



The work of the Marine Unit - P6/7



Crime appeals on the web - P3



Albanian family's justice - P5



YOUTHS TAKING HEED OF WARNING

A DRAMATIC drop in reoffending by young people in Thurrock, following the introduction of a final warning scheme, means the policy will become forcewide from April.

by Heather Watts

Confidence is high that, if properly implemented, the policy, which forms an essential part of the Essex Police Youth Strategy, will produce similar results throughout the county.

following research by the Youth Justice Board into best practice nationally.

The changes mean that officers will be working more closely with youth offending teams and must be specifically trained.

Reprimands and warnings must be given by a trained officer in a restorative style.

A national three-day pilot training package has been developed for officers to deliver reprimands and warnings in this way from April and feedback from Essex officers will be used to develop national training.

In addition decision-making has been identified as a key aspect of this new approach and divisional trainers will roll out the decision-making training programme at local level.

Day-to-day running of the scheme will be coordinated by a nominated officer on each division.

Following the extension of the fixed penalty notice scheme this month, 16 and 17-year-old young offenders can now be served a notice, using slightly different criteria to the adult scheme.

Young offenders, who now commit crime in Essex, may be given a reprimand, warning, fixed penalty notice or be charged.

Full guidance can be found in policy guidelines on the intranet.

Consequences

With a strong emphasis on offenders being made to see the full consequences of their actions, only one per cent of young offenders dealt with in Thurrock since last April have reoffended.

Thurrock Community Safety Sgt Stuart Hooper said: "The scheme is a very positive step forward. It has improved our working relationship with the youth offending teams and given us a better flow of intelligence.

"The young offenders are made to see the knock-on impact of their actions on different people. They are faced with the emotions of their parents and victims and the ensuing consequences."

The revised scheme was introduced

Peace-keeping praise

● As fences burn officers stand by to support eviction. Photo: East Anglian Daily

THE back-up provided during the enforcement of a court order and clearing of an unlawful encampment near Chelmsford has been praised by a senior officer.

Around 100 officers drawn from around the county converged on the site to uphold the peace while Chelmsford Borough Council contractors carried out the

enforcement. The operation took approximately 12 hours in bitterly cold conditions. Four men were arrested.

Chief Supt Julia Jeapes said: "Despite the obvious sensitivity of the situation and the difficult conditions, the incident was managed with a high degree of tolerance and an excellent standard of professionalism was exhibited by members of Essex Police.

Increase in injury payouts

AT the risk of sounding repetitive, I have to say that 2003 has been another busy year for the claims submitted by members of Essex Police.

Criminal injury claims settled in 2003 total 30, the same number as 2002.

The total settled figure of C.I.C.A. claims in 2003 was £162,199.50, an increase on last year's total of £43,415.00. At present there are 56 C.I.C.A. claims in various stages of progress.

On the civil side 44 claims were settled in 2002, an increase on last year's total of 32. The total amount of compensation paid to members in civil claims was £1,366,339.08 an increase on last year's total of £233,872.07.

Compensation

The total number of civil claims outstanding at this time is 72, a decrease on last year's total of 93. The decrease in claims outstanding when compared to the increase in compensation reflects the backlog of claims at the end of 2001 that have now been settled.

The majority of the claims are dealt with by the Federation solicitors, Russell Jones & Walker, who continue to provide a service that brings a satisfactory conclusion for the vast majority of our

Federation annual report

by Mick Englefield

members. However, an increasing proportion of claims are now being sent to another firm of retained solicitors, Messrs. Pattinson and Brewer. I believe that competition is healthy and this decision will be of benefit to our members in the long term.

The trend nationally is for a decrease in the number of cases of litigation being taken by police officers.

The force Occupational Health Department has criteria for providing treatment to officers. There are exceptions, but funding for treatment is usually given for 'injured on duty'. Relatively simple you might think with the introduction of the PERS 35 injury on duty form.

Reporting an injury for recording purposes is making things easier. However, it has not always been so and some of the reporting procedures from the past, or rather lack of them, create problems for officers who now find out that there is no record of the injury that happened several years ago.

With the implementation of the Attendance Policy, and the possibility of officers going onto half and even no pay,

the force sometimes has a problem accepting that a re-occurrence of an old injury, which was on duty, meets the criteria that enables officers to remain on full pay.

It is now more important than ever with the introduction of the new Police Regulations and Determination 2003 that things are reported as and when they happen.

The force only keeps the PERS 35 for three years so I anticipate that we will still have a problem with longer term injuries.

I suggest that officers retain a copy of the PERS 35 for their own records and consider completing Form BI95. This is a DSS form and can be obtained from your local DSS office. Stocks used to be held on divisions but I understand divisions' reluctance to keep outside agency forms when they are not compelled to do so.

Form B195 industrial accident form should be submitted every time someone is injured in the work place. This is the first step to claiming industrial injury benefit, should it be necessary to go down that road. By recording at an early stage you are protecting your options for the future.

These forms are kept indefinitely so there will be an audit trail should a record of that injury be required for the future.

Priority row rolls on

ONCE again, special priority payment raises its head, with the proposal that officers in the south should receive increased payments to help prevent retention problems.

The bad feeling this is causing does not surprise me. We have said, and will continue to say, it is divisive and will continue to hit morale and well-being in all other parts of the county. Yes, the Government has said you will spend the money on only 40 per cent of your staff but we should start off with operational 24/7 officers receiving a payment first, then see what is left to distribute to other worthy cases.

Fleece not fire proof

JUST a reminder that the uniform fleece is not fire proof or fire retardant. There is, possibly a misconception that it is.

Savings and loans

DON'T forget that you can join your own credit union where you save and borrow at competitive rates. This is payroll deducted. For further details, contact Anna Sutherland on 0116 244 4878.

Challenging strangers to show ID

WRITTEN guidelines for verifying the identification of people on police premises have now been agreed.

The move follows an operation last year where a police officer posing as a member of the public tested a number of security measures. Although the need to verify ID is readily accepted concern was expressed about how staff would be supported if making a challenge.

The guideline states that anyone not wearing ID can expect to be challenged and in order to stay on the premises must be able to produce ID before being allowed to continue. All staff, including police officers, can also expect their ID to be inspected if an employee has any reason to be suspicious.

The process for someone making the challenge is to act immediately. If ID cannot be verified they should ask the person to accompany them to meet a local manager. If this is refused surrounding staff should be alerted and a local manager located to decide on appropriate action.

Essex Police has vowed to support anyone following this guidance but any cases where the guidance is ignored will be brought to the attention of divisional commanders or departmental heads.

Promotion process undergoes change

A SET pass mark has been introduced to the sergeant and inspector Ospre exams replacing the system which allowed a set percentage of candidates through regardless of their scores.

And for those seeking promotion to the higher ranks, Essex has introduced a process more realistically reflecting the roles and ridding of a host of bureaucracy.

Officers hoping to becoming sergeants will have to obtain 55 per cent in the Part I exam with 65 per cent the pass mark for the inspectors' Part 1 exam.

In the Part II assessment centre stage both ranks will require 45 per cent to pass.

In addition to these changes an extra Part 1 sergeants' exam has been scheduled for July 13 to accommodate the number of requests.

Significantly improved and detailed feedback will be provided for both exams and assessments to enable candidates to identify their strengths and development needs more readily and how it links in with the PDR appraisal system.

Further review of the way in which officers are developed and selected for promotion has been carried out, and

forces will shortly be invited to pilot some more radical options. Head of Training Jean Harper is keen to see what the new options entail but Essex Police is not committing to a pilot until more detail is known.

Aspiring chief inspectors, superintendents and chief superintendents will be put through their paces in a new style assessment process over the next few months.

Chief Constable David Stevens was keen to reduce the bureaucracy of the previous promotion selection process. The new process is linked to the National Competency Framework.

Now a simple expression of interest and a copy of the most recent PDR with local recommendations sets the ball rolling.

Candidates for all three ranks then undergo an 'in tray' exercise assessing how they would deal with a typical day's workload, a media interview, presentation and board interview. A firearms assessment is included for those aiming for chief inspector.

The process has been opened up to external candidates and has been developed and validated by an outside consultant to ensure it is robust and fair.



● DI Alan Stevens.

A £160,000 government grant has been given to the force and its partner agencies in a bid to help tackle and raise the profile of domestic violence in Essex.

The domestic violence co-ordinating group has been allocated

Cash grant to tackle violence

£40,000 for each of the next two years, with a view to developing the strategy launched last year. Southend Unitary Authority has been granted the same amount.

The government money has been granted in accordance with the Domestic Violence, Crime and Victims Bill which was announced at the beginning of the year.

A co-ordinator, who is set to be appointed later this year, will be located within Essex Probation Services.

Within the force, the domestic violence portfolio has moved from Community Safety to a new post within Child Protection and

Vulnerable Victims, which reflects the force's desire to increase the focus on this area of work and improve forcewide consistency of response.

Vulnerable victims co-ordinator DI Alan Stevens said: "I'm very pleased to have taken up this new role. I am currently examining a way in which we can improve procedures for risk assessment and repeat victimisation and look forward to building on the good groundwork which has been done by Community Safety and to working with others in the organisation to achieve an improved service to vulnerable victims."

Mother shares her views on family liaison

MOTHER of murdered teenager Danielle Jones gave valuable input to a recent crime family liaison course.

Linda Jones shared her experience of what it is like to be a family member during such an ordeal, and answered questions from officers.

Prior to the appointment of a family liaison officer (FLO) Linda dealt with someone different every time she had contact with the police.

She told how the two FLOs appointed to Operation Spinnaker became the family backbone and the link into the investigation.

Linda said: "It was important for us to be dealt with as a family. We were impressed with how involved we were in the investigation."

Posting policy changes

OFFICERS who choose to live outside Essex will now only be posted to a station within 35 miles of the district boundary.

The new change in policy also ensures officers that officers who are chosen to be stationed more than 35 miles from their home will be consulted and their consent required for any such move to go through.

The recent changes, which were agreed last month, also negate the need for constables promoted to sergeant to return to uniform territorial duties, leaving them free to specialise.

The new rules also ensure that officers who have completed specialist training programmes remain in that particular post for a minimum of two years. They may only be allowed to return to their previous role or apply for another position following approval from their divisional commander.

However, this situation does not affect those officers applying for promotion.

Firearms fitness finalised

FITNESS tests for authorised firearms officers have changed but the levels are now higher than those required by new unarmed recruits.

Historically, the level of fitness for the two groups have mirrored one another, but concerns were raised last year when the national fitness requirement for new recruits was lowered and the speed agility was removed.

AFOs have to endure particularly physically demanding tours of duty and make potentially life-threatening decisions while remaining alert and agile.

Insp Simon Williams of the Practical Skills Wing believes it is important for fitness levels to reflect roles and for minimum levels to be set, even if they are more stringent than Home Office recommendations.

Following evaluation, the speed agility test has been removed, and a warm-up is no longer required. It retains, however the bleep test at 8.1 as opposed to 5.4, a static strength grip test of 32kgs and a dynamic strength test of 34kgs push and 35kgs pull.

Nationally, ACPO is progressing new entry and specialist tests and Essex now has two physical training instructors who can offer support to those preparing for the tests.

24-hour sky trial begins soon

AROUND-the-clock air support assistance will be available next month as Mobile Support Division trials the service in an attempt to "provide a clear picture of the demands of the public and territorial officers".

The trial period will begin on March 8, running until April 5, and will see all of the force's air observers utilised to fill the staffing requirements.

At present, the ASU operates from 10am to 2am each day.

Throughout the trial, the actions and results of the ASU will be observed, with analysis at the end of the scheme. The resulting data will be used to make the case for any changes to existing operating hours.

The last year has once again highlighted the benefits of the ASU in retrieving stolen vehicles, and on one memorable occasion, rescuing a

stricken horse rider.

The teenager was plucked from farmland in Eastwood, near Rayleigh, after she had been thrown from her horse.

Air observer Pc Mark Chapple said: "Despite the conditions being a little murky, we managed to spot her and land just in time. The woman's horse had bolted after clearly being alarmed by something which had startled it."

Tax rise one of country's lowest

A 6.8 PER cent increase in police funding has been recommended by the Essex Police Authority's Resource and Finance Committee for funding for 2004/05.

At its meeting in late January, the committee recommended the rise, dependant on what service investment is agreed. Funding is being considered for:

- Up to 45 additional police community support officers (PCSOs), if local authorities agree to match funding. These would provide a significantly increased police presence on the county's streets;

- 13 forensic scientific support officers, who will increase the num-

ber of scenes of crime visited and consequently increase detections;

- 29 additional criminal justice caseworkers, to speed up the court process.

The rise would mean Essex continues to enjoy the second lowest policing costs per head of population in the UK, and equates to just over 12p extra a week for a Band D property.

The committee was expecting to have to increase council tax by 7.1 per cent, but has been helped in reducing that figure after the Home Office came forward with £444,000 for Airwave, a new national radio system to be rolled out this year.

Although the cash provided is about £300,000 less than initially promised, the grant has helped take the burden off the Essex tax payer.

The majority of police funding comes from Government grants, which this year will be £169.4m. This is a 2.4 per cent rise for 2004/05, compared to 5 per cent last year.

Chairman of Essex Police Authority, Robert Chambers, said: "I am pleased that the Government has, at least in part, honoured its promise to provide funding for what is an essential communications development for the police service as a whole."

Brian Kelly, Chairman of the Resource and Finance Committee, said: "This year's figures mean that Essex maintains its good record in recent years. Over the last five years council tax has risen by just over half the national average."

Spreading the net to close in on criminals

IN a bid to obtain maximum coverage for crime appeals more use is being made of the internet.

The law, which governs what can be published once an arrest has been made, makes it crucial that the content of appeals are constantly monitored and removed from websites if they could prove prejudicial to a trial. It is for this

reason that minimal use has previously been made of the web.

Divisional intelligence officers, however, can now access the Essex Police internet site to issue appeals which will appear in the Newline section after being edited at HQ Press Office. The officers have received training on using the system and writing appeal news

releases.

E-fits often play a crucial role in solving crime and these too are being increasingly published on Newline, in particular those relating to bogus callers.

The force's Unsolved Crimes web site, which features mainly Major Investigation Team cases, will continue in its present form.



Minority group survey

ATTRACTING minority groups to specialist police roles has traditionally proved difficult, and as members of the force's Under Representation group plans its programme for the year they are keen to find out exactly why.

It's easy to assume that it is simply because individuals don't like being 'the only one', but it may be there are more specific reasons which could be addressed to make specialist posts more accessible to all.

Events last year have helped the process, with 10 female officers now on the mutual aid list following a focused training event. It means that the number of female mutual aid officers has nearly doubled in the last two years.

However the group continues to seek new ways to open doors for any officer keen to broaden his or her career, and plans another series of open days including the work of the airport, firearms and public order for probationers.

If anyone from a minority group is considering a move to a specialist post, or can simply help identify issues which may be preventing applications they should email Equal Opportunities Advisor Jan Woodhouse, or write to her at HQ if anonymity is required.

Detention process modernised

AN extra 31 detention officers will hit the force's custody suites in 2004 with new powers to help lighten the workload of operational officers and custody staff.

The Criminal Justice Department has been focusing on modernising custody since April 2003 and since August, major work has been done to invoke new powers given to non-police officers under the Police Reform Act.

Detention Officers (DOs) are the latest staff to be given such powers, and after training will now be able to take DNA samples, fingerprints and photographs.

The new role will also see DOs carrying out prisoner searches and VIPER procedures, as well as other essential tasks.

The force already has 26 DOs and 10 new staff started their training in December. Another 20 will be recruited over the coming months, while those already in post will have their training updated.

Training for DOs has now been revamped, and will be rolled out to all in due course.

Law letters

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

Just call me sarg!

NEWS broke on the intranet that the pass mark for the sergeants' exam has been lowered to 55 per cent.

I took the Ospre exam in 1994 and failed marginally with a 'Band 1' fail - ie scoring between 60 and 74 per cent.

What I want to know is: Is the 55 per cent mark retrospective? And, have I passed the exam that I failed 10 years ago?

Nothing ventured...

De Ian Howitt
Rayleigh MIT

Memorable farewell

FOLLOWING my recent retirement I wish to thank all who came to my farewell bash at The Cricketers and for making it such an enjoyable send-off, the memory of which I will always treasure.

Thanks also to those who contributed to the collection with such generosity, the extent of which I found deeply touching.

Heading off to uncharted waters I hope to keep in touch with some of you at least, but in any case offer my best wishes for the future to you all.

Jerry Morgan
Colchester

Support networks enhance policing

I AM writing in response to the letter by Jack Faulkner in the January issue of *The Law* - 'Are these separate colours necessary?'

We need a BPA just as we need support networks for other minorities.

They play an important role in providing support for their members as well as influencing the

direction of policies in relation to equality and anti-discrimination.

They also have a valuable role in improving relationships between Essex Police and minority ethnic communities and contribute to our efforts to improve recruitment, retention and progression of staff members.

The role of support networks in

service delivery in general and our approach to policing (ie policing by consent) cannot be understated.

They enhance our knowledge of the needs of the communities we serve, thus improving the quality of our services.

Philip Onions
Assistant Chief Officer Support

Isn't speed just lining pockets?

RECENT headlines in local newspapers have highlighted the dramatic increase in road casualties across the county.

Essex Police has a casualty reduction manager. What is not being done?

Where are the objectives and goals to reduce casualties?

Who may be the weakest link and do they need to say goodbye?

In Brentwood we rarely see a traffic unit unless it is operating a safety camera in an area where there is no record of serious or fatal collisions but where there are good prospects for revenue.

The constant message is that speed reduction cameras are only situated in known locations for fatal or serious accidents.

My immediate thoughts on that are something that comes out of the back end of a bull.

I served in the Brentwood area for 14 years before retirement.

The safety cameras that I see sighted are not in, or anywhere near, the so-called black spots, just good revenue areas.

Perhaps the casualty reduction manager could give some

reassurance to a member of Joe Public who is concerned that Essex Police is losing its way on values and replacing them with financial gain.

Regarding Jack Faulkner's comment in the last issue of *The Law* regarding colour issues within the police service:

My view is that police officers are a 'band of brothers', appreciative to have a fellow officer they can trust beside them regardless of colour, gender, creed or any other issue on the list of political correctness.

However, there are many groups who feel the need to band together.

We have associations for black officers, female officers, gay officers, Asian officers, etc. A white police officers association?

Never.

There is more chance of seeing the Chief Constable on foot patrol, convincing local residents that safety cameras are more important than officers on patrol dealing with issues that are important to the community.

Apologies for any political incorrectness but us dinosaurs get very confused with the constant changes on what is ok and what isn't.

John Newberry, Brentwood

RIGHT TO REPLY:

THE Essex Safety Camera Partnership operates all speed and red light cameras in Essex and Essex Police is but one of six constituent members

The partnership's aims and objectives have always been to reduce overall speed and casualties.

Safety cameras have been extremely effective in achieving this in the areas where they operate but they are but one element in dealing with the problem.

Essex Police works in partnership with others initiatives such as Responsible Rider, under-25s, driver improvement courses, local and national road safety campaigns and, in addition, road policing officers carry out targeted enforcement in identified beats where a fatality or serious injury (KSI) has occurred.

There are many other activities, too numerous to mention, save to say that Traffic Management coordinates a vast amount of road safety issues and talks and meets with colleagues in the local authorities on a daily basis.

There is not one site, mobile or fixed, operated in Essex that does not comply with government criteria on speed and KSIs.

Brian Ladd
Casualty Reduction Manager

Thanks for helping us through

I WOULD like to thank all my old friends and colleagues, together with those friends of Jenny, Cadie and Emily who recently attended the celebration of Jenny's life at Southend and Leigh-on-Sea, following her release from this life on November 24 after a long and difficult battle with multiple sclerosis.

The many cards, letters and messages of support lifted us all.

Although only 51, Jenny had a productive and enjoyable life, with the exception of the past dozen or so years.

Happiness

She brought happiness and laughter wherever she went and many of you brought joy to her.

Like a jigsaw, you all played a part in keeping her spirit going.

And did she have some!

Likewise, the girls and I wish to thank all of you who helped us through the dark years.

I do not know how we would have coped without you all.

On a lighter note, I will be forwarding several hundred pounds donated by many of you to the MS Society and I promise to be less reclusive.

Yours truly, with affection and wishing all of you happiness and love in the New Year.

Andrew, Cadie and
Emily Down,
Halesworth
Suffolk

It was a privilege to have such friends

THE January issue of *The Law* brought the sad news of the passing of retired former colleagues Insp Craig Bailey and Sgt Des Biggs, who were both friends and played a significant part in my career.

In 1961 Des was my standard driving course instructor. To say he had a difficult trio to train would be putting it mildly and I well remember the occasion when I ventured to suggest what he could do with his transit van! However, he showed a great deal of patience and passed on his expertise in a calm, professional manner with the result that we all passed and I still try to follow his guidance today.

For many years Craig and his wife Hildegard were magnificent ambassadors for the force through IPA and I first met them at social functions at

Harlow in the mid 60s.

I will never forget a group visit to Rotterdam organised by Craig when a convoy of about 12 cars led by Willis Vickers in a three-litre job travelled via Zeebrugge. Bringing up the rear I was a co-driver of a Vauxhall Viva.

What a hair-raising experience trying to keep up on the wrong side of the road etc!

In the early 70s, following a series of linked drug and immigration offences, as a senior CID officer at HQ I found myself responsible for cross channel liaison with Rotterdam City and River Police. Here Craig was of considerable help establishing contacts and providing background which I am sure assisted in the success of our enquiries.

Both Craig and Des will be missed by

their families and many other former colleagues who had the privilege to serve with them.

George Harris, Chelmsford

Craig was a very special person

ON behalf of our family and myself I would like to take this opportunity to thank the many friends and colleagues for the affection and respect shown for our dear Craig.

It has given us all great comfort and makes us feel rather proud of a very special person.

The donations to his chosen charity have been overwhelming and greatly appreciated.

Thank you.

Hildegard Bailey
Bishop's Stortford

Legislation triggers new ban

THE coming months will see the force raising awareness among airgun owners of new laws which could see illegal possession punished with a five-year prison sentence.

It is now an offence to manufacture, sell, buy, transfer or acquire an air weapon using a self-contained gas cartridge system.

Anyone who owns such a firearm will only be able to keep it if they obtain a firearm certificate from police before May 1, 2004.

Alternatively, existing owners can hand their weapon into police for disposal before that date.

The ban has been agreed by Parliament as part of the Anti-Social Behaviour Act 2003. The most common manufacturers of self-contained gas cartridge systems are Brocock, Saxby and Palmer, Umarex and Uberti.

Criminals have been known to convert these weapons so that they will fire live ammunition.

The force will be promoting the changes across the county by distributing posters and leaflets to gun shops and clubs, as well as fishing shops which stock air weapons.

Firearms Office Manager Mick Fidgeon said: "The Government decided to ban these weapons because some have been illegally converted by criminals to fire live ammunition and be used in crime.

"This is a significant piece of legislation that will affect many people, and we will be taking all possible steps to make people aware of the changes over the coming weeks."

Police must be satisfied that an applicant is safe to be entrusted with the firearm, and will advise on the necessary security measures which successful applicants must undertake.

Supporting children

VICTIM Support has produced new guidelines for supporting children affected by crime, a service previously provided by the NSPCC.

Over 60,000 bookmarks, using text message, format are being issued to Essex schools to advertise the extension of Victim Support services to include 13 to 16-year-old children.

The scheme has been funded by Essex Police and Victim Support Essex and is supported by Crimestoppers.

Essex Victim Support area manager Tom Elliot said: "Our intention is to let young people know we are there to give guidance and support them."

Justice prevails in Albanian trial

by Helen Cook

WHEN a 32-year-old man was stabbed through the heart in York Road, Southend in April 2000 it was one of the first cases for the newly formed Major Investigations Section and the start of a complex, but fascinating, four-year case.

It posed difficulties from the start. The dead man was originally from Albania, but had adopted a Kosovan name when he entered the country illegally. Police made early arrests but all were released and later treated as witnesses.

Language barrier

Once the victim had been identified as Pal Ton Qerimi, a trip to Albania was arranged to meet with family and Interpol with an interpreter needed to cross the language barrier.

Added to which, Essex Police had to co-operate with the British and Albanian Ambassadors, the Foreign Office and the Home Office.

With the support of Essex officers on secondment to Albania, the team was able to forge strong links with the family and the authorities.

It was known quite early on who was responsible and strongly believed that the man had travelled back to Albania via Dublin and Italy.

The people who live in the north of Albania still uphold old, unofficial customs and beliefs. Once such custom - 'kanun' - means that if a member of your family is killed, then you are 'owed blood' and have the right to take the life of the perpetrator or the eldest male member of his family.

A lot of time was subsequently spent explaining the British legal system to Mr Qerimi's family and

they were happy to let our justice system prevail.

In February 2002, the Albania authorities detained suspect Nik Pylla for the murder. With no extradition arrangements between Britain and Albania, Essex police liaised with the Albanian authorities and provided them with sufficient information for them to mount a prosecution.

The motive for the attack was also a matter of honour amongst Albanians. The victim had had an argument with Pylla and insulted him by making a derogatory remark about his mother and sister. Pylla took his revenge and stabbed him once in the heart. One Albanian witness was originally afraid to give evidence for fear of reprisals on his family back home and he was placed in a witness protection scheme.

In early 2003, Rayleigh MIT arranged, through the Home Office

Judicial Co-operation Unit, for a hearing at Bow Street Magistrates court in London for witnesses who would not travel to Albania to give evidence. It was heard by a stipendiary magistrate with witnesses questioned and cross-examined by Albanian advocates and with an Albanian judge observing proceedings, similar to an old-style committal hearing.

This evidence was then presented in court in Albania when the trial began in May 2003. Finally at the beginning of this year, Pylla pleaded guilty and received 15 years' imprisonment for murder.

DI Cliff Haines and Dc Alan Pritchard went to Albania for a third time to give evidence, and receive judge's commendations, certificates, and thanks from the

Prosecutor General in Albania.

Dc Alan Pritchard said: "It was a fantastic experience, a once in a career investigation."

DI Cliff Haines said: "This was a once in a lifetime experience. During this lengthy inquiry, I have met a number of dedicated, hard working, honourable people from Albania, working in often difficult circumstances. The case highlights the commitment and hard work the Major Investigations Section takes in all cases and the professionalism of the team in bringing this difficult case to a successful conclusion."



LEFT: DI Cliff Haines and a local police officer ask for directions to the house of Pal Ton Qerimi's family, trekking over rugged and rural terrain.

ABOVE: Some of Mr Qerimi's family outside their home.

Getting tough on young repeat offenders

PERSISTENT young offenders are to be dealt with more robustly to meet government targets.

The police contribution to the overall target time of 71 days from arrest to sentence consists of the time taken from arrest to charge, timely availability of trial-ready files of evidence, and execution of fail to appear warrants.

A Youth Justice Action Team, which reports to the chief officer's local criminal justice board, has been formed with the Crown Prosecution Service, the courts and youth offending teams to implement and monitor ways to improve our current performance.

Criminal Justice's Chief Insp Tim Crux said: "Persistent young offenders (PYOs) are, by

definition, more likely to offend whilst on bail, with a consequent detrimental effect upon crime figures.

"With effective performance management we want to ensure priority is given to placing such offenders back before the courts at the earliest opportunity."

Officers need to identify those offenders fitting the definition of a PYO at the custody stage.

An inspector should be consulted when it is proposed to police bail a PYO, which should be used for a minimum duration and only where absolutely necessary.

CPS advice should be sought when

immediately available and, where sufficient evidence exists, a charge should be made on the day of arrest.

When charged, all PYOs should be bailed to the next available youth court, within seven days.

Once charged, a trial-ready file of evidence should be submitted within the time limits.

If the PYO fails to appear at court a fail to appear warrant must be executed within seven days of receipt.

All divisions have appointed an inspector as a PYO co-ordinator who will work closely with partner agencies to ensure all PYO cases are carefully monitored.

Riding the crime wave

SINCE the devastation and tragedy of September 11, 2001, terrorism is a word which is on practically every daily news agenda at home and abroad.

Police forces across England and Wales now have intelligence cells of varying capacity which specifically examine potential threats to national security. However, only two forces have the ability to handle such an alert if a target was waterborne.

Together with the Metropolitan Police, the Essex Marine Unit has a team of officers who are fully-equipped and trained to tackle any chemical, biological, radiological or nuclear terrorist strike against the UK.

Formed in 1949, the unit consists of 10 full-time officers whose roles have very much changed since that fateful day two-and-a-half years ago, and counter-terrorism is equally as important as their structured patrols of over 360 miles of waterways and coastline.

Having recently inherited a new vessel from HM Customs & Excise, the Marine Unit now boasts a fleet of five. The Alert IV, a 42-foot Halmatic Nelson, joins the Vigilant III, two rigid-hull inflatable boats (RHIBs) and a dory on patrols.

An insight into the work of the Marine Unit by Nishan Wijeratne

In addition, the unit also has two part-time officers who are dog handlers and also two special constables who are available to assist in large-scale operations. A full-time technician is also stationed at the Burnham base as the boats require a high standard of maintenance due to the stresses and strains placed on them by strong, salty currents.

Previously unknown to many throughout the force, the unit directly supports divisions by dealing with all aspects of marine-related crime which is defined as "absolutely anything linked to water", such as theft of boating equipment, incidents on the water or 'boy racers' on jet skis.

Unit leader Sgt Andy Ford is keen to highlight the work the team undertakes and actively encourages officers to make use of the expertise his officers have to offer.

"I want people to understand our role and what we are about in this changing security-conscious climate," said Sgt Ford. "I suppose it's all about marketing ourselves properly; the general public

have a good idea of what we do because they are the ones who come into contact with us on a regular basis.

"Since 9/11, we now play an integral part in the National Maritime Counter Terrorism Working Group which is chaired by the Met's Assistant Commissioner David Veness. Between ourselves, Kent and the Met, we have a partnership approach to ensure the Thames is kept clean of crime. Here in Essex, we are all CBRN-trained which currently makes the Met and ourselves the only two such forces in England and Wales who can deal with terrorist activity.

"It's not about how many full-time officers a unit has, but more of an issue about supporting the incidents you police. The Metropolitan Police may have a large number of full-time officers, but we can draw on a larger pool of officers, with the Force Support Unit (FSU) and rope access teams fully-trained in marine skills."

Essex Police has jurisdiction of the Essex coastline from Crayford Ness on the Thames to Manningtree on the Stour, and a distance of 12 miles out to sea. A number of dinghies with outboard motors help them cover the inland rivers, lakes and reservoirs.

Travelling times from the marine base at Burnham can vary according to weather conditions and tidal drift, but on average the officers allow one hour to reach Southend Pier, one-and-a-half to get to Harwich Port and two to travel to Tilbury Docks.

Sgt Ford added: "Together with our colleagues from the FSU and specialist silver commanders, we must be nearing the 100 mark as more officers become accustomed to a variety of scenarios including exposure to cold water, night-time vessel-boarding and basic boat-handling. A recent training session display was carried out at last year's Southend Air Show when we demonstrated the procedure for rescuing someone who has become stuck in the mudline once the tide has gone out."

The unit has seen a 200 per cent increase in patrol time duty during the past 12 months, with activity on inland waterways as well as the coastline keeping the officers busy. A patrol boat is despatched every day and the team is always coming up against new challenges. This form



● Marine officers patrol on one of the unit's two rigid-hull inflatable boats.

of patrolling which is intelligence-led allows the unit to make use of the resources available to them. In addition, the unit plays a containment role when assisting the EOD in carrying out controlled explosions on unexploded bombs discovered out at sea. Sgt Ford said: "Officers who come across marine-related crime should complete a handover package

for ourselves to carry out further inquiries. They should be conducting the initial information-gathering to ensure our primary investigator (Dc Simon Lofting) can carry out a full and comprehensive investigation."

With only a handful of other forces having a

marine unit, the officers assist with numerous operations outside their usual day-to-day remit. The marine unit has a close, working relationship with HM Coastguard, HM Customs & Excise and the Immigration Service. Sgt Ford recalls one incident during the summer which led to a RAF Nimrod being scrambled from Scotland.

"We were just packing up for the day when an urgent assistance call came through from the coastguard in Kent asking for help with a drugs bust in which the suspects had made off in a boat," said Sgt Ford. "HM Customs & Excise had seized a large quantity of Class A drugs, but the barons themselves had managed to escape using a speedboat and were heading our way."

"We took to the water they had changed direction and were heading towards the French coast. It was going to be a tall order for us to find the boat in the middle of the Channel without assistance and after nearly three hours of pursuit, I contacted the RAF. "Within an hour, a Nimrod had been despatched from Scotland. They made visual contact with the suspects and helped us move in on them. The swell was around 9ft by the time we pulled up alongside the speedboat, but we boarded it and arrested two Belgian nationals."

Several other units around the country have also received training from Essex officers to a Class A standard, with the likes of Kent and Suffolk officers now able to handle a powerboat offshore. Officers who wish to join the unit must first undertake a three-day selection procedure which tests water skills, team working and general marine policing.

The in-house training which the marine unit provides to other officers is approved by the Maritime Coastguard Agency, with officers capable of mastering the handling of both the launch (Vigilant III) and the RHIBs



● Nowhere to hide! A suspect is pursued by a marine officer as part of a demonstration of the unit's work at the Southend Air Show.



ABOVE: Rescue capabilities are a crucial aspect of marine work in partnership with agencies such as the RAF, coastguard and RNLI.

LEFT: Sgt Andy Ford at the helm of a marine rigid-hull inflatable boat.



● Appetite tests, such as raft-building form part of the training for potential recruits to the Marine Unit.

Book selling Brightly

RETIRED senior detective David Bright reports that his recently-published autobiography, *Catching Monsters*, is selling briskly.

The book recounts key events in his 33 years' service, including a variety of major investigations. Numerous Essex officers receive an honourable mention.

David Bright joined the old Southend Borough force in 1966 and saw its amalgamation with Essex Police.

He retired as a detective superintendent in 1999 after a high-profile career. His service resulted in 33

commendations, three awards for gallantry, a good conduct medal and he was made an MBE.

"I wrote this book to highlight the importance of the victims of crime," he said. "It gives an insight into what they have to go through and the courage they have to show."

Proceeds from the book are being donated to Victim Support, Rape Crisis, the Police Convalescent Home, the Police Memorial Trust and Crimestoppers.

Catching Monsters is published by Blake in hardback form at £16.99.

Taste of success

PROJECT Liaison Officer Norma Blamey certainly hit on a pukka idea with her *Children in Need* recipe book.

Over 300 books have been sold, raising £686.75. There are still a few books left for sale.

Norma said: "I would like to thank everybody who supported this fund-raiser."

Norma is aiming to produce another volume for this year. All recipes must be tried and tested and can be sent to her at recipes@blamey143.fsnet.co.uk.

Balloon design gallery

MORE than 300 children entered the force's 2004 balloon competition.

Winners are being chosen and contacted. The main winner will have the balloon made up to their design and five runners-up will be bringing their class for a VIP trip to police headquarters. From March, the force website will be updated to show a selection of the entries.

You can visit the gallery of designs on www.essex.police.uk/kids.

Routes to cut crime

OFFICERS are being asked to put their thinking caps on as the force looks for new ways to utilise number plate recognition technology.

Automatic Number Plate Recognition (ANPR) was introduced in Essex in 2001, and works via a camera registering vehicle details and checking them through various databases, such as the Police National Computer.

Following extensive trials the force rolled ANPR out in October last year, and now has 11 fully portable flight case kits and six sets which are fully integrated into Mobile Support Division vehicles.

A fixed site has been worked into Southend's CCTV system, an option which is being considered for Lakeside and the Dartford Crossing.

At least six more kits are expected this year and the force is currently undertaking a pilot into intelligence uses of ANPR.

Now that ANPR is established as a detecting tool, Acting Head of Crime T/Det

Chief Supt Wil Kennedy is keen to spread the word about its capabilities.

"The limit of ANPR is only the limit of our imagination," said T/Det Chief Supt Kennedy.

"It's not just about catching people who are disqualified from driving. For example, it can be used to track the movements over the last month of a particular vehicle that may have been used in crime, by checking when it was picked up by the equipment.

"We have one of the widest-ranging strategies in the country around the use of ANPR, and we want to continue to develop that."

Another use for the technology is to upload intelligence within hours of a serious crime, which can then be used as an enhanced version of an 'attention to'.

"Each division now has at least ten people trained in using the equipment," said T/Det Chief Supt Kennedy. "I believe officers on division will be the ones to seize the initiative and create imaginative uses for this technology."

Anyone with suggestions about future use for ANPR can contact project manager Sgt Paul Moor on ext 51640. For more information go to the ANPR intranet site, under Divisions and Departments.

Rescue missions earn top plaudit

RESCUES in extreme circumstances played a large part in Chief Constable's commendations awarded recently.

Sgt Gary McNair, Chelmsford, was commended for his bravery in dealing with an incident on June 8 last year.

Along with another officer, he found himself confronted by a distressed man, on top of six-storey scaffolding. They negotiated with the man, who surrendered.

Sgt Lloyd Page and Pc Nathan Suley, also of Chelmsford, were recognised for their actions when, in the early hours of June 14 an intoxicated woman jumped into a river and tried to swim. She soon got into difficulty, and the officers had to jump in and save her.

Southend officer Pc Carl Chinnery was commended for his off-duty actions when he witnessed an active local criminal withdrawing a large sum of money from a cash point. When challenged, the male became violent, and was eventually restrained by Pc Chinnery, who held him until officers arrived. Pc Chinnery received injuries as a result of this.

South Woodham Ferrers officer Pc Claire Adams was commended for her actions in connection with the discovery of a body in a burning vehicle. Over the next few days her actions and those of other officers resulted in the arrest and charge of 2 men.

Jump

Officers from Witham, Bocking and Chelmsford were presented with Chief Constable's Commendations after rescuing and then arresting a man who had jumped off the A12.

The incident took place in August 2003 at the BP petrol station on London Road in Witham. A man had walked into the shop and forced staff to hand over a cigarette by smashing himself with a bottle.

As constables Simon Hull, Dave Wren, Jeremy White and Anna Brown arrived at the scene, they were joined by Bocking Dog Handler Jerry Hill.

The officers ran after the man as he walked towards the nearby Lynfields Bridge which overlooks the A12. They tackled the man, but he broke free and leapt from the bridge. They pursued him and despite a struggle, he was restrained with the assistance of Pc Derek Wheddon and Pc Mark Pearce of Chelmsford Road Policing Unit.

Insight into life in Crime

THE second round of investigators' open days held in Chelmsford has been hailed as a "great success", with more than 100 officers from across the force seizing the opportunity to look behind the doors of Crime Division.

Informal presentations were given from sections including Child Protection, Crime Squad, Major Investigations and the Force Intelligence Bureau, with detectives providing a valuable insight to roles available and day-to-day work carried out.

Staff development personnel were on hand to offer advice about available roles and applications.

Temporary Det Chief Supt Wil Kennedy said: "The open days were a huge success with numbers up on last year; an indication of more officers

becoming aware of the benefits of attending.

"The commitment of this division was evident and it was apparent that this enthusiasm was being passed on to those who attended. Support from the Senior Women Officer Forum contributed significantly to the increase in numbers and I'm confident that we can turn the interest into applications".

Chelmsford Pc Kerry Hackett said: "On a personal level, the day has answered all of the questions I had about the division and the specific roles undertaken by different units."

Assistant divisional intelligence officer Donna Richardson found the day "very informative", giving a very good insight into crime division.

Preparation is now underway for open days to be held later this year.

Memorial visit

OFFICERS and Special Constables are being invited to put themselves forward for this year's 9/11 memorial visit to New York through the Protect the Protectors charity.

Essex arrangements for the occasion are being made by Doug Warren.

Two trips are being planned to overlap the memorial day.

Due to limited spaces this year, those who wish to be considered should contact Doug as soon as possible. For more information, contact Doug Warren on 50895 or by email.

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All change at the top

THE Mid-Essex Branch of the IPA is seeking the support of its members for the 2004 AGM, which is to be held at HQ's social club on Thursday, March 11 at 7.30pm.

This event is often very poorly supported, but following the AGM there will be a fish and chip supper and a brain-testing quiz, so please come along.

The branch has not been as active in recent years due to the increasing age of many members and competition from other organisations who arrange outings and visits.

We have been fortunate that Frank Joslin has organised our annual European trips and the Christmas dinner and dance.

However Frank has now decided to call it a day as social secretary.

Therefore if we cannot find someone to replace Frank, and of course Teri, we are unlikely to be able to arrange any events at all this year.

Arranging these events is not trivial but with the help of a tour organiser from a coach or travel company and the assistance of other members it should not prove too much of a headache for any retired member.

If you would like to discuss this role, please call either myself or John Eady.

Anyway, we hope to see you at the AGM and if you are in AGM mood, another date for your diaries is the following Thursday, March 18, when region 10 will be holding their AGM in the same venue.

Bill Fancourt
Treasurer

SUCCESSOR Dick Madden as Tendring's divisional commander when he retires is **Chief Supt Dave Hudson**.

Meanwhile, **Christian Robinson** has been appointed chief executive of EPSA.

Educated in Holland and South Africa, Christian returned to England after 20 years South Africa just two years ago.

A golf course architect by

trade, he worked with Gary Player for nine years and designed golf courses all over the world. Christian boasts a golf handicap of 8.

In his new role he wants to improve facilities for members of EPSA and there are plans for a website.

The former head of financial services **Rick Tazzini** will be returning to Essex Police in April as the new Director of Finance and Admin after a period of employment as Assistant

Director of Finance with the Essex Strategic Health Authority.

Rick said: "I am delighted to be returning. I thoroughly enjoyed the challenge and motivational reward in my previous role here."

"I also experienced superb support and friendship from many police officers and police staff colleagues across the force."

When **De Steve Myall** joined Essex Police over 30 years ago little did he realise

that he would be involved in one of the most notorious cases in our history.

Steve was one of the first officers at White House Farm, Tolleshunt D'Arcy after the murder of five members of one family.

Much later in his career, he volunteered to go to Rwanda to investigate the mass genocide. Expecting to stay a few months he ended up there for over three years, a sacrifice for a home-loving man.

Steve is not retiring completely, he has joined the MOD Police.

Insp Clive Butler is not going quietly after serving over 30 years as his leaving do is a quiz night at Colchester Police Station.

Although Clive has had a varied career including two years with Interpol he is probably best remembered by his colleagues for quiz nights which raised about £20,000 for charity.

He plans to continue the quizzes, has taken up teaching basic numeracy and literacy to adults and, hopes to go travelling.

Insp Graham Willeter retired this month after serving over 28 years mostly in the north of the county.

He spent 23 years with traffic and says he will miss the comradeship.

Although Graham is currently looking for other employment his main aim in life is to enjoy his leisure time playing indoor and outdoor bowls.

Mick Berry retired in January after serving nearly 30 years.

Serving 28 years at Grays Mick, rose to sergeant.

Having recently returned from a Caribbean cruise he now plans to take life easy.

Loughton schools liaison officer **Pc Derek Rust** has served 30 years but will remain at Loughton on the 30+ scheme.

Obituaries

FORMER constable **Ronald Ockenden** died on January 18, aged 72.

He served from 1958 to 1987 at Harold Hill and Walton on the Naze, leaving a widow Elizabeth Ann.

Reginald Searle, former chief superintendent died on January 3 aged 81.

He retired in 1981 having served from 1947 at Romford, HQ Traffic, Maldon, Colchester and Colchester Traffic.

He leaves a widow Joan.

Dispatch runner for Castle Hedingham police station during the war, **Donald Andrews** died on Christmas Day.

Our apologies

IN an obituary in last month's *Law*, retired officer Craig Bailey was referred to as a constable. Mr Bailey served from 1952 until 1982 at Harlow and reached the rank of inspector.

We have sent our apologies to his widow for this inaccuracy.

Celebrating a century

REACHING 100 didn't just bring Blanche Stevens a telegram from the Queen.

As a former active member of NARPO, Blanche was presented with a bouquet of flowers and champagne by Colchester and East Essex branch secretary Reg Shelley, and members Clive and Maureen McGrath.

Blanche continued her work for the organisation even after she moved from Clacton and her police officer husband had died.

The branch had a successful 2003 with any money raised going to Little Haven Children's Hospice.

This year there is an itinerary of 19 events, the



● Blanche Stevens celebrates her 100th birthday with Clive McGrath.

first major one being the annual dinner at Cliff Hotel, Dovercourt Bay, on February 27. If you aren't a member and want to attend contact Reg Shelley on 01206 547739.

You should also contact him if you want to join NARPO and renew old friendships. There are still a lot of retired officers living in the area who are not members.

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.

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LUXURY Florida vacation villa for rent. Fully equipped, 4 bed, 3 bath, 2 master suites. Own south facing pool and jacuzzi. Within 10 mins of Disney. Contact Tony Adams on 07776 162868. www.the-haven-at-westbury.co.uk. Discounts to police personnel.

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NORMANDY manor house and converted cider press. Sleeps 8 + 4. Set in beautiful wall garden. Total tranquillity. www.twilightshadows.net/les-vignes. Contact Ann Jones on ext 20713 or 01920 411219.

ORLANDO. Luxury 4 bed villa. Sleeps 8/10. Quiet development, own golf course. 10 mins from Disney and other attractions. Private pool, air con, double garage. Fully equipped. Restaurants and shops close by. Tel: Ray Harling on 07979 700443 or email RBH@ntlworld.com.

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PEUGEOT 307xsi 2.0. 3 door, black, A/C, multi cd. Auto lights and wipers. Part leather seats, taxed, 51 reg, £8,500. Contact Samantha Sims on 01992 812713 or 07790 908983.

ROOM to let, 3 bed police officer owned house in Bicknacre, nr Chelmsford. Access to whole house, including storage and parking. £65 pw inc bill, except phone. For more details contact 01245 227730 or 07764 758472.

SCOTTISH Highlands log cabin. 6 berth, remote location. Private fishing rights, outstanding scenery. 20 mins walk Rob Roy's grave. Contact Duncan on 01877 384676.

SCOTTISH Highlands. B&B in Austrian-style home. Fishing, skiing, shooting, walking, bird watching or chill out in 600-acre pine forest. Police discounts. Email woodlands.nunn@btopenworld.com or contact Andy Nunn on 01479 841717.

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TENERIFE villa. Quiet location, sea view. 2 double bedrooms, 2 bathrooms. Shared swimming pool. Tv/video. From £275 to £325 per week. Contact Dave Britton on 01702 201701.

TORTOISES for sale under licence. 6 month old baby tortoises. £125. Contact Ds Simon Werrett on ext 23024 or email simon.werrett@essex.pnn.police.uk.

TWO bed, 3-storey luxury villa, Costa del Sol on golf course. 15 mins from Marbella. Private shared pool, usual high-class facilities including sun terrace. Very tranquil. From £400 per week for villa. Contact Derek Patten on ext 47434 or 07958 209909. www.sunholdsdirect.com (ref C185).

Music to their ears

THE musical society hit all the right notes with charities recently after raising £1,350 for four good causes.

The society generated the cash from its Summer Show in 2003, and picked four charities to benefit from the revenue: Chelmsford Stroke Exercise Club, Baby Bliss, which deals with premature babies, Romania Orphanage and the East London Cabbies Handicapped Children's event.

Justina Becousse, of the Essex Police Musical Society, said: "We'd like to say a big thank you to everyone who has supported EPMS in the past, and invite you all to see the next show, *Kiss Me Kate*, from February 16 to 21."

Tickets for *Kiss Me Kate* are available from Lynda Barkway (ext 50739) or Justina Becousse (ext 51037).

Are you game?

DO you play a bit of Warhammer or Lotr in your spare time? If so, then you could be the ideal candidate to assist with a weekly tabletop games club.

A couple of members of the sports and social club are being sought to act as suitable adults at HQ on one Wednesday evening each month between 6.15pm and 10.30pm. If you can help contact Pc Gareth Williams in the Force Information Room.

Players sought

VOLLEYBALL players of all levels of experience are being sought by the Essex Police club.

Novices are particularly welcome, all you need is a willingness to have a go. It's good exercise and great fun.

Training is at the HQ gym on Tuesday evenings from 7.30pm to 9pm and the team is now training for the Essex 2004 league.

If you are interested or would like further information contact Steve Greener at Basildon on extension 40520.

Biker heaven

REV up for a good time by joining the international Blue Knights Motorcycle Club, open to all serving and retired police, customs and prison officers.

The club started in America and is now worldwide with 12 chapters in England alone.

Having a good time and raising money for charity are the orders of the day with Sunday ride outs, rallies and charity events. The Child Growth Foundation is this year's nominated charity.

Road policing officer Tracy Bishop is vice president of England Chapter 2 and would like to hear by email from anyone interested in joining.

Vets have finals in their sights

A PLACE in the quarter-finals of the nationals is within the sights of the veterans football team once again.

Although the Essex vets have never won the National EPSA competition they have always reached the quarter-finals and the semi-finals twice.

All credit to the large dedicated squad of players which is needed to cope with work commitments and the

many injuries suffered.

The vets scored a comfortable 3-1 win against the City of London Police to keep the finals within reach.

Paul Gamman grabbed a brace of goals and Paul Keane scored a screamer to make the win safe.

Martin Oakley partnered Gamman up front and, despite a combined age of nearly a century, they kept going to create a number of chances.

At the back Joel Henderson, Alan Barley, Ray O'Hare and Cliff Haines kept the City vets' chances to a minimum, playing hard in a bruising match for both sides.

With the midfield powerhouse of Mike Hammond, Bryan McNally, Nigel Cockrell, Paul Keane, Paul Gould and Paul Toms coming into the fray in the second half, victory was never in doubt.

So close to victory

ESSEX is 'perfectly poised' to snatch victory in this season's cross-country championship, lying second in the south-east/eastern police league with one fixture left.

The fourth and penultimate fixture at Deane Park in Horsham produced the most competitive race of the season, with the Essex men finally beating their rivals Kent - only to lose out to a surprisingly strong Sussex outfit.

The course lived up to its reputation as the venue with the most mud, the worst showers and a herd of cows hiding in the bushes for good measure.

At the front of the race, Sussex's Simon Morley finally lost his 15-year record of never being beaten on his home course when Kent's Nigel Cook just held off Maldon's Mick Bond to take the winning tape and this pair will now battle it out for the overall title at the final race.

Defending champion Derek Walker finished 8th and now lies just one point off the overall individual lead.

Another impressive run by Maldon's Andy Hynes helped bring home the

tight-knit quartet of Russ Welch, Don English and Alex Webb - all finishing in the top 16.

The second wave of Essex runners saw just nine places separating them, with Gary Jones heading the group of David Wood, Tony Benjamin, Steve King and Mark Finbow.

Just one point separated the first three teams in the ladies' competition, with Essex finishing third behind Sussex and the City of London.

Rachel Crosby and Lisa Bolton were supported well by debutant Amanda Pollard and the ever-determined Pauline Bowers.

With Essex in overall second place, this month's final league fixture at Mote Park in Kent is set to be a tense affair.

The regional PAA Championship is due to be held on Wednesday, March 17, and hosted by the City of London at West Wickham.

This summer sees the PSUK marathon take place in Blackpool on June 20, with the track and field championship held in Colchester on July 4. The 10-mile road race competition will be at Lancaster on September 15.

Angling for Cup recognition

AS the popularity of the national sea angling beach or shore championships sores it has been agreed that the sport will feature in the Croker Cup.

Divisions can enter any number of two-man teams into the annual competition.

There will also be an individual competition which will be open to all competitors.

This year's event will be held at the old Coalhouse Fort, Linford Road, East Tilbury, a recognised NFSA beach competition venue, and will take place on Monday March 22, between 11am and 4pm.

The event will be fished in four zones, which will be pegged and the

main species of fish expected to be caught are flounder, sole and bass.

In the Cambridgeshire EPSA Eastern Regional Championship Beach each Essex angler will be fishing for Croker Cup and EPSA status. Only Essex anglers will be eligible for the Croker Cup but if our competitors are successful they will go forward to represent the county in the national championship.

Cost of entry for the competitions will be £3 per person and the closing date for entries is March 14.

Divisional club secretaries and fishing secretaries should contact Dave Clarke as soon as they have competitors, or for further information, on 01702 332315.

Something for everybody

TAKE a guided stroll through London with the HQ Sports and Social Club following the trail of Dr Watson and Sherlock Holmes, (magnifying glass not required). The event is for all ages costing £12 for members and £14 for non-members.

On March 27 it is lasers, cannons, muskets and music maestro please at the *Classic Spectacular* at the Royal Albert Hall.

Front circle seats coach travel leaving Kingston House at 4.30pm cost.

Bookings are also being taken for the *Daily Mail Ideal Home Show* on April 3, the new musical *Jailhouse Rock* on April 29 and the musical *Mamma Mia* on May 20, 2004.

If you are interested in any of the above trips contact Shirley Turner by email or book through the website.

Team can't quite hook the title

THE new look boat sea angling teams manned the former RNLI lifeboats for the Eastern Region Championships organised by Norfolk Police at Great Yarmouth.

For once there was a break in the weather and the fishing was slow with catches of dab and whiting.

The individual cup was won by Clive Skingley, Bradwell Marine, closely followed by Norfolk's Insp Kevin Green, with both third and fourth going to Essex. Dave Ware, Braintree, took third with fourth going to Ian Shead, Chelmsford.

The team event was won by Norfolk A, closely followed by the Essex A team, Clive Skingley, Tim Hills, Martin Hatfield and Clive Harding.

The Essex B team of Dave Clarke, retired, Dave Ware and Ian Shead came third.

It was very pleasing to see some new faces in the team but Fisherman of 2002, Roger Cockett, was absent due to illness and he is wished a speedy recovery.

Golf ladies?

PSUK want to know if any women are interested in competing in a national golf championship.

The intention is to hold a golf day within Essex and then go on to select players to represent the force in a regional championship and then at national level.

If you are interested please contact Pc Toni Brockwell at Chelmsford on extension 60444.

Trio on fine form

THE prospects for three squash hopefuls look promising after a show of fine form at the regional tournament hosted by Essex.

Current national champion Andy Hynes, who transferred from Cambridge last year, won the men's event, Dave Murray won the over-45 with last year's winner Graham Hadley, runner up. All three hope to match their performances in the nationals in Edinburgh in March.

Six divisions took part in the annual one day Croker Cup squash event in Southend.

In a closely caught final, Basildon beat Southend 4-1 to retain the cup for the second consecutive year.

Congratulations go to the winning team of Adrian Bunting, Daryl Fryatt, Jason Stephen, Steve Oaks and Joel Henderson.

Diaries available

EPSA pocket diaries have arrived.

Copies for divisional committee members have been distributed.

The remainder will be retained at the Force Sports Shop and will be distributed to members on a first come first served basis.

ESSEX POLICE SPORTS PAVILION AND BAR
(open 7.30pm to 11pm Mon to Thurs inclusive)

'HAPPY TIME' EVERY MONDAY 7.30PM TO 9.30PM

UP AND COMING SOCIAL EVENTS INCLUDE:

ST VALENTINE'S DAY FANCY DRESS DISCO

Saturday, February 14, 2004

Come as famous lovers - prize for best costume.

£5 per head in advance or

£7.50 per head on the door.

All proceeds to Little Haven Children's Hospice.

For tickets contact Jo or Sam on ext 58884.

IRISH CEILIDH EVENING

March 2004 (more details nearer the date)

We don't just provide a friendly atmosphere for you to unwind during the week. We offer an ideal venue for any special occasion, from birthday parties and quizzes to anniversaries and wedding receptions. Cost of hire is £25 plus a returnable £100 deposit.

FOR QUERIES ABOUT EVENTS OR TO BOOK FUNCTIONS AND MEETINGS CONTACT SAM OR JO ON EXT 58884 BETWEEN 9.30AM, AND 12.30PM WEEKDAYS

New law brings first hit

ROAD policing officers from Laindon have become the first in the county to successfully prosecute a drink-driver under new legislation which allows for blood to be taken from an unconscious suspect at hospital.

The procedure was carried out last summer following a head-on crash in Aveley which claimed the lives of 47-year-old Shirley Perrin and her 22-year-old daughter Claire.

The new legislation falls under section 7a of the Road Traffic Act 1988 and was brought into effect by section 56 of the Police Reform Act in October 2002.

When a driver is taken to hospital and not in a position to consent to a blood sample being taken, officers can now ask a police surgeon to take the sample as long as the doctor in the charge of the patient has no objection.

When the driver is in a condition to be asked and refuses consent, then they are charged with failing to supply a sample of blood for analysis.

This request has to be carried out within six months.

Basildon Crown Court heard that 25-year-old Lee Bennett, the driver of the other vehicle, was taken to hospital unconscious after sustaining a leg injury.

Investigating officer Pc Roy Keyes said: "Bennett gave his consent for the lab test a week after the crash and this found his blood contained just over one and a half times the legal amount of alcohol in it. When he was originally admitted to hospital, Bennett was in and out of consciousness, so it would have been difficult to get proper consent from him under previous legislation."

Lee Bennett was sentenced to three and half years' imprisonment after pleading guilty to causing the death of the two women by drink-driving.

Tree-mendous

OFFICERS praised a Brentwood man after he helped them clear the M11 of fallen trees and stranded motorists during last month's snow.

As Pc Mike Oakman from Chigwell was driving up the M11, he was approached by Tony Sach, a motorist in a jeep.

The 31-year-old parked his jeep next to the police car to prevent impatient motorists from passing before using his own equipment to clear trees from the road.

Force shows the mark of equality

TEAM spirit and job satisfaction were just some of the highlights from a recent staff survey, with part-time staff the most satisfied with their working conditions.

The results show that nearly two thirds of staff feel the organisation is committed to equal opportunities, with over 80 per cent believing they have a "very good" relationship with colleagues and managers. In addition, the majority of people have the confidence to challenge working practices.

The survey, which is conducted every three years, is based on questionnaires sent out to all police staff and officers (4,852) in

October 2002 and aims to identify training requirements and ensure a continued focus on staff perceptions in equality and diversity.

Equal Opportunities Advisor Miss Jan Woodhouse is positive about the feedback, but recognises that more needs to be done to further promote good practice.

"Looking back over previous survey results, we can see good progress has been made in many areas, especially in the development of trust and confidence among minority ethnic staff," said Miss Woodhouse. "Although still few in numbers (1.5 per cent of staff), the majority of minority ethnic staff do not feel their opportunities are limited by race and do feel the organisation is committed to equality."

The results also show that women's perceptions of equality has also strengthened considerably over the years, with only four per cent feeling their opportunities may be limited due to gender.

Miss Woodhouse said: "While a small number of respondents felt they had been treated poorly, the figure nonetheless represented a clear pattern of improvement over the years. This reflects the success of the measures that have been put into the place to eliminate inappropriate behaviour."

For the first time, staff were given the opportunity to declare a sexuality other than heterosexual, with responses further broken down into more closely-defined groups than in previous surveys.

Miss Woodhouse said: "We'll be looking to help strengthen the staff network group for gay, bisexual and transgendered staff and are considering how best to further consultation processes with disabled staff in order to address the issues raised."

"We plan to deliver further training to raise staff awareness about disability issues and to reinforce that insensitivity on grounds of sexuality and disability will not be tolerated."

Ethnicity defined

AS the force continues to forge links with its communities, officers are being reminded to complete the ethnicity sections of forms when dealing with individuals.

In its first year of implementation, the 16 + 1 self-defined ethnicity has enabled the force to collate an accurate, detailed analysis of people that come into contact with officers as recommended by the McPherson Report and laid down in the Criminal Justice Act.

The first review has identified shortfalls in the system caused by some officers leaving forms incomplete. However, the report has also highlighted a need to change procedures in order to improve communication.

Community Relations Inspector Kate Sale said: "As a result of officer feedback, some changes will be implemented, including those made to the flashcards and forms with easier to understand language."

Beating bogus callers

ANOTHER weapon has been made available in the fight to combat the menace of "bogus caller" burglary as part of Operation Grizzly Bear.

Essex Police has access to 50 Seniorlink communication devices. These will be available to older, vulnerable people who have been victims of bogus callers and may become repeat victims.

The Seniorlink device comprises a response unit, pendant or wrist strap that provides a round the clock link to a response centre. When an unexpected caller arrives and the device is activated, the response centre can talk the user through the proper way to deal with any doorstep encounter.

The centre can also offer advice on a range of issues, including crime prevention.

Help the Aged has kindly agreed to allow their staff to fit the device anywhere in the Essex Police area.

The service costs £1-50 per week, which Essex Police will pay for the first year. Help the Aged will then negotiate a contract with the homeowner should they wish to keep the unit.

Essex Police will decide who should be offered the use of the device in the first instance.



● Supt Peter Coltman cuffs a likely lad as part of Harlow's Crimestoppers campaign.

Photo: Harlow Herald

Writing is on the wall for crime

HARLOW residents have been able to witness a burglary scene while they have been out shopping.

A mock up room, recently burgled, in a shop window in Littlewalk, Harlow is part of a concerted month long campaign launched by The Safer Harlow Partnership to promote

Crimestoppers and give crime prevention advice.

Local supermarkets are supporting the initiative by handing out Crimestoppers cards with till receipts and the Harlow Star newspaper has a competition featuring the scenario.

