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Going bats for Matt - Page 7



Top award for Allison - Page 5

New communication takes to the airwaves in Essex

RADIO SYSTEM GOES ONLINE

Picking up good vibrations



● The girls from Colchester County High School help launch the county's national mobile phone database drive. Photo: Gary Kenton, HQ Photographic.

SCHOOLCHILDREN across the county are being urged to register their mobile phones with a national database and help reduce theft and robberies.

The use of a phone's identification number (IMEI) ensures that when a phone is stolen, the telephone number can be blocked across the service network.

The 'Good Vibrations' campaign, supported by Crimestoppers, is a computer package which has been distributed to 632 schools in Essex, encouraging them to use and improve upon their IT skills. For full story, turn to page 5.

THE force enters a brand new era this month with the arrival of Airwave to divisions.

Stansted Airport and Chelmsford were the first to go live when officers surrendered their UHF radios for the Sepura SRP2000 hand portable terminals.

The landmark change has been reached in the move to improve secure communications.

The Sepura terminal was chosen following extensive consultation and demonstration with representatives of all users.

Airwave is more than just a radio system - it also provides mobile phone facilities that enables anyone to dial up and talk to another Airwave user.

Project Manager, Insp Keith Beechener said: "A rolling programme to replace the VHF radios fitted in police vehicles with Airwave sets is underway in those divisions that have gone live, as both handheld and vehicle sets operate on the same system."

Airwave is the national TETRA trunked radio system that will be used by all police forces and, the Government hopes, by the other emergency services.

Airwave is a radio service operated by O2 who are responsible for providing the transmission sites around the county.

The mobile communications company has installed a number of masts to provide the level of cover-

By Roger Grimwade

age which the force demanded.

Insp Beechener added: "We've set rigorous standards that were extensively tested before accepting the system as being ready for service."

Airwave provides a better level of coverage and encrypted transmissions, which will prevent criminals eavesdropping on police communications and fleeing the scene of their crime if police officers are en route.

The move to Airwave will also be linked with use of the Vivista DS200 touchscreens in the force information room, Stansted Airport and Chigwell Motorway Control Room.

Tending and Colchester will be the next divisions to switch to Airwave, with the whole force using the system by the end of the year.

The start of a new partnership

THIS month also sees the dawn of another new era for the force after a new Corporate Support, Development and Review (CSD&R) department was established.

CSD&R brings together most of the current corporate support, IT developments and service delivery together, while performance review and inspection are combined.

Special Projects will cover a number of force-critical projects. See Page 10 for the new faces.

Experience is everything

The 30+ scheme was designed to assist forces with the retention of valuable skills and experience and arose from the Police Negotiating Board Agreement in May 2002.

This included provisions to give managers in the police service the scope to retain officers who are entitled to retire with maximum pension benefits where they wish to do so.

The scheme has been piloted in a selection of forces since December 2002 and is now available to all in England and Wales on a further year-long pilot until April 2005.

Under 30+, the officer retires from service and then receives their lump sum commutation. They are then re-engaged by the force after a break in service of at least one day and paid at the rank point that there were previously receiving.

Upon retirement, an officer ceases to be eligible to receive replacement allowances (ie housing allowance). However, sufficient pension would be paid in order to restore salary to its pre-retirement level. The key is that an officer should receive the same salary as before they were on the 30+ scheme.

The scheme allows the continuation of service as an attested officer with access to an early lump sum.

However, it is not suitable for every officer as participants would cease to

be active members of the Police Pension Scheme.

The 30+ scheme is open to all officers who have completed 30 years' service. Officers who have retired with less than 30 years' service will not be able to apply. Officers are eligible to apply up to one year after their retirement.

Primarily, 30+ is aimed at retaining officers of sergeant and constable rank. However, the scheme is open to all ranks below ACPO level where a business case can be made for it.

If a force wishes to retain an officer who holds a rank higher than chief inspector then they will need to supply a detailed business case to the Home Officer for consideration.

Officers re-engaged under 30+ will receive a tax-free retirement lump sum under Police Pension Scheme commutation provisions, but will not receive their full police pension nor will they be eligible to re-join the Police Pension Scheme.

They will be eligible for partial lifting of their pension abatement, in order that the allowances they lost on retiring can be made good so they are re-engaged with the equivalent pay and conditions they received pre-retirement.

Although they will not be able to re-join the PPS, they will be able to purchase additional benefits by taking out a personal pension.

In the first instance, an officer must apply in writing. In order to retain those who have the necessary skills and experience to be of future benefit to the force, the officer will need to be assessed as fully competent, in satisfactory health and committed to further service.

I've devised a question and answer section which hopefully answers any queries that officers may have concerning the scheme.

At the end of the day however, don't forget, you don't have to go at 30 years – you can stay on until the age limit which is 55 for constables and sergeants and 60 for inspectors and chief inspectors.

Federation

Newsline

by Terry Spelman



A selection of your questions answered . . .

AN officer is interested in the 30+ Scheme, but the force does not wish to re-engage them. What should they do?

In such cases, an officer should contact their Area Personnel Advisor to register interest in the scheme. However, it is up to the force as to who they are prepared to retain under the scheme.

How can officers find out the financial implications of re-engagement?

Officers are strongly advised to seek independent professional financial advice prior to being re-engaged on the 30+ Scheme.

There are many factors involved and each case needs to be considered individually. All of these factors need to be assessed before an officer makes their decision.

Can officers be re-engaged in a different role than the one they held prior to retirement?

Yes. The force has the discretion to use the officer in areas where their skills and experience will bring the most added value to the force.

Are those officers re-engaged under 30+ eligible to receive Special Priority Payments (SPPs) and Competency Related Threshold Payments (CRTPs)?

Officers re-engaged under 30+ will be eligible to receive both SPPs and CRTPs in the same way as before their retirement.

If an officer is in receipt of a CRTP they will, providing they continue to meet the standards required, receive this payment.

Officers should be aware that their pension is based on basic pay plus CRTP over the previous 12 months.

An officer will need to have received a CRTP for at least 12 months if they wish the full £1,002 to be considered as part of their overall pension calculation.

Can officers come back part-time?

Yes. The pensions arrangements work so that the officer working half-time under 30+ would receive the part-timer's salary and enough pension to make good the pro rata amount of allowances he

has lost on retirement.

Proposals for a sliding scale are under discussion in order to make the scheme more attractive for officers wanting to come back part-time.

What happens in the situation where an officer has previously had a finding of guilt for misconduct, which has been expunged due to time?

That is why we use the words 'on file'. If an officer has been demoted and the record of his or her punishment is now expunged, then he or she is not debarred from applying.

The force would need to study each individual case in the light of all the relevant evidence and make their decision based on these factors.

What happens to an officer's annual leave when they retire?

They would take their annual leave entitlement prior to retirement.

On return, they would go on to the annual leave entitlement they would have been on for their previous service.

Uproar at low pay among police staff

WIDE differences in support staff pay across the country has been revealed in a survey of 17 different police staff jobs.

A community support officer in Kent will receive over £20,000 whereas in West Mercia the job only merits an annual wage of £12,800, whilst a word processor operator in Warwickshire can receive nearly £6,000 more than their counterpart in West Yorkshire.

The survey, undertaken by the Labour Research Department, on behalf of Unison, shows that on average there is a difference of £6,000 in salaries for the same job across forces in England, Scotland and Wales.

It also shows that forces using the same job evaluation scheme are paying staff different salaries for doing the same job.

Forces in the south east pay, on average, only one pay point higher than staff in the rest of the country and forces give up to four days different leave entitlement to staff.

Unison's national officer for police staff Ben Priestley said: "This survey gives damning evidence of the unaccountable variations in

police staff pay from one force to the next.

"We are determined to close this pay gap because it is damaging to the image of the police service, it is bad for staff morale and bad for performance.

"We want to see new terms and conditions that treat police staff as an integrated national workforce with all staff treated equally and fairly."

Another example cited in the survey is a scenes of crime officer in Essex can earn as little as £10,500 while in Nottingham they could be paid £38,000.

Essex Police's branch secretary Lee Robson said: "Locally, Unison have been campaigning for progress of police staff pay and terms and conditions for many years, this survey simply vindicates our legitimate concerns.

"Our police staff have a proud record of professional and valuable service to the community of Essex, often behind the scenes, and it is our firm commitment to ensure that their commendable efforts are not overlooked."

Public hotline to reduce call intake

A PUBLIC information line service has been set up by the force in order to answer public questions at the height of a major incident or disaster.

The experiences learned when the M11 ground to a standstill during last winter's heavy snowfall has prompted the force to provide the service.

"What's happening? What are you doing about it?" and "Why does nobody tell us?" are the questions that the public asks during and after any major incident or disaster.

Staff from the Media and PR Department have set up a team of co-ordinators who will provide a stream of constantly updated information to the public.

They will use a pre-recorded 'BT messagelink' facility that will give up to two minutes of information and is accessible 24 hours a day.

The type of information that will be supplied is: what's happened, when and where, disruption to travel, evacuation or 'stay put' guidance.

Ensure you're insured

THIS month sees the renewal of the AXA PPP medical insurance scheme for Federation members and force staff.

As in previous years, the premiums have increased but not increased by as much as they have in the past.

This year each member has received a letter from Berwick Devoil Healthcare Limited (BDHL) in their packs with details of their new premiums and how to contact us to discuss their options.

It is very important for members to receive advice on all their options before they make any decisions including options outside of the AXA PPP arrangement.

The medical insurance market is changing, with more product variations being made available with innovative benefits and cost-reducing options.

Crack the house price boom

THE force is promoting the launch of a new house purchase scheme as property prices continue to rise sharply and it becomes harder and harder to afford to buy a home, particularly for first-time buyers.

The Shared Equity Home Purchase Scheme operated by Police Housing Fund Limited (PHFL) provides a potential solution, making home purchase affordable. PHFL is a subsidiary of Police Mutual Assurance Society.

As the scheme is commercial, it is not dependent on limited grant funding and any officer or member of staff is eligible to join the scheme.

For joint applicants, one applicant must be employed by the police service and the scheme is available to both first-time buyers and those wishing to move from their present home.

It is based on combining a mortgage and an equity loan to provide the funds to enable a home to be purchased.

There is an option to minimise loan repayments for the first three years.

Visit the website www.phfl.co.uk for further details of the scheme or call directly on 0870 351 6202 for an information pack, which includes an application form.

Don't forget, we hold a mortgage surgery in the federation office, with the next one being Friday, 6th August 2004.

Ring extension 54560 if you require an appointment.

Crack supply under attack

Active crack houses in Essex are soon to become a thing of the past following the force's first use of new police powers at an address in Southend.

The Anti Social Behaviour (ASB) Act 2003 allows police to prohibit any person, other than the habitual resident, from entering an address with immediate effect; with failure to comply resulting in arrest and possible prosecution.

Police issued a Notice of Closure of Premises, under Part One of the ASB Act 2003, at an address in Lonsdale Road following police intelligence which linked the property to crack cocaine dealing.

A successful application was made at court for a 'closure order' on the house which will prevent any further entry to the premises, with doors and windows sealed. The resident has been forced to seek alternative accommodation.

Divisional Commander, Chief Superintendent Mick Thwaites, said: "This is the first time these powers have been used in the county and it's our intention to identify similar premises over the coming weeks and close them."

This important step comes just weeks after the force and Crimestoppers launched the 'Crack Under Pressure' campaign which aims to target those who are dealing in Class A drugs, as well as attempting to deter potential users and show those that already use the drug, that help is available.

Offbeat

IS the pen mightier than the sword? How about the baton or CS spray?

Officers accompanied by a press officer during their shift were called to deal with a disturbance.

One of the officers had to physically restrain a man armed with a knife while his partner was dealing with another part of the incident.

He was relieved, however, to find the press officer had rushed to his aid - waving a pen in the air.

□□□□□

Giving advice to motorists is a large part of the job for road policing officers.

Driving a car is an essential requirement and being a sergeant would make you a bit of an authority on cars, wouldn't it?

Was it then a cunning crime deterrent measure by the road policing sergeant to fill up the diesel Volvo with petrol so the vehicle had to be left there awaiting recovery?

Well, it worked. There were no drive offs or other crimes committed while it was there.

Taking action on the need to lead

A FORCEWIDE drive to boost performance through changing workforce behaviour enters its second phase in the coming months with a series of workshops to 4,000 officers and police staff.

The ACTION Leadership Programme, which aims to give everyone in the force responsibility for how the organisation performs, was launched in the last few months with presentations to all managers and supervisors.

ACTION is being facilitated by a four-strong team from Corporate Support.

The acronym stands for Achievement focus; Customer first; Takes responsibility for

By Ben Pennington

performance; Inspires high standards; Overcomes hurdles; Never accepts second best. The initiative is being presented with the assistance of clips from the TV police comedy, The Thin Blue Line, demonstrating positive and negative behaviour.

Review Officer Dick Madden said: "ACTION Leadership is about empowering all staff to give them confidence to challenge outdated ideas and practice, to achieve and maximise their full potential. This new way of thinking will improve both personal and organisational performance, ultimately providing our customers with an improved service."

"It is important to remember that everyone owns ACTION and we all have an equal part to

play in this, whoever and wherever we are within the service."

Material to promote the programme includes mousemats, leaflets, booklets, mugs and a website which should be live by the end of July.

New staff will also receive input on the programme, and the training school is devising a package to train supervisors.

ACC (Personnel) Andy Bliss said: "We need to change some of our working attitudes and behaviour in order to achieve the high levels of performance and public confidence that I know we are capable of. The skills that drive performance are leadership skills, and we need to see that from everyone, not just managers. It is up to us all to promote good practice."

"Good leadership is absolutely key to ensure Essex Police delivers the best possible service."

The ACTION Leadership team can be contacted via email with any comments or suggestions by typing ACTION Team into the 'send' box.

Capturing a town's fondest memories



● Artist John Harrison presents his Dunmow police station watercolour to museum curator Sarah Ward, Insp Moira Owers and station officer's assistant Irene Munro

The day that Dunmow's historical police station closes to be replaced by a state-of-the-art building on the edge of town will be tinged with sadness. It will not, however, be forgotten as the station has been depicted in a painting.

The artist behind the watercolour painting is John Harrison, husband of Braintree's divisional police commander Chief Supt Sue Harrison. The original has been presented to Dunmow Police Station and will move to the new station when it opens in a couple of years' time.

Dunmow's Insp Moira Owers said: "I am thrilled that we now have such a wonderful reminder of over 160 years of policing the local

community, from what currently remains the oldest operational police station within the county. I, like many others who have had the privilege to work from a building of such significance for Essex Police, will indeed be sad to see its doors finally close.

"However, a successful bid to achieve 'listed' status does mean it will not be lost forever and the move to a bigger, more modern station provides both a new home for the Dunmow Police Section and also equipment, facilities and staff for the division as a whole."

Limited edition prints of the painting are available for £79 framed and £44 unframed from John on 01206 331363.

Force making the top grade

THE force has been rated excellent or good in 12 out of 16 key categories of performance scrutinised by Her Majesty's Inspectorate of Constabulary.

The performance of all 43 police forces in England and Wales has been assessed by HMIC and, for the first time, a grading system has been used to compare performance across 16 core activities.

The report takes account of activity up to the end of 2003, and rates performance at four levels - excellent, good, fair and poor.

Essex scored "excellent" for its upholding of professional standards. Complaints against officers have fallen steadily from 19 per 100 officers in 2001/2 to 14.4 in 2002/3.

It achieved a "good" rating in 11 categories, from working against hate crime and providing reassurance to road policing and human resource management.

A performance rating of "fair" was awarded for tackling inter-county criminality, volume crime, handling

incoming telephone calls and forensic science management.

There was not a "poor" rating in any of the 16 categories.

Deputy Chief Constable Charles Clark said: "We welcome the new methodology and the findings."

"Essex Police provides value for money and the county continues to be one of the safest. During the past ten years, there has been a reduction of 28 per cent in vehicle crime and a fall of 22 per cent in household burglary."

He added: "Although the report provides firm evidence of a strong performance, the areas given a 'fair' grading are already being addressed within the force after having been identified locally as suitable for improvement."

Essex Police Authority chairman Robert Chambers said: "I welcome this independent assessment of Essex Police. It shows we have the basis of an excellent service and that the county is still one of the safest places in the United Kingdom."

Offences guide

RECENT changes to sex offences legislation can now be found in a reference guide on the force's intranet.

The guide, which has been provided to all UK forces by Centrex, is on the Essex Police Training Centre web site.

EPTC staff are also working on a compilation of

new training packages with the material and hope to introduce these shortly.

The guide details the difference between indecent assaults and sexual assaults.

Also contained in the new legislation is an expanded-upon definition of rape and associated offences.

Courses a pressing matter

MEDIA skills courses at Essex Police are in danger of being reduced in number if potential students don't take up the opportunities being offered.

More than ever officers and police staff are being called upon in their role to liaise with the press, publicise local campaigns and witness appeals and provide updates on ongoing investigations.

When visiting divisions, press officers are frequently approached by individuals expressing an interest in the training, and yet many are not following through, resulting already this year in the cancellation of one of the Making the Most of the Media courses.

If this continues, the training centre facility is likely to be reduced, impacting on a vital aspect of modern policing.

Making the Most of the Media covers basics media skills including an overview of the press, the importance of local press facilities, preparation of a campaign and incident press releases and legal pitfalls. There is also a TV and radio skills course for those people likely to be called upon for interviews.

If anyone wants more information about these courses they can contact the Press Office on 50620. To apply for a course a TS1 should be submitted via your supervisor to the training centre.

No need for alarm

WHEN a house alarm went off in Essex the response received by FIR was that the keyholders were "in Portugal but one would attend the address to reset the alarm".

Even with the speed and agility of Wayne Rooney we doubt that they would have met the 20-minute response time.

This is just one of a number of amusing alarm activation tales in Essex. Others include:

Intruder alarms set off by a leek, a packet of plasters, a spider and a young couple having a cuddle!!;

A man reporting that his sister had set off the alarm by using the toilet;

A report that premises "are all in order apart from damage to a window frame";

A personal attack alarm set off by a woman with her foot stuck on the accelerator crashing through the shop on a garage forecourt.

And finally . . .

Following a warning about a number of false calls a local council sent a letter stating: "Please accept my personal apologies for any incontinence caused to Essex Police."

Time is called on canteens

IT will be last orders at seven canteens following a decision taken this month to close all divisional and one headquarters catering facility from August 2005.

The six divisional canteens and the main HQ restaurant will be closed when the current contract with Sodexo expires next year, with only the training centre canteen continuing to provide meals for headquarters staff.

The decision was taken by the Support Service Policy and Programme board who looked at the cost, demand, service impact and how the savings could be reinvested.

The proposals were supported by the

By Helen Cook

Police Federation but opposed by Unison.

There has been a general reduction in demand for catering services over the past few years with average daily takings at divisional headquarters currently ranging from just £52 to £119 and at Headquarters, with 1,300 staff, the average daily takings are about £400.

The kitchens also require £280,000 in capital spend in order to update them to legislative requirements.

Director of Finance and Administration, Rick Tazzini said: "The closures will result in estimated annual savings of approximately £400,000 which can then be reinvested in front line policing and operational initiatives to improve performance."

The divisional headquarters that currently have catering facilities -

Basildon, Chelmsford, Clacton, Colchester, Harlow and Southend - are all in areas where there are shops and food outlets nearby and the night kitchens at all operational bases will not be affected.

The proposals include replacing the canteens with suitable leisure and rest area with modern vending facilities and upgraded kitchens for all staff to use.

The emergency feeding and prisoner arrangements will continue unaffected.

Mr Tazzini added: "The fundamental question for the force was can we continue to justify spending £400,000 a year of public money when provision is not equal in all divisional headquarters, opening times are restricted to just four to five hours a day and demand is relatively low?"

"I believe that we can better use that money to deliver improved services and performance to the public."

Duo shine at Ashford

TWO Essex officers received awards following their stage 2 training at Ashford PTC.

Pc Robert Huddleston was awarded the Baton of Honour.

He was the student who demonstrated leadership, personality and strength of character.

He also demonstrated a high degree of professional ability in classroom room performance and practical situations.

Pc Tracey Keown received the Best Achiever/Developer Award, the accolade given for the most significant personal development.

Hot to trot for tots

A BURNING desire to raise cash for sick children has really paid off.

The proceeds from a recent firewalk have now been totted up and a massive £4,313 can now be split between Great Ormond Street Hospital and Little Havens Hospice.

Ensuring equality for all

AFTER ten years policing in Harlow division, Insp Ian Carter has taken up a new specialised role as Equality of Service manager.

The Race Relations (Amendment) Act 2000 placed a general duty on public authorities, including police forces to eliminate racial discrimination and promote equality of opportunity and good race relations.

There have also been high profile cases reported in the media, such as the television programme Secret Policeman, that directly link to equality of service and diversity. Insp Carter is tasked with further progressing the force's Equality of Service strategy.

Insp Carter's post deals with the outward facing race and diversity issues for the force. The internal issues are dealt with by the Personnel department, principally the Equal Opportunities advisor Jan Woodhouse. One of the key areas of his work is to develop the way in which Essex Police will work with minority groups and communities who do not generally interact with police.

He said: "I am currently working towards setting up an Independent Advisory Group (IAG) which will comprise members from the communities we serve and include representatives of different race and faiths, lesbian, gay, bisexual

and transgendered, as well as youth, elderly, vulnerable and disabled people.

IAG members will act as 'critical friends' to Essex Police who can be consulted, for example, on new policies to ensure that we do not inadvertently discriminate and treat everyone fairly with dignity and respect. It will also provide transparency and will help to build trust and confidence within the community. IAG members will also become directly involved in diversity training for our staff which will provide clear benefits for the organisation and the community."

Insp Carter joined the force in 1993 following completion of a four year degree course. He previously worked as a sergeant on Loughton's community policing team where he also took on the role of hate crime liaison officer. He is looking forward to his new role.

He said: "This is a fascinating and important area of work and I look forward to the challenges that lie ahead. I would be only too pleased to discuss any diversity issues that arise and would welcome ideas and examples of good practice. Please contact me at headquarters or by email if I can be of any assistance."

Top notch cadets make their mark

A NEW standard has been set for cadets with the reintroduction of the rank of senior cadet for high achievers.

The rank of senior cadet is given to those cadets who show ability and initiative, and is bestowed after recommendation by divisional supervisors and a formal interview to show knowledge and team work.

Three cadets were at HQ recently to collect their new epaulettes from ACC (Personnel) Andy Bliss, Head of Personnel Charles Obazuaye and Cadet Co-ordinator Pc Simon Knightley.

Jenna Monk from Thurrock, Mike Latham from Southend and Sam Lloyd of Basildon have all made the mark.

Pc Simon Knightley said: "By introducing the rank of senior cadet, we're hoping to show cadets the sort of standard we're looking to them to achieve, and let others know who's achieved that standard."



● Cadets Mike Latham, Jenna Monk and Sam Lloyd show off their new epaulettes

Photo: Gary Kenton, HQ Photographic

Dishing up funds

AN auction of property belonging to the former Essex Police Dining Club has raised more than £1,000 for force benevolent funds.

The auction was staged in January, and included items such as lead crystal decanters, candle sticks, glass bowls and other table furnishings left over from the demise of the club back in 2001.

Many of the items were donated by Dining Club members, some representing the history of the force.

Consultation with a reputable auction house provided a disappointing estimated value on the property of around the £200 mark.

After that setback, it was decided that an intranet auction would be held for staff to offer their highest bids on the property.

That went live on January 12 this year.

Phenomenal interest led to nearly 5,000 hits and bids being received.

After all property was sold a total of £1,078 was raised from the auction.

Along with £256 remaining in the Dining Club's bank account, this will be donated to three force benevolent funds.

Deputy Chief Constable, Charles Clark, said: "I would like to personally thank all of those who helped in managing this auction and all those who participated in the nail-biting event. The end result speaks for itself."

Bikers in boost for ill Luke

AN INTERNATIONAL law enforcement motorcyclists club has raised £500 to help a cancer-suffering 12-year-old realise his dream.

The Blue Knights have been active in raising cash which allowed Luke Ray to travel to Florida and fulfil his dream of swimming with dolphins.

Luke has a life-threatening brain tumour and is the son of former Essex officer Spike Ray, who is now with Cambridgeshire Police. One of the fund-raising events was a 40th birthday surprise for Dc Richard Camp of Harlow CPU, when his partner, Tracey, arranged a sponsored drop. Members of the Blue Knights raised £500 for Luke, and thanks go to all their supporters.

The Blue Knights also provided an escort to Maldon on July 7, for the cabs of the Disadvantaged Children's East London Cabbies Outing.

New tests ahead for dog handlers

DOG handlers are to face an annual fitness test under a new standards procedure introduced by the force.

Current dog handlers and new officers to the section will now have to pass a job-related fitness test, developed by Loughborough University.

The test examines three areas of fitness; endurance, grip strength and dynamic strength.

Mobile Support Division support manager, Chief Inspector Simon Williams, said: "Firearms officers have faced a job-related fitness test that was introduced last year and the level of fitness for dog handlers will be set at a similar level.

"Support will be offered to any dog handlers who initially fail the test to help them reach the required standard." All current AFOs have passed the test, he added.

Dog handlers are required to undertake their duties and, additionally, be in control of a dog that may weight 35 pounds or more.

They are often required to track for long periods of time in widely diverse conditions. New training standards criteria, with greater emphasis on the operational relevance of training, will test the physical demands placed upon handlers. The test will ensure that a common standard to fitness is established and maintained. Coupled with annual medicals and risk assessments this will provide the basis for the health and safety of officers.

The test will be an endurance test of timed 15-metre shuttle runs, grip strength is measured by a hand

held dynamometer and dynamic strength is tested through a series of seated chest pulls and pushes on a dyno machine.

Chief Insp Simon Williams, added: "Dog handlers often work side by side with firearms and public order officers who already undertake these tests and the force must ensure that officers are fit enough to work in what are often robust environments for their own safety. Nobody should be concerned about the tests; they are a national job-related test that has been used successfully in other areas."

MBE for tireless Allison

"ABSOLUTELY stunned" was Allison Campbell's reaction to a letter informing her that she had been awarded the MBE in the Queen's Birthday Honours List for her services to the community of Purfleet.

Former sergeant Allison, 55, retired after 23 years police service last Christmas, but is now working part-time on a project for HQ Crime developing a sexual assault referral centre for vulnerable victims.

Allison has no idea who put her forward for the award but it is not hard to work out why she was nominated.

Living all her life in Thurrock and the last 17 years in Purfleet, she has worked as the local community police officer and has thrown herself enthusiastically into local community projects such as building the first pre-school nursery, and is currently setting up a 'ball court', similar to American basketball centres, and has raised £70,000 funding and sponsorship from Channel Rail



● Allison Campbell (left) celebrates with kids and parents of the pre-school she helped to set up

Link and other businesses.

Allison said: "This award is for the community of Purfleet, to show that we can work together and what we can achieve. I am nobody special, I did not get a good schooling but if you aspire and believe that you can do something, that makes the

difference. My husband David has supported me throughout and enabled me to get involved. He has missed out on teas and dinners whilst I have been off on yet another project, but we bring out the best in each other and I love and respect him and could not have done this without him."

Open day success

A STAFF open day attracted over 100 people earlier this month as the force looks to boost the number of people supporting front-line officers.

Members of the personnel department were assisted by various sections of the force, including staff from division and the Force Information Room.

Personnel officer Denise Long said: "We're always looking to attract the best possible talent to Essex as well as trying to ensure the workforce reflects more of the community we serve.

"We're encouraging people, especially those who are disabled or from an ethnic minority background, to join the force. The open day demonstrated just how many various roles are on offer."

Station on the green

GREEN-fingered youngsters have once again made Halstead Police Station look blooming marvellous with a donation of five carefully nurtured hanging baskets.

It is the fourth year running that infant students from The Gosfield School have presented the station with flowers as part of Halstead in Bloom celebrations. Head of Primary Kate Ayre said: "As part of the festivities the children planted bedding plants, looked after them, and now it's their pleasure to deliver them to decorate the building."

Service Desk Assistant at Halstead, Jim Aitken, said: "Once again Gosfield School has done us proud with another selection of beautiful flowers to brighten up the police station."

Phone crime targeted

A NEW campaign geared towards creating a database of mobile phone details is aiming to make electronic theft a waste of time for would-be criminals.

With more than 10,000 mobile phones reported lost or stolen last year, the force has joined with partners to launch the 'Good Vibrations Campaign' which aims to reduce the number of mobile phones stolen from young people across the county.

The key to the campaign is the secure recording of the

International Mobile phone Electronic Identification (IMEI) number details of as many mobile phones as possible.

The use of the IMEI number ensures that when a phone is stolen the equipment can be quickly and easily blocked across all the service providers.

By rendering the phones useless it makes mobile phones much less attractive for would-be thieves.

Force crime reduction officer Inspector Dave

Northcott said: "We have enlisted the help of schools because research shows that 48 per cent of all mobile phone robbery victims were under 18 and that one in three offenders were aged 15 to 16 years of age."

Teachers in primary and junior schools have also been encouraged to join in the campaign as a recent survey reported that one in four of 5 to 7-year-olds has a mobile phone, given to them by their parents for safety reasons.

MEND (Mobile Electronic

National Database) is a free web based data storage-facility where people are able to store their mobile phone details in case their phone is lost or stolen.

Essex Police is aiming to encourage every young person in Essex who has a mobile phone to register their phone at www.menduk.org. The website is recognised and supported by The National Mobile Phone Crime Unit, The Safer Streets Partnership and Crimestoppers.

Sights set on beating Essex's biggest killer

IF a hundred people died in a train crash, it would be a national disaster with calls for a public inquiry.

When more than 100 families suffered the tragedy of 116 people dying on Essex roads last year, all the public wanted to know was what Essex Police were doing about it.

Government wants to reduce injury to adults by 40 percent and children by half by the year 2010. It is also a force objective. So what is being done?

The department tasked with this is the Casualty Reduction Unit, headed by Brian Ladd. Whilst most think of the Camera Enforcement Office and safety cameras as the force's main tool in reducing accidents, the section is multi-faceted and works closely in partnership with Essex County Council, local authorities, parish councils and highways.

Their aim is simple - to reduce the unacceptably high number of deaths and injuries on our roads.

Brian Ladd said: "These figures need to be set against the tremendous growth in traffic using the county network, with 52 million using the M25 Dartford Crossing and 20 million passengers using Stansted every year. However, we will continue to strive to reduce this tragic waste of life but we do need the co-operation of all the motoring public to achieve it."

When looking at measures to make our roads safer, a safety camera is often a last resort. Locations with a high incidence of road crashes will be

With road deaths on the up, how to prevent them is a constant source of public debate and media outcry. HELEN COOK looks at the work of the Casualty Reduction Unit as the fight to make Essex roads safe continues.

studied by all relevant authorities and engineering solutions considered, such as visibility, road markings and warning signs.

"There is no such thing as a dangerous bend, it is only the way drivers tackle the road conditions and their speed that result in problems," said Brian Ladd. "Drivers have a responsibility to themselves and other road users to drive sensibly, safely and taking into consideration the prevalent road conditions."

Senior traffic management officer Adam Pipe said: "We meet weekly with contractors, Highways Agency and agents to discuss road safety, traffic legislation and regularly inspect traffic management schemes; including the new A120 due to open this month."

Another joint project is the Safer Schools partnership, working with schools to look at potential engineering improvements that could make the area safer. Parents are consulted and consideration given to suggestions such as zebra crossings, new waiting restrictions, pedestrian guard rails or traffic calming measures to encourage more children walk to school.

Education is a key element, and the road safety message is constantly pushed. A total of 48 of the 116 people who died on the roads of Essex in 2003 were aged 24 or younger. Local authorities have a statutory requirement for road safety education, and there are plans to go into junior

schools and promote such things as seat belt wearing. Police officers are involved in the Road Runner programme, organised by road safety officers, which targets pupils in year 11 and 12.

The Casualty Reduction Unit has recently acquired new speed indicator devices (SID) which have been deployed in rural communities. They indicate if motorists are travelling at the correct speed by projecting an image of a happy or sad face. They provide a police presence and public reassurance and have received a positive welcome as excess speed is a key concern for rural communities.

Brian Ladd said: "We receive a large number of phone calls and some callers have already been passed from person to person and whilst not directly related to what we are doing, we will take the time to talk to them, explain what we are doing and if necessary go out and see them. I believe that we must take the time to listen to the public and as a support service we must respond to their concerns."

The unit can also offer advice on proposed traffic management schemes, attend pre-planning meetings for major motorway and trunk roads, or major events such as town shows and air shows. Officers are encouraged to contact the Casualty Reduction Unit for help with any road management issues.



● While many drivers might be glad to see the back of mobile camera vans, 75 per cent acknowledge the presence of cameras as being for their own safety

ACCORDING to the media, the public perception of safety cameras is that they are a money-making device for local forces. Brian Ladd is quick to point out the flaw in this argument. "It is not compulsory to speed past a camera; those caught are all volunteers."

Speed is a contributory factor in 35 percent of all investigations into serious or fatal crashes. A recent survey of drivers' attitudes found that three-quarters agreed that the primary aim of safety cameras is to save lives. The same number agreed that cameras are meant to encourage drivers to keep to the limits, not punish them.

The camera enforcement office (CEO) is run by the Essex Safety Camera Partnership, which decides on camera locations. Speed cameras can only be set up on roads with a history of serious or fatal crashes. Road engineering solutions, such as signage and camber, are all looked at before the decision is taken to put up a camera. The A127 at Basildon, with a history of speed-related fatal and injury crashes, does not fall into Government criteria which only allows for fixed safety cameras to be sited where there is 20 percent excess speed by motorists in a 24-hour period. Slow moving traffic at rush hour means that it does not meet the criteria.



● Working in communities to reassure residents is all part of the Casualty Reduction Unit's approach to cutting deaths on the road

However mobile safety cameras caught 1,140 speeding motorist in a two month operation. More than 125 drivers were travelling over 100 mph; others were doing between 85 and 99mph.

Whilst the CEO deals primarily with speeders who admit the offence, the Enquiry Section track down those people to try to evade the penalties. They investigate registered keepers who make false driving claims, deny being the owner, or people using forged or stolen driving licences.

Currently Essex is the only force to have a police officer dedicated to court cases dealing on average with 30 plus cases at magistrate's court a month, giving evidence at

prosecutions and appeals. The enquiry section has also had excellent results detecting other crimes through the use of the safety cameras. This includes 102 false registrations, 138 stolen vehicles, 157 crimes recorded, 17 stolen vehicles recovered and 24 arrests as a result of information from the use of the cameras.

In one case in Epping, a part index of a car was noted following a burglary. The CEO checked and came up with a car that matched the description. Following circulation, a London traffic warden spotted the car for sale. An Epping officer then arranged to meet the seller and promptly arrested a man who was later found responsible for several burglaries.

Going down under in Essex

COMMUNITY Support Officers in Saffron Walden got a taste of Aussie life when Queensland Police's Insp Shane McLennan paid a visit to their station recently.

Insp McLennan is researching various policing issues in the UK and has already met with officers from the Metropolitan and Cambridgeshire forces, together with those from the City of London.

The staff officer to the Commissioner of Queensland Police Service is in the UK while his wife completes a 12-month attachment to a school in Saffron Walden.

Insp McLennan, who is specialising in counter terrorism, said: "I did seven weeks at Bramshill police staff college and assignments with other forces, but once school finishes in July we will be heading off in a motorhome through the parts of the UK we haven't seen yet and then over to Europe."

● Halstead's Andrew Emery

recently seized the opportunity to talk with the Prime Minister about the role of Police Community Support Officers (PCSOs) when he attended an evening reception held at Downing Street.

Andrew, who was representing Essex, was joined by other PCSOs from across the UK at Tony Blair's residence as part of the Government's recognition of the work they carry out to help increase high-visibility policing.

The 39-year-old was joined by 200 other front-line workers from the teaching and nursing sectors as they engaged in conversation with Mr Blair and other cabinet ministers.

"I managed to have a ten-second chat with the Prime Minister before he made his way through the throng of people who were there in his reception hall," said Andrew. "He wanted us to carry on the good work we're doing with providing the public with a point of contact and tackling anti-social behaviour."



● PCSO Andrew Emery.

Andrew joined the force as a PCSO in October 2003 after previously working as a commercial loss adjuster.

"I decided to become a PCSO because I got to the stage in my life where I finally wanted to do the job I had always longed to do - and that is to be in the police service.

"I eventually want to become a regular police officer and my application is in the system. It will be the natural progression."

'To the Mattmobile, Robin'

A GROUP of detectives from crime division are set to complete a London-to-Cambridge bike ride later this month in aid of a colleague's son who has been left permanently paralysed following a car crash last autumn.

Batman and Robin, whose identities have to be concealed for crime-fighting purposes, will be joined by a sidekick as they bike the 50-mile journey on Sunday, July 25.

Stansted Airport's Dc Ed Green's son Matthew broke his neck, suffering a spinal cord injury which has left him without the use of any part of his body from the shoulder below.

The 19-year-old was driving along a road in Braintree when he swerved to avoid a pedestrian on an unlit road and struck a tree.

Matt spent six months in hospital receiving treatment but now, despite the lack of financial compensation available to provide specialist equipment, his father wants to be able to begin to improve his quality of life.

Dc Green wants to be able to purchase a vehicle which can help restore his son's confidence and ensure "he can lead some sort of a life" in his tetraplegic condition.

"Matt loves football, but is resigned to only being an armchair fan now," The thought of not even being able to watch his friends play is depressing for him as it is for me as a father."

A vehicle has been identified, one which has a rear ramp, an entry height of six foot and one which can have a winch and safety straps fitted. It costs £18,500.

Dc Green added: "We've dubbed it the Matt Mobile and hope with the use of a



● The deadly duo get ready to battle the roads in aid of The Matthew Green Special Needs Trust.

vehicle he can continue with his college studies. I'm very grateful to the lads at Stansted who are helping out with raising some of the money.

"Matt is still an outgoing person and we hope he can one day return to work at the MOD base in Wethersfield."

A trust fund, supported by a group of independent trustees, has been set up for the purpose of purchasing the Matt Mobile, with Ds Vaughn High helping to co-ordinate the series of forthcoming events.

"We're hoping to have a variety of sporting events and dinners," said Ds High. "I would like to encourage anyone with exciting ideas to contact me so that we can help Ed and Matt begin to rebuild their lives together again."

Nearly £2,400 has already been raised through donations and sponsorship following Paul Everett's 10-mile Great Baddow race which he completed in just over an hour and a half.

"We all really appreciate the amount of money people have donated to the trust fund already," said DCI Everett. "We're planning many more events during the summer, so the message is keep the money coming and we will soon get Matt on the road again."

Anyone who wishes to sponsor the intrepid trio's bike ride can contact Danny Castle on 01279 681280 or make a direct donation to the Matt Mobile Appeal by sending a cheque payable to "The Matthew Green Special Needs Trust" c/o Joanne Pilliger at 121 Church Street, Bocking, Essex CM7 5LF.



● More is less - images of destruction such as these play a key role in alerting drivers to the perils of speeding

Top award for graft and guts

A COUPLE of west Essex officers received Chief Constable's Commendations following an incident last year in which an axe-wielding man injured several people and damaged the nearby Abbey Church.

Waltham Abbey's Pc John Berwick and Pc Darren Burton were commended for their bravery when they entered the church to confront and arrest a man who was armed with two axes that he had used to inflict wounds on two people. The man also caused approximately £200,000 worth of damage to the Abbey. He was subsequently arrested and charged with GBH with intent, but was then sectioned under the Mental Health Act.

Dedication

Road Policing Inspector Mark Harman was commended for his continued professionalism and dedication to handling road death investigations. The 42-year-old from Braintree, who has 20 years' service with Essex Police, has undertaken the lead role in many high-profile and complex investigations, including matters referred to the Independent Police Complaints Commission.

Mr Stevens said: "Insp Harman undertakes his role in a calm, efficient manner that allows a comprehensive ethical investigation to be completed."

Insp Harman said: "I have been a road policing officer for 14 years and handled numerous deaths, three of which have sadly been investigations into the deaths of colleagues. We carry out in-depth inquiries into each and every death in order to help prevent similar tragedies from happening in the future."

Harlow's Pc Richard Ambrose was commended for his commitment to investigating and detecting 208 offences of burglary and vehicle-related crime.

Officer is high flyer

A grateful light aircraft pilot acknowledged the part a Colchester officer played in helping him land safely when he nominated those who assisted him for a national award.

Pc Geoff Yates was part of a team who received the national safety award from the Civil Aviation Authority.

Fortunately Pc Yates was on duty when the light aircraft experienced problems. With his knowledge of flying, holding a private pilot's licence, he was able to assist the pilot to make a safe landing.

Group is key to the community

A GROUND breaking agreement between authority leaders has seen the creation of the county's first comprehensive network for consulting with black and minority ethnic communities.

The Building Cohesive Communities project brings together all of the county's main agencies – Essex Racial Equality Council, Essex Police, the fire service, health, education, probation, court services and all district and unitary councils, as well as the Prison Service, CPS and Youth Offending Teams.

The agencies are united in one aim – to provide quality services to

By Ben Pennington

meet the needs of Essex people.

With the recent census showing how Essex is becoming a more multi-cultural society, the group took the decision to fill any gaps in existing consultative groups in order to meet the needs of black and ethnic minority communities.

"The 2000 Race Relations Act gave all public bodies, including Essex Police, the duty to consult with minority communities on the impact of policies and practices," explains chair of the project, Community Safety's Chief Insp Steve Tutton.

"Essex Police has always had good consultative networks, but there are gaps in representation, so we started talking to other authorities about the benefits of pooling our resources to build a cohesive network."

To that end, Essex Racial Equality

Council was commissioned to detail those consultative networks already in place, and created a directory of nearly 200 entries for the group.

A number of outreach meetings have been staged to strengthen the network in the south and west of the county, and will be built upon with a series of events over the summer.

Chief Insp Tutton added: "Because everyone has signed up to the project and offered funding or time, this is real partnership in Essex that is genuinely cohesive."

Chief Constable David Stevens, who championed the initiative, said: "It is important that everyone's voice is heard, particularly black and minority ethnic communities and individuals who may feel isolated in the wider population."

"The Building Cohesive Communities project is the response to the desire and duty to provide opportunities for public authorities to consult and to allow these communities to have access to public services according to need."

Early bath for yobs

WITH the dust settled after England's exit from Euro 2004, the operation to contain football-related disorder has been hailed as "the most successful" to date.

England's inability to hit a barn door from 12 yards was in sharp contrast to the force's tightly controlled Operation Volley.

The operation saw all subjects of football banning orders in the county complying in full with the conditions of their orders, on the back of proactive work in monitoring subjects.

At Stansted, the focus of the operation, officers checked nearly 17,000 people, catching several

potential troublemakers in the net.

Stansted operations manager, Insp Rob Norcup, said: "The commitment and enthusiasm displayed by everyone meant we got off to a great start which set the tone for the whole job. The motivation from our officers was plain to see. We'd like to thank everyone from divisions who assisted and helped to make this such a success."

Following the first England match against France, a further three banning orders were imposed as a result of public order offences in Colchester, and a number of other people are expected to be hit with a

banning order in the coming weeks.

Acting Head of Crime, A/Det Chief Supt Wil Kennedy, praised the operation and the officers throughout the county who contributed to ensuring its success.

Mr Kennedy said: "From our point of view this was the most successful operation that we've ran to date."

"It was pleasing to see 100 per cent compliance of identified soccer hooligans, and it is our intention to further put the pressure on and take the lessons we've learnt from this forward to the 2006 World Cup."

Punishment is a fairway

TEN Harlow youths caught trespassing and causing damage at Canons Brook golf course in May paid for their actions by spending a day weeding the bunkers on the course.

The youngsters were caught in the act by local beat officer, Pc John Phelan, who promptly arrested them.

John had been made aware of problems by the club manager, Sandra Langton, when he took on the beat officer role.

Sandra said: "John explained to us that he had caught some youths and asked us to get involved in this working day idea as a payback to us. We thought it was great and he told us that the youths and their parents were keen to do this."

"John took the trouble to make them understand how hard people work to keep things looking nice. He didn't just arrest them and leave them to the system."

John said: "The day went extremely well. They are a decent bunch of kids who unfortunately found themselves getting up to no good due to sheer boredom. They enjoyed the day so much that the majority have expressed an interest to work at the club on a part-time basis during their summer holidays. I have emphasised to them that the day was a one off. If I catch any of them doing any other sort of anti-social behaviour it will not be tolerated and they will be dealt with appropriately."

Laurels for protecting the young

THE work of officers who support child victims of crime will be recognised by the presentation of awards at the House of Commons in November.

Nominations are sought from colleagues for those officers who work with child victims, with special recognition for officers working within Child Protection Teams.

The categories will include: Child Protection Team Officer of the Year, Family Liaison Officer of the Year, Supporting Children of Domestic Violence, Outstanding Contribution to Child Victims by Police, and Outstanding Contribution to Child Victims by Children.

The awards are being supported by The Police Professional, the new police service journal launched at the ACPO conference in May 2004. The presentation will be attended by HRH Princess Alexandra, Sir John Stevens and politicians of all parties.

If you think that the work of one of your colleagues, or a child who has supported others, is worthy of recognition, then nomination forms are available online at www.policeoracle.co.uk

Ahead of promotion pack

THE force's prospective sergeants are leading the way after March's Ospre part one exam, with nearly 20 from Essex in the top ten per cent across the country.

A total of 92 Essex officers passed the March exam, 45 per cent of the 204 who entered. Last year's force pass rate was just under 30 per cent.

Two Essex officers with very different career and training backgrounds made their way into the top one per cent nationally.

T/Dc Morgan Cronin, 24, currently on attachment to Leigh CID, scored 91.4 per cent in the exam. He has been with Essex Police for 20 months as a member of the high-potential development scheme after gaining a first-class law degree and spending a year working for a top city legal firm.

Dc Martin Lerner, 36, has spent the last five years in MIT. He notched up 86.5 per cent.



● ACC (Personnel) Andy Bliss (centre) congratulates T/Dc Morgan Cronin (left) and Dc Martin Lerner on their exam success

Both will take part two of the exam in November.

Their success was toasted by ACC (Personnel) Andy Bliss, who said the marks were "a cracking result" for two officers from such varied backgrounds.

Mr Bliss said: "It's tremendous for the force that our officers are leading the way, and I wish them all the best for the next part of the exam."

Essex is one of a number of forces invited by the Home

Office to change the format of the second part of Ospre, making it a workplace-based evaluation of candidates' skills, rather than the current roleplay, regarded by many as unrepresentative of officers' ability.



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Change at the top

AFTER a series of successful excursions NARPO's Southend branch is offering the following trips for next year.

A four-day, three-night trip to the former police training centre at Eynsham Hall in the Cotswolds is on offer. The renovated country house now operates as a hotel and conference centre but some people will remember it as No 5 regional police training centre, where recruits received their 13-week basic training. The trip leaves on Tuesday, May 31 and returns on Friday June 3, 2005. Conducted tours have been arranged to Stratford-upon-Avon and Bath and the fully inclusive cost of £185 includes half board accommodation and guided tours.

Also on offer is a four-day trip to the Edinburgh Tattoo, from July 5 to 8, 2005. Staying half board at an hotel on the city outskirts, the cost of £275 includes a tour of the royal yacht Britannia, best seats at the Tattoo, accommodation and coach.

Finally, best stall seats have been booked at the Dominion Theatre in London to see We Will Rock You, featuring the music of Queen on January 20, next year. Tickets with a face value of £40 are available for only £28 but must be booked and paid for by July 17.

You don't need to be a Narpo member to join these trips, for more information or to book contact Mike Beaveridge on 01702 529985 or alternatively email mbaconsulting@onetel.net.uk

PROMOTION to Chief Supt sees Peter Coltman permanently taking up the reins as divisional commander at Harlow, a post he has been covering on a temporary basis.

At Harlow command team for the last 20 months, he previously served as a senior investigating officer and was in charge of the search for Danielle Jones and the prosecution of her uncle. He has headed Special Branch and been support manager at Colchester.

He said: "There is a lot of good work going on in this division and we will continue to focus to meet our goals."

A challenging job beckons Supt **Jed Stopher** who takes up his new post as head of Professional Standards this month.

With 19 years' service, the last four in the command teams of Braintree and Chelmsford, Supt Stopher previously undertook firearms and public order roles and was a weapons trainer.

"With great regret" is how divisional commander **Julia Jeapes** describes leaving Chelmsford for pastures new at Corporate Support later this month. Chief Supt Jeapes has been divisional commander for the last four years. She has undertaken nearly all roles apart from traffic and will take over from Denis Sheppard as head of Review. She said: "I am really sad to be leaving Chelmsford, it is a great division. I have had a fantastic time, I will miss the people and it has been an honour working with them." See

next month's *Law* for retirement of Denis Sheppard.

Working for 23 hours without a break, helping to recover bodies from the Marchioness riverboat disaster will certainly go down as the most poignant memory of **Roger Cockett's** policing career.

Roger has retired from Essex Police after almost 29 years' service as a constable.

He joined Essex Police in 1975 and worked in Grays, Witham and Southminster. It was during his time with the Marine Unit that he was called to the River Thames on that fateful night in 1989.

Roger served out his time in the Force Information Room and although he is looking for some part-time work, is making the most of his new life in Devon and his love of fishing.

A 14-month-old daughter is going to keep **Stephen Youngman** occupied during his retirement.

Stephen, a career detective, spent 30 years serving Essex Police in Chelmsford, Harwich and Colchester and leading on a number of investigations, including the murder of a shopping centre manager.

As well as making the most of seeing his daughter grow up, Stephen plans to spend time travelling with his family and possibly living abroad in France, Spain or Italy.

De Tony Law is retiring after 25 years' service, his last role as a detective in CID on Canvey Island.

After 30 years and one day's service **Pc Dave Inness** has called it a day. He has served at Harlow, Stansted and his home town area of Rochford, Westcliff and Southend.

Pc Neil Pudney took medical retirement in June, having completed over 20 years service, all in uniform, in the Harlow, Tendring and Braintree

divisions. Having had a lifelong interest in history and archaeology, and having taken part in a number of 'digs', Neil hopes to become a latter day Tony Robinson as he now has the time to devote to his hobby.

Consultancy work beckons for **De Arthur Brown** who retires after 30 years, mainly served in CID. Serving at Chelmsford, Colchester then major investigations, drugs and Regional Crime squads, Special Operations and finally the last four years seconded to the National Crime Squad, he said that he has had a "thoroughly good time".

Having spent the first five years of his service in uniform at Chelmsford, and as a detached beat officer at

Ingatestone, **Alan Brown** spent the remainder of his 31 years in CID. In 1978 he was part of the team investigating 'Operation Lager', an international drugs operation, followed by 13 years in the Basildon division before moving on to

major investigations. Rugby has been Alan's passion and he takes up a post with England RFU as a community rugby coach/assistant regional development officer for Suffolk.

Sgt Nigel Cook says that he, "thoroughly enjoyed every minute" of his over 30 years service, to such an extent that he is staying with Essex Police as a caseworker. Nigel spent the bulk of his service at Southend, with three years at headquarters. He recalls the IRA bombing of a storage tank at Canvey, and mutual aid during the miners' strike as being memorable events he was involved in.

Having spent several years as a schools' liaison officer, **Terry Irving** is often approached by young adults who remember him from the classroom. Terry spent much of his career in the

Basildon and Rayleigh Divisions, in uniform and CID, before retiring from his last role as a trainer. He has now joined other former colleagues working for a property company in the south of the county.

Pc Michael MacDonald says that the one thing that retirement will guarantee is that there will be no more getting up at 3.30am for early shifts. He has worked at FIR since its opening in 1997, but previously served in and around the north east of Essex, apart from a secondment to Scotland Yard.

Sgt Mick Beale, 49, has retired and returned having completed over 30 years. Mick, who spent most of his years on traffic and the last three as a road policing trainer, is now Area Training and Development officer at Chelmsford.

De Mark Pickett has called time on his days with the force after more than 22 years. The 41-year-old from north Essex was seconded to NCS at the time of his retirement.

Pc Stuart Webb served more than 31 years before his retirement at the end of June.

He was with Mobile Support Division at Newport before he left.

Obituaries

Former constable **Bill Littlewood**, from Colchester, has died aged 82.

Mr Littlewood served with Colchester Borough Police from 1947 to 1972.

Former sergeant **Leonard Williams**, from Hutton, has died aged 94. Mr Williams joined Essex Police in 1933 serving at Rettendon, Wivenhoe, Canvey and Hutton. He retired in 1962. He leaves a widow, Margery.

Serving all 30 years of his service at Chelmsford, former constable **Cyril Clark** died aged 77 in June. Mr Clark, who lived at Chelmsford, leaves a widow Jean. His funeral was held at the beginning of July.

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

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. www.the-haven-at-westbury.co.uk or Tony Adams on 07776 162868. Discounts to police personnel.

ONE Bedroom first-floor maisonette in Boreham. Decorated to very high standard. New bathroom and kitchen. £126k Contact Susan Wright 01245 469046.

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

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VILLAMARTIN, Costa Blanca. 3-bed det 1 dbl, 2 twin, 2 bath, balcony, solarium, garden, Sky TV, DVD/VCR. Utility room, BBQ/paella, next to 3 golf courses near blue flag beaches. Call 07814 591129 or brian.cook@essex.pnn.police.uk.

VILLA. South France, Mediterranean coast nr Perpignan. 3-bed secure complex, communal pool, 2 mins walk to beach and French championship golf course. Telephone Tracey Harman on 01702 470926 or kevin.harman@freeuk.com

Pumping hard for heart charity

THE group of current and former Essex officers who saddled up for the London-to-Brighton bike ride last month raised over £1,000 for the British Heart Foundation.

The trip, which was carried out in memory of Graham Carter who died suddenly of a heart attack in March, saw officers from the force team up with those who transferred to the Metropolitan Police for a day of sweat and hard work.

The 17 saddle-sore bikers (pictured, left) completed the 56-mile ride in just over four hours, with the group managing to rope in a Spanish officer who is living with Steve Hunt as part of an exchange visit.

South Ockendon's Eileen Carroll said: "It was a wonderful day and a great atmosphere and we will be planning another ride next year in memory of Graham. He was an inspiration to all who knew and served with him and what better way to honour his memory than to raise funds in his name for such a worthy cause."

Graham's children and his wife, Donna, were on hand to greet the riders upon their arrival on the south coast.



Skipper's son trek success

ONE man who will soon be joining the force is certainly guaranteed to pass his fitness test.

Pete Coley, son of serving sergeant Alan Coley, is currently a corporal with the Royal Airforce Police and last month took part in the annual Pathfinder March in memory of the squadron who lost so many in the Second World War.

The distance was 46 miles over open country and roads completed in one day and Pete's proceeds are going towards the Brain Tumour Unit at Cambridgeshire's Addenbrooke's Hospital.

Fancy a cruise?

Once again a variety of cruises have been negotiated with Carefree Travel.

The trips range from eight nights on The Opera from £779 to one night on the Lirica from £899. Departures are between December and April and itineraries include Key West, Cozumel and Grand Cayman, as well as Puerto Rica, St Thomas and Nassau.

For more details and bookings contact John Stonehouse on ext 58888.

Making dreams come true

A NUMBER of staff joined others from forces across the country in a charity relay run to raise money for children suffering from life-threatening illnesses.

The length of Britain was covered from Lands End to John O'Groats, with officers and police staff from 50 police forces running the along the route as it passed through their district.

The run, organised by Greater Manchester Police, raised money for *When You Wish Upon A Star* - a charity which fulfils the dreams of children with terminal disease.

Twelve Essex officers and a

community support officer all ran a leg of the route from Chigwell through Loughton, Epping, Harlow and into Sawbridgeworth, Hertfordshire where the next force took over.

Essex co-ordinator Liz Chalk took the torch from the Metropolitan Police at Chigwell.

She said: "I would like to thank the officers for giving up their free time for this worthwhile cause. We had a lovely day for running and the day went extremely well. We hope to raise as much as possible for the charity. If it puts a smile on one child's face, then it's worth the effort."

Fun days out in the capital

IT'S not too late to book your trip for a great view of London and the Houses of Parliament.

The blue-badge guide of the House and a trip on the London Eye takes place on Saturday, September 4.

A few tickets are also still available for Disney on Ice in October, but if you want to travel further afield there is a day trip to France also on offer in November.

Finally, it's never too early to think of Christmas and seats available on the annual shopping trip to Oxford Street in November.

For further information on any of these offers and much more, visit the EPSA website or contact Shirley Turner.

A par four in memory of Mick

THIS year's golf day in memory of De Mick Frost will be held at Braintree Golf Club in Stisted on August 26.

Entry costs £37 and includes bacon rolls and coffee on arrival followed by nine holes in the morning and 18 in the afternoon.

A putting competition with prizes for nearest the pin will also feature in the day.

For more information, contact Peter Orpe at Braintree on extension 63114 or via email.

A summer Esporta?

ANYONE wanting to get fit is urged to take up a fantastic deal being offered by Chelmsford's Esporta Health and Fitness Club.

The sports centre will be waiving its joining fee for police staff and officers during July, while also offering a 15 per cent discount off their monthly payments.

With this in mind, it will cost under £50 month to have access to all the facilities at the club.

Furthermore, Esporta is offering a one-day complimentary session to anyone who may be thinking of taking them up on their offer.

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Sailing success on the south coast

LAINDON'S Alan Husk regained his title as the nation's sailing champion after a solid performance in last month's PSUK tournament.

A place in the history books is surely called for as the road policing officer has now won the competition three times in the last four years – finishing second only in 2003.

Alan was joined by Tony Britten and Michelle Farrant in the three-day competition hosted by Sussex at the Worthing Yacht Club – a venue which was open to the vagaries of the wind and tide of the English Channel, with a steeply-sloping stone shingle beach.

With force three north-facing winds on the first day, Tony Britten completed two out of the three races finishing in a creditable 9th position out of fifteen competitors in the laser competition.

The general handicap competition for all classes of sailing dinghies was held over the next two days. Thursday's forecast correctly announced the arrival of gale force winds, blowing in from the north west.

The three Essex competitors took to the water and made their way to the start line on the first day, in force seven northerly winds, along with other brave sailors.

However, the race officer was forced to abandon the first race when the rescue boats became overwhelmed with customers and any further attempts to sail on that day were aborted due to the severity of the wind and waves.

Day two saw calmer waters and winds of force four to five with the race officer holding four races back to back.

During the day the winds blew up numerous times causing Tony in race three to make the sensible decision to come ashore along with other competitors.

The racing was based on average times for each lap of the course and Alan was given a run for his money by several lasers from the Metropolitan Police and an RS600, but he still managed to get first place in the first



● Alan battles against a stiff current as he nears the finish line.

two races.

The third race was delayed as the course had to be changed due to a 40 degree wind shift, with ever-increasing winds brought in by the rain clouds. At the start Alan unfortunately headed for the wrong

first mark, followed by several other boats, but he managed to claw his way back into fourth place. He made up for his mistake by taking first in the last race and Alan Husk was once again crowned the Police Service UK National sailing champion.

SEASONED athletes have an opportunity to test themselves against other force competitors with places still available in both the Great North Run and the winter Tough Guy competition.

Crimestoppers has a number of guaranteed places in the Gateshead event in September and is looking for runners who will raise funds for its objectives of keeping crime out of the community.

Participants will be given a free runner's pack and full support to enter this popular half marathon. Further information is available from Janine.ferrie@crimestoppers-uk.org.

The winter Tough Guy competition will take place on Sunday, January 30 in Wolverhampton, with transport will be available from Basildon on the day of the event.

More information can be gained by visiting the website at www.toughguy.co.uk.

Ladies hit for six

COLCHESTER sadly continued on their losing streak with a five-wicket defeat to Abberton last month.

After losing the toss and put into bat first, Minal Patel was walking back to the pavilion after the first over when she was clean bowled on what transpired to be a seamer-friendly pitch.

Michelle Mauger (22no) and Jacqui Crombie (19) helped the police put a decent 90 on the scoreboard.

Abberton got off to a good start and despite a regular fall of wickets, reached their target in good time with the winning runs seeing the ball clattered into the clubhouse bar.

Lorraine Hughes (2-22) and Patel (13-1) at least gained some respect for the ladies, with Crombie pitching in with an all-round performance.

Boardroom shuffle

THE force football team has appointed John Watts as its new secretary following the resignation of long-time post-holder Ian Howitt.

The file manager from Braintree takes up the reins from Ian and will be liaising with local opposition as soon as possible in order to continue the good success that team has experienced in recent campaigns.

Upon his departure from the role, Ian was handed a personal letter from Deputy Chief Constable Charles Clark who thanked him for his commitment and dedication to the job in previous years.

Get in the zone

FEMALE staff are being urged to join the force netball team in time for the start of this winter's league later this year.

The EPSA side plays in the Basildon league, with the majority of games played at the town's Gloucester Park on weekday evenings.

Seasoned professionals and beginners are welcome and anyone interested should contact Leigh's Sally Norris via email.

Sport in Brief

HARLOW now lead the Croker Cup table by just two points following last month's athletics tournament at Colchester Garrison.

The northern divisions, except for Tendring, came out on top with Colchester bagging second spot and Braintree third.

Southend are now in overall second position in the table, with Braintree just a further two points adrift.

Tendring and Thurrock are battling it out for the wooden

spoon with just two points separating them.

□□□□

Marine Unit officer Clive Skingley has been selected to represent PSUK in a sea angling match against the Armed Forces in September.

□□□□

Essex performed well in the eastern region PSUK golf competition, with Wickford's Dave Britton finishing as runner-up on 36 points.

The tournament was held at Five Lakes and also saw Essex B colleagues Glen Pavelin, Gary Macswan and Christian Robinson as runners-up in the team event.

Triathletes fly force flag

POLICE officers from across the UK were among 200 triathletes who took part in last month's PSUK championship held in Braintree and hosted by the force's triathlon club.

Wiltshire's Stuart Dinwoodie won the competition, completing the 400m swim, 13-mile cycle ride and three-mile run in a course-record time of 55m 15s – nearly two minutes faster than the previous best.

However, the first Essex officers were not too far behind with Chelmsford's Andy Jopson finishing in a time of 58m 33s and Harlow's Graham Perks in just under an hour and eight minutes.

Mark Jones was the first veteran home, completing the course in just over an hour and 16 with Ian Brown three minutes further along.

Al Barley was the centre of attention though, drawing various comments and comparisons to better-known athletes as he wore the directory inquiries number 118.

The event was also open to relay teams, but only two entered – both from Essex and both from headquarters.

The chief officer team was made up of David Stevens, Charles Clark and Andy Bliss.

However, they were beaten into last place by the trio of Paul Everett, Dave Jones and Mark Schofield who took the title of PSUK national triathlon team champions.

