly' or ever stated that I do not want to hear from them.

Those words come from these ex-officers themselves.

I personally found Mr Crust's letter to be an uninformed attack on those of us who have no choice but to police the way we do under the direction of our chief officers and Home Office guidelines to try and meet modern targets.

It is probably because we are far more accountable these days (due to this confounded technology) that we do things the way we do.

I remember being able to tell jokes and make off-the-cuff remarks without having to check before saying them.

I also recall standing stiff as a board and saluting the superintendent whenever I saw him - in or out of the station.

Now some 23 years later, I can walk into my superintendent's office, sit down and chat face-to-face with him in a friendly manner, without the need for military style 'bull, pomp and circumstance'.

I still have the utmost respect for him.

I think it's fair to say that every officer believes that the way it was done in his/her day was the best. That's only natural, simply because that is the only service that they know or knew.

All I am saying is that I wouldn't dream of attacking the way that my colleagues have done or will do this job.

It therefore follows that I don't expect unfounded criticism of the way we do it now.

Every copper would still love to be able stop and chat with people but we just can't afford the time. That is not our fault nor is there anything we can do about it.

We are now devolved into all sorts of different teams trying to combat crime, street disorder and, dare I say it, 'technological crime' such as internet fraud for example.

Mr Crust's letter and the recent 'Stress is for Wimps' offering were, to my mind, of the same ilk. They were both trying to imply that their way was and is the only way to do it.

Some might disagree gentlemen - that's all.

**Pc Moose White
FIR**

Tolerance is the key

I WRITE in response to the recent batch of letters regarding retired officers for which the catalyst would appear to be Peter Crust (who I personally don't know so can't comment on whether I would have liked him or not).

This was followed by Moose White (who I do know and like) Allan Collins (don't know, can't comment) George Raven (ditto) and John Barrett (who if it's ex-sergeant Barrett who was for a time in the Force Information Room in the early 80s I did know and much admire as a true gentleman).

I have to say that you're all absolutely right in a wrong kind of way and you're all wrong in a right kind of way.

My initial thoughts were that, what Peter Crust was suggesting, was to go back to the old days and ways.

OK, if that's his view based on his experiences from the old days that's great.

They are his views and he is entitled to them much as in the same way Moose White is entitled to his, as are all the others.

What worries me most though is the tone of Peter Crust's letter which, if I was reading right (in a wrong kind of way) or wrong (in a right kind of way), made me think this:

If Peter Crust were a retired army, air force or navy man would he be suggesting to the RAF that they return to Sopwith camels or the

army that they return to mounted cavalry or the navy to wooden ships with sails?

I think not because he would be laughed at and no doubt ridiculed and quite rightly so.

Wellington, Nelson and 'Bomber' Harris were great tacticians in their day but would they necessarily have slant on the current situation in Iraq?

No, because things have moved on a tad since their day.

Again, my view is it's not down to right or wrong or even old and new - it's down to tolerance and understanding. Thank you and goodbye.

**Pc Steve Buscall
EPTC**

Old and new bring improvements

WHAT a load of twaddle ever-changing and, hopefully, ever-improving service.

A policeman's basic role will never change. I could bleat on about foot beats and the shaking of door handles

that seem to be long forgotten or the checking of tax discs on parked cars during quiet night shifts so that you get an early-turn prisoner.

Those of you that knew me may not have approved of my methods of policing but, I could and would, always bring in prisoner after prisoner for a wide range of offences.

Today's policemen and women are, as we were, learning and improving all the time, in an ever-changing world of technology.

Rather than brow beat each other, we should embrace the new and the old, learn from each other for the benefit of the service and ultimately the people we serve - the public.

**Former Pc
Bob Rosenwould**

Friends reunited

OLD school-friends Valerie Welham and Veronica Betts have been reunited after 32 years, thanks to *The Law*.

In April's issue, Mrs Betts pledged to be reunited with her friend who she lost contact with when they were 13.

Mrs Welham's father, long-retired from the police, still receives *The Law* and passed on the information - the two friends were reunited and are now busy catching up over the lost years.

"Last month, we went on holiday together," said Mrs Welham in her thank-you letter to *The Law*. "Although we have been apart we have found many comparisons. We both worked as Saturday girls in a different branch of *Dolcis* shoe shop!"

Success in resolving issues

A REVIEW of formal grievances from the last financial year has shown that more than 60 per cent of cases were considered by applicants to have been resolved.

In the last two years, more than 900 supervisors and managers have undertaken grievance handling training offered by the training centre.

Feedback from last year's grievances found that 20 cases - 62 per cent - were resolved at the first stage, with a further eight applicants feeling they did not need to pursue the matter after detailed discussion in the first instance.

Equal opportunities advisor Jan Woodhouse said: "Legend may suggest that the grievance procedure doesn't work, but recent users are living proof that it does."

"There was also a rise in the number of contacts made with Volunteer Grievance Advisors (VGAs), demonstrating the importance of the network."

For further information, visit the grievance information pages on the equal opportunities intranet site where the full report is available.

Red light for rogue racers

THE summer clampdown on car cruiser hooligans has been hailed a success.

Operation Cerberus was devised to eradicate the 'boy racer', yet still welcome the lawful side of the cruise scene to Essex.

The initiative was run in four phases, with a media strategy driving home the public safety message prior to, and throughout, the four-week operation.

Officers from across mobile support joined divisional teams from

Thurrock, Basildon and Southend to disrupt the illegal actions of the unsafe motorist, with offenders reduced from 500 in week one to just 30 at the end.

Operational commander Chief Inspector Tim Stokes remains mindful that the problem could re-surface at any time, but is adamant that both motorists and residents know that Essex Police will not tolerate dangerous behaviour.

"Nearly 300 offences were detected during the four weeks, with numbers diminishing as the operation progressed," said Chief Insp Stokes. "The unlawful aspects were reduced to almost nothing and there was support, not only from the local community, but also

from the law-abiding cruisers whose name is usually tarnished by the antics of motoring hooligans."

The operation also prompted the first seizure of a car in the county using Section 59 of the Police Reform Act 2002.

A motorist from Bedfordshire was stopped twice in the space of an hour and received two formal warnings which amounted to him losing the keys to his Subaru for the remainder of the weekend.

Chief Inspector Stokes added: "I would like to thank officers from both mobile support and local divisions, together with the press office, for their co-operation and determination to ensure Cerberus was a success. I think the force has made its position on car cruisers quite clear."

Comrades unite for lunch

This is a final reminder that the Comrades' Association autumn luncheon will take place on Friday, October 10 at EPTC.

This year, a park-and-ride system will be in operation from the Chelmer Retail Park, opposite the end of Sandford Road. A minibus will operate between 11.15am and 1pm and again at the end of the lunch.

If you have any dietary requirements or mobility problems let Sue Kelly know as soon as possible on 01245 452799.

Please ensure that booking forms, together with a cheque for £15 are sent to Sue Kelly at the police federation office at headquarters to arrive no later than Friday, October 3.

Have you got news for us?

GOOD news so often goes unnoticed because officers and police staff are too shy to shout about it or simply do not believe it could possibly be newsworthy.

The Media and PR Department is about to change all that, thanks to an idea submitted into the Force Suggestion Scheme by Insp Steve Warwick when he was based at EPTC.

The idea began as a 'good news' email address whereby people can flag up items of interest to the media team who can then decide on the best means of publicity.

All too often, police officers are involved in brave rescues, stations might have a whip round for the pensioner mugged in the street, or staff might have raised stacks of cash for charity, with nobody getting to hear about it.

Publicity can also help to boast about sporting achievements, spread the word about up-and-coming events, or assist in finding a new member for your band or club.

As there is already a system in place to submit news to the intranet, rather than introduce an additional

email system, the existing form has now been adapted.

From the homepage of the intranet, simply click on 'submit news' found at the bottom of the screen.

From thereon in, the procedure is self-explanatory and gives you the option to recommend your news for the intranet, *The Law*, an external news release and the internet.

Staff are reminded that *The Law* and news releases do also get published on the internet.

Submission of an article is no guarantee of publication as the decision is down to the media team and items submitted in full may be edited to reflect the style of the publication in question.

Press Officer Kim Perks said: "The nature of police work means that the media and community perception of the service can be very negative."

"This is why we continually strive to find news which shows the positive human side of the work and the staff who undertake it."

A board will meet next year to decide who will be the winners of the annual Force Suggestion Scheme cash prizes.

Show drives drink message home

A THEATRE production that pulls no punches about the perils of drinking and driving celebrates its 20th anniversary this year.

Too Much Punch for Judy was the brainchild of former Essex constable Chris Caten who now drives Harlow's mobile police office.

The play tells the real-life tale of two sisters who left a nightclub in Epping to drive home to Ongar when they crashed and passenger Joanne Poulton died.

Pc Caten, as a local officer who knew the family, had the heartbreaking task of telling the parents that Joanne was dead and that sister Toni would be prosecuted.

A few months later a school drama teacher producing a play on alcohol abuse approached Chris for ideas to fill the last 15-minute slot.

The Poultons agreed to the re-creation of the crash including precise wording and feelings of all those involved. Only the names were changed.

The show was taken to the Edinburgh fringe festival, where it received rave reviews; it is now performed nationally by professional actors.

Other troupes have taken the production worldwide and TV and

film rights have been refused so that the show's impact isn't lost.

Unbelievably, tragedy struck again when Toni's husband died in a house fire and the distress saw her drink and drive again.

In a haunting coincidence she crashed just yards from the original accident killing a 21-year-old motorist and was jailed for six years.

Productions of *Too Much Punch for Judy* in schools now include workshops where youngsters are told of the repeat offence and have discussions around the scenario and their views on punishment.

Chris explained: "This has never been about attacking Toni. She has always been honest and faced up to what she has done, and has always been pleased that some good has been achieved."

"I still have adults approach me now who say they have never forgotten the power and emotion of the production."

Too Much Punch for Judy will be staged in Harlow Division schools during October.

Any officers or crime reduction staff who are interested in seeing the production, or introducing it into their area, should contact Chris Caten by email or on 07773 903325.

New goal for midfield ace



● Kirsty Lucas joins Chris Caten and Pc Bill Hawes on their Harlow travels.

KICKING off to a good start in her new role on Harlow's 'Beatmobile' is Kirsty Lucas.

The 22-year-old star of Witham Ladies Football Club, can be seen daily on the division's mobile police office assisting rural residents with crime reports, general information and crime prevention advice.

The office recently celebrated its second anniversary and its success means there are now plans to take the service into the evenings when Kirsty will come into her own once she has completed her training.

"I have always wanted to work for the police," she said. "I applied to join as an officer when I was 18, but was unsuccessful so when I saw this job advertised it seemed ideal, interesting and different. It has been a real eye-opener to see the different situations police deal with."

"There are still some people, particularly older residents, who would like to have a permanent police station, but the benefits of the mobile office are being recognised. My recruitment means we increase use of the vehicle, extending the hours we work and areas we can visit."

A right song and dance

"THIS group just continues to get better", - the words of regional National Operatic and Dramatic Association (NODA) representative Colin Butcher on the musical delights from the recent performances.

A warm thank-you goes to all those who supported the show and for being such appreciative audiences, enabling the society to raise more money for charity.

Colin Butcher continued with his glowing review, praising the

After months of rehearsal, the Essex Police Musical Society performed their Summer Show to packed audiences. Jenny Hillyard reviews the evenings' entertainment.

directing skills of Pam Corrie, saying: "The programme was well put together and, with exemplary continuity provided by the MC, the show just flowed."

He added: "With a capable 'pit', the music was first-class and balanced well with the cast singing."

The theme for the Summer Show was *All Aboard - A Musical Journey*.

Following our previous successful format of songs and sketches, the programme was divided into four sections:

'How We Got There', 'Where Our Journey Took Us', 'What We Did When We Arrived' and 'Returning Home'.

This enabled us to choose a very wide variety of music, without restricting us to a specific era - indeed the 'journey' was as much a one across various different musical types (show songs, ballads, comedy and popular songs), as it was a geographical journey.

Our MC, Peter Simpson, talked the audience through the journey and, in Act One, explained the types of transport we took (songs from

this section included *Deadwood Stage*, *Those Magnificent Men in their Flying Machines* and *Grease Lightning*), and then the places we visited (songs from the second section included *From Russia With Love*, *One Night in Bangkok* and *The Lullaby of Broadway*).

Act Two saw the cast singing songs describing what they did when they got to their destination.

The activities chosen were a trip to circus (including *Be A Clown* and *Send in the Clowns*), falling in love (*Summer Loving*, *No Matter What*) and, as we are a Musical Society, we had to have a section on song and dance with *Play A Simple Melody* bringing this section to a close.

The final section saw us travelling home and songs included *Walking Back to Happiness*, *Take Me Home Country Roads* and *One More For the Road*.

The finale was *Hello Dolly* (everyone knows how nice it is to be back where we belong) and *Consider Yourself (at home)* as the grand finale.

The final section would not have been complete without the Musical Society's very own Essex Police Von Trapp Family Singers singing their version of *So Long Farewell* from *The Sound of Music*.

This, together with other comedy songs, sketches and jokes and stories from Peter, kept the audience laughing throughout.

The Society was particularly pleased to welcome those who had never been to one of our performances before.

We have had many kind comments and compliments and we would like to take this opportunity to thank everyone who supported us.

Performing to a packed audience always makes it a special occasion and, on all three nights, they were really receptive and most generous with rousing applause.

The informal setting served to make each evening an enjoyable one for those who came along.

The raffle was very well supported each night and, once again, the Musical Society would like to thank all those who supported this.

Although the final figures are still being worked on, this year's show has raised in excess of what was hoped for and, indeed exceeded, the amount raised in the last few years.

Some of this money will be going to the Romanian children's orphanage and the



● Colin Day (left) and Simon Brett flank Bonnie Pearce as she looks for an empty lap in the song Hello Dolly.

East London Cabbies' Children's Outing.

When reviewing the show, it seems fitting to end with another quote from NODA's Colin Butcher who seemed to sum up the feedback we have received in general.

He said: "The overall effect with good costumes, lighting, simple staging all contrived to produce a really good night's entertainment and one thoroughly enjoyed by the full houses."

Kiss Me Kate

We have just started rehearsals for *Kiss Me Kate* which we will be performing from February 16-21 at headquarters.

This popular and enduring show has a score by Cole Porter and includes such classics as *Another Op'nin, Another Show*, *Too Darn Hot* and *Brush Up Your Shakespeare*.

As well as having many musical numbers to entertain you with, this particular show will also be very visual with costumes not only from the

modern day, but also from the Elizabethan Period.

Kiss Me Kate is loosely based on *The Taming of The Shrew* and involves a Vaudeville type troupe of players who are putting on a production of *The Taming of The Shrew*.

As it progresses, it becomes clear that, what is happening in 'the play within the play', is being mirrored in real life and there are plenty of lovers' tiffs, mistaken identities, behind-the-scenes plotting - not to mention two gangsters who provide some of the comic relief.

The Society are always keen to welcome new faces, whether it be treading the boards or helping backstage with make up, lighting, sound, props, set, costumes and stage crew.

Indeed, this is always a good time to join as we will have just started the rehearsal period for *Kiss Me Kate* and we will all be in the same boat!

If you would like any further information on the Society or would like to come along, then please contact either Jenny Hillyard or Justina Becousse via email on extensions 50335 51037 respectively.



● Frankie Oxlade, Justina Becousse and Simon Brett (l-r) in the 'Destinations' section.

A sensitive approach

A look at the issue of tissue donation which now faces family liaison officers in the immediate aftermath of a crash.

ONE of the worst tasks a police officer has to face is telling a family member that their loved one has just died, writes Helen Cook.

Sadly, it is an all too common practice for road policing officers.

As a result, a structured family liaison role was introduced two years ago to help such officers carry out such personally-demanding tasks.

The role of the road policing family liaison officer (FLO) is to support and help a family through the difficult period following a road death.

Additionally, they have also been asked by the National Blood Service (NBS) to consider broaching the subject of tissue donation with bereaved families.

In recognition of the contribution made by the FLOs and their trainers, the NBS has awarded two plaques to the force.

The tissues donated, following referrals by police officers, have saved or greatly improved the lives of over 250 other people.

National Nurse Manager for NBS Tissue Services Jan Purkiss has been working closely with these officers.

She is mindful that many people are simply unaware that tissues can be donated and so the information she is able to provide the officers with, hopefully makes them feel confident when broaching the subject during those difficult first few hours.

"It isn't about numbers of donors, as no one wants anyone to die on the roads," said Miss Purkiss. "It is about the fact that they are out there thinking about it and trying to help. The response has been amazing."

"We are particularly grateful to the family liaison officers who, at a very difficult time, still think about donation and where possible, find a way to broach the question, so giving the family the choice to help."

"The plaques were given in recognition and in gratitude for the overwhelming support that the road policing officers and the training centre have given to the NBS as we try to ensure that tissues are available for transplant for patients who need them."



● Inspector Steve Brewer accepts a plaque from Bill Homewood as daughter Katy and wife Kim look on.

"We also wanted to recognise the incredible support and assistance given by the road policing trainers for ensuring our talks are scheduled into the training courses and for the welcome that we have always received."

Officers have also helped to promote donation and training of NBS donor coordinators.

"We have also had ongoing support from the press officer and the coroner's officers, without whom donation would not happen."

Despite this being over and above the normal role of the police, this is what this recognition was about; it is a very great deal to say thank you for."

Two guests at the presentation ceremony were Eileen Russell and Katy

Homewood. Katy, aged 4 and from Oxford, has undergone five major operations in her short life, including a life-saving heart valve transplant when she was only 18 months old.

Her mother Kim said: "The police do a great job and without them we wouldn't have our little girl and we thank them very, very much."

Eileen, from Loughton, lost her husband Richard in a road crash in south Essex.

She agreed for tissues to be used for transplant and praised both the NBS and the family liaison officer, Mike Ashman, who dealt with her in a professional, caring manner.

Road Policing Inspector Steve Brewer said: "I was delighted to accept the plaque on behalf of Mobile Support

Division in recognition of the excellent work undertaken by the road policing family liaison officers."

"There is some fantastic work being carried out by our FLOs."

"In the past officers delivering the trauma message may have felt that the time was not right to approach the subject of donation."

"However, we now know that the bereaved need to be given this information as soon as possible to enable them to make the decision."

"As a result of our referrals, lives have been saved and people have benefited from transplants that vastly improve the quality of their lives, giving bereaved families a some good news following their terrible trauma."

Revamping the read

THIS newspaper is currently undergoing a review in a bid to improve its look and its content.

We are particularly keen to hear from readers as to whether the title *The Law* should be retained.

The Law has been in production since April 1969 and, during that time, the editorial team has created nearly 350 issues which are circulated to internal staff, retired officers, the media and other VIPs.

Earlier this year the step was also taken to post a copy of each issue on the website.

Reader surveys are carried out at regular intervals and the results of the last survey held last year are being incorporated into the current review.

If you wish to have your say about the name of your newspaper please complete the form below.

Return it to the address at the bottom or email kim.perks@essex.pnn.police.uk.

Alternatively, you can register your view via the intranet homepage.

I think *The Law* should:

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MIGRAINE is a very common condition which is both disabling and distressing to those who suffer from attacks.

Visual disturbance, nausea, dizziness, intense or dull prolonged headache and feeling drained are all symptoms that are experienced to a varying degree.

For some it may be stress-related, while to others perhaps eyestrain. For some, dietary causes have been identified with allergy, dehydration and low blood sugar levels also linked to causing attacks.

For many it can lead to days of feeling awful, time lost from work and the ability to enjoy life diminished. Symptoms can vary with age and from person to person.

Help and support can be vital for those who suffer from migraine, so getting a proper diagnosis if headaches become persistent is important.

Local GPs can help in many ways and discussing your problems with them can often

lead to preventative measures being taken to stop, manage and treat attacks.

There is no easy diagnosis and GPs require information from two different source areas.

They require a detailed clinical history as well as having to conduct a thorough physical examination which includes a complete neurological assessment.

Sufferers should keep a diary, noting the frequency of attacks, symptoms and details of any medication which has been taken - whether successful or not.

At the start of this month, Migraine Awareness Week highlighted the need for further research to be carried out and greater awareness of the condition with regard to children as sufferers.

An excellent source of information is The Migraine Trust based in Russell Square, London.

Their website is www.migrainetrust.org or they can be contacted on 020 7436 1336.

Meeting the public need

THE Contact Management project has entered a new phase, with process-mapping work now underway to identify numerous ways in which the force interacts with the public.

Work includes looking at the volume and content of calls received and mapping the ways in which requests for information are dealt with.

The Force Information Room, divisional service desks and public-facing units, such as firearms licensing and accident information, will all be involved in the process.

A consultancy will be appointed later this month to help the six-strong project team to undertake this challenging task.

Project manager Supt Michelle Dunn explained how professional expertise is vital to "ensure that we really understand why we've got the existing processes in place, and to identify opportunities to change things for the better".

Supt Dunn added: "In particular we'll be looking at ways in which we can exploit new technologies, including the internet - the potential is enormous.

"The results of this work will provide a starting point from which to identify and prioritise work required to improve our service to the public."

The project team comprises Michelle Dunn, Insp Paul Eveleigh, Sgt Steve Welham and Stuart Bines, a retired officer who served with both Essex and Cheshire.

Resource Manager Catherine Ellis is working part-time on the project.

Management consultant John Sims, who has extensive experience of working with the police service nationally, is the final team member.

Supt Dunn concluded: "This project will enable us to become more customer-focused and to provide access to services which reflect the needs of the community.

"We haven't forgotten our internal customers. We want to provide an equally high level of service internally, to allow staff to be operationally effective."

Monitoring the police

POLICE accountability, including the handling of complaints and police corruption will be among the issues discussed at a major international conference to be held in Belfast in November.

Policing the Police: The Challenges, will consider how police accountability can operate in a counter-terrorism environment.

Speakers include Metropolitan Police Commissioner Sir John Stevens.

Further information about the conference is available by phoning 028 9023 5001 or via www.ptp2003.org.

Keeping faith

RELIGIOUS members of staff now have the opportunity to offer their opinions on the force's draft policy on religion.

A copy of the draft policy is available on the equal opportunities homepage which can be accessed via the Personnel & Training section on the intranet.

A cunning new policy

A NEW approach to policing fox hunts in Essex is being launched to cut the number of officers on standby at headquarters.

With a vast decline in the number of hunt protesters, the new policy has been put into action for the hunt season 2003-2004, with the aim of reducing the amount of officers on standby.

The main advantage of the new policy is that officers will no longer just be sitting at headquarters waiting to be called upon, but will come from the local divisions where they have been undertaking divisional duties.

A new portal into justice

STAFF have been taking a lead in the launch of a new web-based guide for victims on what they can expect from the criminal justice system.

Victims Walkthrough is a virtual tour through the process after a member of the public reports a crime to police.

Assistant Chief Constable (Operations) John Broughton is the national police lead in the project.

"Victims of crime need guidance as to what may happen in their case. Hopefully this will encourage others to come forward who might otherwise not have done so," said Mr Broughton.

Victims Walkthrough can be found at www.cjsonline.org/virtual/victims.html.

Good as Goold



● Pc Ricky Goold accepts his award from Chief Constable David Stevens.

CRASH investigator Ricky Goold has been commended for his outstanding contribution to the South African coach crash inquiry in September 1999 in which 28 Britons died.

A road policing officer since 1978, Pc Goold has attended thousands of fatal crashes, many of which he has investigated and given expert opinion on in court.

Two months after the crash, Pc Goold, one of the most experienced crash investigators in the country, was asked to travel to South Africa and investigate the tragic incident.

Pc Goold examined the scene, looking closely at road

conditions, vehicle maintenance and local weather conditions for the time of the incident.

"The incident was caused by driver error," said Pc Goold. "The driver mistook the accelerator for the brake pedal, resulting in an increase in speed around the sharp corner."

The commendation, recommended by the, then Coroner, Dr Malcolm Weir, was "a big achievement" for Pc Goold.

Pc Goold said: "It's an honour for the entire Traffic Investigation Unit and not just for myself; it always says a lot about the TIU in Essex whenever any one of us receives thanks."

Broadening recruit nets

ONCE again Essex Police has taken groundbreaking steps to expand its already diverse workforce by taking its recruitment drive to major gay events during the summer period.

The force was the first in the country to recruit through such festivals when, three years ago, a recruitment stand was taken to London's Mardi Gras.

Through this one event, Essex Police was successful in taking on 11 police recruits.

The approach was viewed as a more effective way to reach out to a wider range of people and backgrounds.

The current drive also links into the hugely successful south Essex campaign *Hate Crime - A Menace In Society*.

The initiative, launched in May 2001, aims to encourage people to come forward to report and deal with hate crime relating to disability, sexual orientation, gender identity, race and religious belief.

In July, Essex representatives, including members of Nexus, the staff association for lesbian, gay, bisexual and transmembers of Essex Police personnel, and the force's Positive Action Officer Suky Kalar were at Pride In The Park in London and also Brighton Pride.

In August, they spent three days at EuroPride in Manchester.

Basildon's Vulnerable Persons and Minorities Officer Pc Andrew Meyer, who is also a member of the Nexus management committee, co-ordinated the force's attendance.

"The events were a great success and have once again demonstrated Essex Police's commitment to diversity," said Pc Meyer. "By recruiting at events aimed at specific sections of the community, we can continue to work towards making Essex Police a truly diverse organisation.

"At such events, many people attend the stand and, from that, several go on to make genuine inquiries about joining the force.

"Also importantly, hundreds of people have been made aware that hate crime will not be tolerated in south Essex and that we do truly care about this issue.

"We had a number of people comment on how good it was to see the police at the event and many stopped to seek opinions on hate crime within the police service."

Chief Constable Mr David Stevens said: "I am very pleased that we were once again represented at the Pride events.

"Not only does it provide a great opportunity to recruit but it shows our commitment to providing a service to all sections of our community."



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Calming neighbour quarrels

A LOTTERY-funded voluntary organisation has shown that criminal proceedings are not always the answer to resolve disputes among neighbours.

The Maldon and District Neighbour Mediation Service has provided mediation services since 2000 and can boast a success rate of over 60 per cent.

Residents can contact the service themselves but mostly referrals are from police in Maldon, Maldon District Council and local housing associations.

Fully trained mediators visit clients at home or at a neutral venue to resolve disputes in a confidential, non-judgemental and impartial way.

Disputes could involve noise, fences, boundaries, harassment, animals, children, parties or parking.

Maldon and District Neighbour Mediation Service co-ordinator David Fairweather said: "We have been providing free mediation services to local residents which, in a large number of cases, has stopped the problem escalating out of control and hopefully freed up police officers' time and resources.

"We look forward to providing the service after this year if we receive enough funding to enable us to train more volunteer mediators."

Anyone who is interested in the service can contact David on 01621 840344.

Memories of 'a great asset'

SERVING officer Pc John Lynch sadly lost his fight against cancer in August.

John, who was 54, lived in Southend and was stationed at Benfleet.

He made numerous friends and acquaintances during the 24 years that he served with the force.

During his career, John served at Leigh, Canvey Island and spent ten years at Benfleet.

Earlier this year he was awarded a Chief Constable's Commendation for the arrest of two violent criminals at Benfleet railway station.

Sgt Ted Travers, John's shift Sgt for the last ten years, said: "I considered John to be a good link between me and the shift, someone you could really rely on.

"He was a great asset, a very loyal and trustworthy

colleague who will be sadly missed."

Ex-Sgt Peter Tomlinson died in August at the age of 74.

Peter, of Metheringham in Lincolnshire, leaves a widow, June.

He served from 1950 to 1978 at Upminster, Benfleet, Pitsea, and Laindon and Harlow road policing units.

Ds Matty McGettigan left the force at the start of the month, retiring from his base at Tilbury.

Matty, who is 49 and currently living in the Rayleigh area, will be moving to Ireland to enjoy his retirement.

Dc Andy Bird retired in July after spending a day over his 30 years with the force.

Andy, who is 55 and from Hatfield Peverel, was working on the stolen vehicle unit when he left the force.

Pc Phil Shoulders has served his last day, departing from his job as a controller in FIR.

The 48-year-old from Wickham spent over 30 years

in service, including more than a year in local government.

Sgt Paul Smith, who was based at Wickford, hung up his stripes in July.

Paul, 49, joined the force in July 1973.

Pc Tony Welham left the job in August with almost 32 years' service behind him.

Tony spent many years with Colchester and for the last few years worked with the Harwich community policing team, where he made such an impression that he won the Millard Trophy for community policing.

Pc Joy Madigan retires in mid-September after nearly 29 years with the force.

Joy, 54, of Springfield, rounded off her career with Chelmsford road policing unit, but spent the majority of her last 12 months working as the exhibits officer on a road death investigation trial (Operation Walker).

A refreshing change for officers

THE force will be welcoming back seconded officers later this month to an event which will bring them up to speed with Essex Police.

The seconded officers' day, at the sports pavilion, aims to keep officers updated with IT matters and police policies.

The event will hear from a range of

speakers who include Chief Constable David Stevens, Supt Dave Folkard, Positive Action Officer Sgt Suky Kalar and Press Officer Peter Laurie.

Officers have been assisting ACPO, NCS, NCIS the Immigration Service and the Home Office.

The event takes place on September 17.

Romford reunion

TIME is running out if you want to attend the Romford Division Reunion Luncheon to be held at HQ Sports Club, on Saturday, November 15, 2003 at 1pm.

It will be a fork buffet, with drinks included in the price of £10 per person. Wives and partners are invited and the bar will be open at 11.30 am.

Those wishing to attend can send a cheque to SP Mather (Lunch account) at 25 Queens Avenue, Pooles Lane, Hullbridge, Essex SS5 6PS, enclosing name, address, phone number and email address by October 30.

9/11 remembered

SEVERAL officers from across the force are flying out to New York to join others at various memorial services being held in remembrance of the atrocities of September 11, 2001.

The trip, organised by the charity *Protect the Protectors*, lasts just under a week and will see officers uniting with their colleagues from the New York Police Department.

Make the most of IT

A NEW course is available to all personnel to enhance professional computer skills.

The European Computer Driving Licence course is available on the intranet or CD-ROM and aims to maximise facilities available such as Microsoft Word, Excel and PowerPoint.

The force pays for the course, leaving the fee for each of the seven modules to be paid by students.

The examinations, which are held monthly at the training centre, cost £4.50, with retakes for the same amount.

Several staff and officers have already completed the course successfully.

IPA

THE International Police Association is promoting a special offer joining fee in September and for the rest of the year.

This month, officers can take advantage of the two-for-one offer, when two officers who send their applications in the same envelope can join for £12.50 instead of £25.

During October, November and December, IPA is offering the delayed renewal fee, when you can join for £25 and pay no renewal fee until January 2005.

Application forms and further information is available from Steve Hunt at Grays on ext 70432 or by email.

Market Place

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

● Advertisers should be aware that *The Law* is now published on the internet and any telephone numbers given will be in the public domain.

BED, single with guest bed under, together with pine headboard, new £120. Also dressing table and bedside cabinet, two drawers, £500. Contact Chris Brown on 01255 475810.

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FOR SALE 1 bed bungalow at Highwoods, Colchester, for aged 55. Communal gardens, Tendring Careline, parking, close amenities. £93,000. Contact Tom Hornett on 01206 861532.

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condition. FSH and all bills. Takes unleaded petrol and is a show winner. Disability forces sale for £700 (no offers). Contact Linda Farrell on extension 52433 or 01245 452116 (working hours).

HOUSE sale, Leigh-on-Sea, £227,500. Three-bed semi, close to good school, shops, railway station, local pool, contact Insp Murnaghan extension 70229 or 07968 804828.

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

ORLANDO. Luxury villa. Four bedrooms, two bathrooms. Sleeps up to 10. Private screen pool near Disney and other central Florida attractions. For more details contact 01245 266949 or 01376 573406.

PAIR of lovebirds and cage for sale to good home, £400. Contact Sandra Uglow on 01277 890317.

RACLETTE six-berth frame tent in good condition. £100. Contact 01268 757628.

SCOTTISH Highlands. 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 email w o o l l a n d s . n u n n @ btopenworld.com.

STUDIO flat, fully-furnished, VGC, Billericay, close to amenities, reduced monthly rent of £350 plus bills for police personnel. Contact Jenny Hillyard 07790 427987.

TOYOTA Celica, 1.6GL Estate, 1yr MOT, electric sunroof, stereo, radio cassette. £4000. Contact 01268 757628.

TWO bed, three-storey villa in Costa Del Sol, 15 mins from Marbella with private shared pool on famous five-star La Cala golf complex. All usual high-class facilities including sun terrace and private square. Tranquil location, £400 per week for whole villa. Contact Derek Patten on ext 44073 or 07958 209909.

TWO wooden desks with matching drawers, filing cabinet unit sits underneath desks. Telephone 01376 563936.

VAUXHALL Vectra 1.8 Club, 2001, five-door hatchback silver, 26k miles, f/v/s/h six months manufacturer's warranty, PAS, air con, RCL, alloys, CD, cruise trip computer, parking sensors, excellent £6,750, contact Doug on 01245 261810.

It's showtime

NOSTALGIA-lovers could find a trip to *Rat Pack* at the Strand Theatre right up their alley.

The show, on October 3, features a 15-piece band playing music from the 1950s and 60s and a full supporting cast.

For ticket and coach travel, leaving headquarters at 4.30pm, the cost is £24 per person.

● Get plenty of ideas to spruce up the home during those long winter months at the first-ever Autumn Ideal Home exhibition.

The exhibition also has plenty of pre-Christmas planning ideas and, with the day out on Saturday October 11, there will be plenty of time to put them into practice.

The coach leaves headquarters at 8.30am, with adult tickets at £15 and children paying £11.

If anyone is interested in these HQ Sports and Social Club events, they are asked to contact Shirley Turner on extension 50665 or by e-mail or fax 01245 452157.

A new season

THE cross-country season kicks off next month, with the South East/Eastern Region Police League starting on October 15.

The regional championship takes place in March in the City of London, with the nationals held in the West Midlands in April.

This year's PAA Championship will be held in conjunction with the Abingdon Marathon in Oxford.

The event will be held on Sunday, October 19.

Capital running

ORGANISERS for next year's Flora London Marathon are now accepting applications for the events.

The marathon is taking place on April 18.

The application forms, have to be submitted by October 24.

Muddy waters make money

TWO of Essex's finest were up to their necks in it recently at the Tough Guy challenge in Wolverhampton.

Kirste Snellgrove, from the training centre, and Martin Spensley of Corringham dog unit, were taking part to raise cash for charities.

They were cheered on in their endeavours by Pc Belinda Chapman of Chigwell Dog Unit.

Pc Chapman said: "From the hundreds of starters only a few actually finished and I think we should be proud of them. I found it hard work just watching them!"

The dynamic duo battled for six miles across unforgiving cross-country terrain before completing an SAS-style assault course.

The assault course included such obstacles as a crawl-net featuring plenty of mud and barbed wire and a leap through burning hay.



● Kirste Snellgrove and Martin Spensley show off their medals.

Chorus lines

SEVERAL thousands of pounds have been raised for charity by the voices of three counties.

Choristers from the Essex, Suffolk and Hertfordshire forces took part in 3 Counties in Concert at Charter Hall in Colchester, supported by the Essex Police band.

The event was a great success with proceeds going to Headway and St Helena's Hospice.

Those who took part would like to thank everyone who attended and supported these extremely worthwhile charities.

If you missed the choir at Charter Hall, your next chance to hear them sing will be at St Nicholas' Church in Witham on Saturday, September 27.

For information and tickets contact David Martin on 01376 515827.

The choir is still looking for tenors and basses to sing with them.

If you are interested in joining the choir contact Peter Simpson on 01245 281412 or Norman Eastbrook on 01245 452580, or just turn up on a Tuesday evening rehearsal at the HQ training centre canteen at 7.45pm.

Lottery results

THE lucky winner of £1,500 in August's lottery was Pc Gareth Williams from FIR.

Second prize of £750 went to Enid Gabbidon from Harlow with Insp Charles Robertson from Harlow and Pc Mark Waters from Shoebury winning £375 and £200 respectively.

Consolation prizes of £50 go to: David Godard and Dc Chris Heaffey from Crime Division, Pc Jo Sell, Pc Christopher Abbott and Daren Chambers from Southend, Dc Chris Thomas from Pitsea, Sgt Christopher Sculfor and Sgt Neil Carman from Thurrock, Martine Baldwin from Harlow and Sgt Tim Enstone from FIR.

Outplayed by the old boys

LAST month saw the inaugural challenge for the Darren Pike Memorial shield.

A great turn-out came to watch an FSU (Force Support Unit) select XI play a City of London select XI.

The FSU started the game with Darren's old shift and, as the game progressed, filtered other members of the FSU into the team.

The game started slowly with The City taking control and playing some good possession football and their defence holding the FSU strikers at bay.

Sam Smith (manager) made some tactical changes, which produced some goal-scoring chances but to no avail.

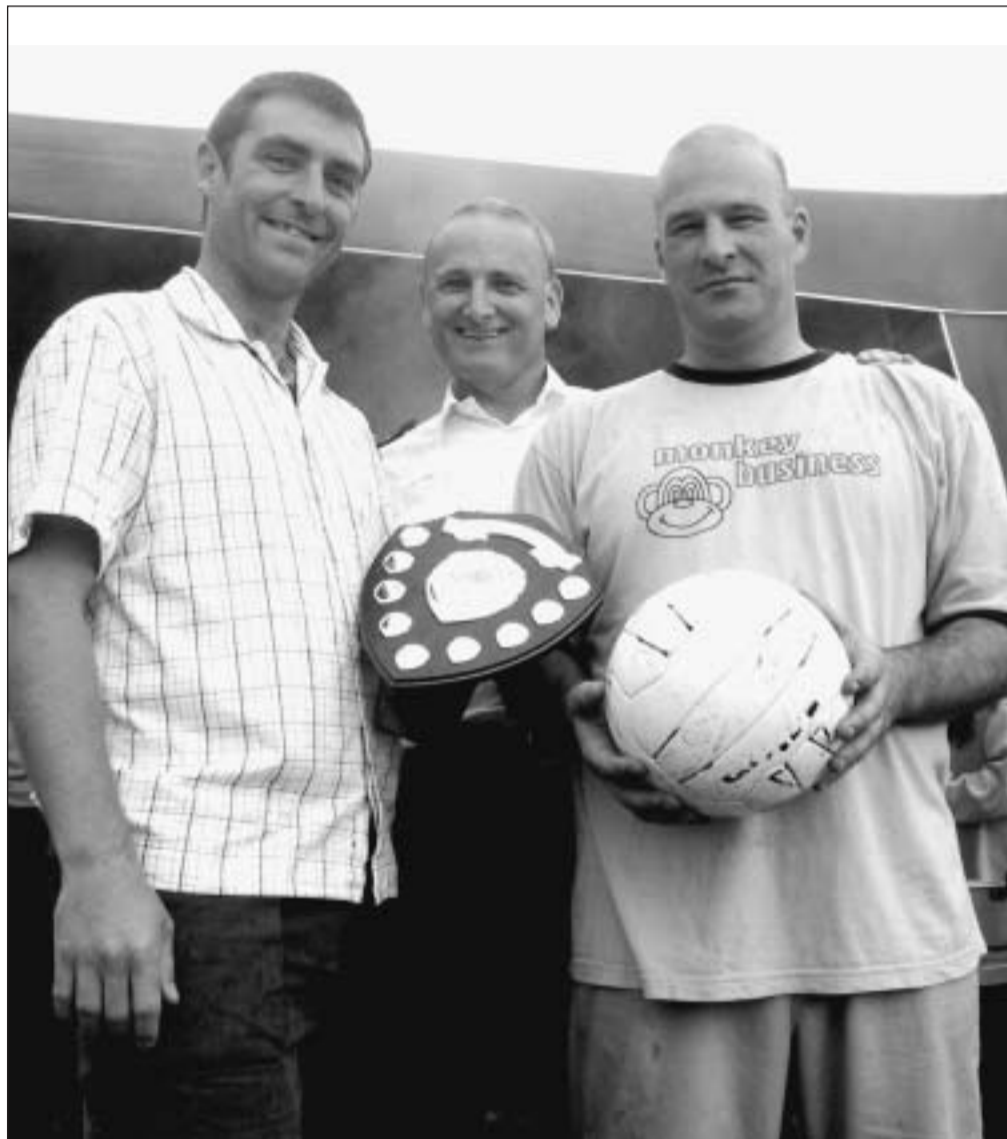
Towards the end of the first half, The City were awarded a penalty for handling in the box.

Although struck well, the ball clattered against the post and away from the goal to leave the match scoreless at the interval.

The second half was more of the same, with The City playing possession-football and the FSU defending admirably.

Chances at both ends made it an exciting conclusion.

With two minutes remaining, the City's winger broke down the right and hit a low, hard shot towards the near post, squeezing between the 'keeper (Martin Raine) and the post.



● DCC Charles Clark presents the inaugural shield to City captain Andy Cryne as Essex's Cliff Roomes (right) looks on.

As the FSU kicked off, the whistle went for full-time.

After the game, a BBQ was enjoyed by both teams and spectators and, although the rain started, it didn't hamper or reduce the numbers.

DCC Charles Clark, who also put his boots on and played, presented the winning team captain Andy Cryne with the memorial shield. A big thank you goes to the FSU captain Cliff

Roomes for organising the event.

Without doubt a very enjoyable event which I know Pikey would have been very proud of!

Darren Pitt



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Sport
and Leisure

Detectives in maiden success

Is it a man's game?

A ONE-WICKET victory gave the Essex CID cricket team their first-ever win over Essex Club and Ground.

The annual fixture was played at East Hanningfield with C&G winning the toss and batting first on a hot summer's day.

The openers initially despatched the CID bowling to

all parts of the ground, but Bob Miller and Dave Bloxham persisted and finished with two and three wickets respectively.

Further wickets fell in pursuit of quick runs, but Phil Mellon and Barry Johnson kept the score to a respectable level.

Club and Ground declared after only 45 overs with 234-8 posted, leaving themselves, they thought, plenty of time to bowl us out!

However, they hadn't allowed for the superb batting of Neilion Ridley (son of sponsor Nicholas Ridley of Ridley's Breweries) and Stuart Pinkerton.

The former struck a stylish and fluent 69 while Pinkers made 80 before falling to a terrible umpiring decision.

With 'Fingers' Johnson coming in at number eleven to join skipper Mellon, the last few

runs were achieved and victory by one wicket gave the CID their first win over the county team.

So, the unbeaten run for the team continues and stretches now to a total of five games - three wins and two draws.

Any detective, past or present, who would like a game should contact Peter Orpe at Braintree on 01376 551312 or on extension 63114.

A tough tug for Gold



● Pc Skelly Lambert (third from the front) wrestles with the rope to guide the British to victory in Barcelona.

THEY pulled it off - Gold in the tug of war at the World Police and Fire Games.

Pc Alan Lambert, better known as Skelly, was the only Essex officer in this year's competition in Barcelona.

There were three weight classes - catchweight, 680kg and 490kg, with six men in each team.

Skelly competed in the 490kg with five Staffordshire officers.

They topped their pool group, going through unbeaten to face a Canadian Peel Police team in the semi-final, who subsequently

proved no match for the British brawn losing 2-0.

In the final, they faced the Bizkaia Fire Agency on their own Spanish turf and there was no stopping the Brits as they literally pulled the gold medal out of their opponents' grasp.

Skelly said: "We knew it would be hot and the competition strong, so we trained hard and prepared accordingly."

"We set out for the gold and all feel a great sense of achievement."

Back in the UK, the Essex Police tug of war squad - comprising of Skelly, Andy Hughes, Richard

Wardleworth, Paul Fountain, Steve Tyrell, John Brewin, Stuart Byrne and Steve Gibbs, and coached by the retired Andy Thorpe, - travelled to Edinburgh for the PAA Championship and scooped silver in the 680kg behind a strong Staffordshire side.

Skelly, Tyrell and Fountain also clinched silver in a combination 640kg team with the Metropolitan Police.

Essex will play host to next year's PAA event.

Anyone interested in becoming part of the squad should contact Skelly at Braintree on extension 68135.

Chelmsford stroke to victory

AUGUST'S Croker Cup golf competition saw Chelmsford take the honours by two points from second-place Thurrock.

The tournament, held in scorching sunshine at Braintree Golf Club, saw Chelmsford score 139 points, closely followed by the Thurrock contingent on 137.

Colchester, Braintree and Basildon followed, equal on 136 points.

Headquarters came in sixth on 135, followed by Southend, Harlow, Tendring and Rayleigh on 132, 123, 118 and 106 respectively.

The individual winner was Chelmsford's Toni Brockwell with 44 points off a 20 handicap; Paul Whittingham of Basildon was runner-up on 43 off an 11 handicap.

Paul was also the scratch winner with 32 points, followed by Peter English of Crime Division on 31.

Matt Noone of Braintree took the long-drive prize.

Skiing for disabled

IF you are disabled and have been restricted from learning to ski, the Peel Ski Club can change all that.

The club, based in the Metropolitan Police, is looking for new skiers and guides to go on their next trip to Austria in January.

Rookie skiers and guides pay a contribution of £350.

If you would like further details about the Peel Ski Club, then email janice.a.plant@met.pnn.-police.uk or contact 020 7230 3007.

