

The Law



The newspaper of Essex Police

Issue 360

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**ACTION awards -
centre**



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REVOLUTION ON THE LINE

Shock to the system



● The high-powered, threatening voltage is seen in practice.

Photo: Press Association.

GUN-toting criminals in Essex will soon be challenged by taser guns following successful pilot schemes in five other force areas. The taser will be deployed alongside their less lethal counterpart - the baton gun - as well as conventional firearms to future incidents. For full story, turn to page 5.

ESSEX Police Authority has given the green light to plans to establish a new call centre to handle non-emergency calls.

The decision follows a two-year Contact Management project to look at ways in which the force can improve contact with the public, including handling both emergency and non-emergency calls as well as email contact.

Over the last decade, 999 calls have increased by around 80 per cent, with non-999 calls rising by a similar amount in just the last five years.

In 2003/04, the force handled more than 250,000 999 calls and 1.5m non-emergency calls.

The facility, which will also house a crime bureau, will be sited in a central location and

**by Ben
Pennington**

it is hoped it will be up and running by 2007.

Initial start up costs over the first three years will be in the region of £20m, covering information and communication technology equipment, staff training and the building itself.

An additional input of £8.5m a year - around three per cent of the force's overall budget - will then cover costs such as staff salaries.

Chief Constable David Stevens said: "This is a significant investment in the future of Essex Police and, in particular, in our ability to provide the level of service we want to all those people who choose to contact us by telephone.

"With calls rising by ten per cent every year, it is clear that we have to do something now to meet the challenges of the future."

Continued on page 5

Terrorist drama at airport

A BOMB threat against an aircraft bound for New York from Athens prompted a full emergency response from Essex Police as the plane diverted to Stansted under fighter-jet escort.

As the drama unfolded in the air, the county's emergency services and staff at the airport prepared for the plane's landing and the evacuation of the 301 passengers and crew.

Assistant Chief Constable Liam Briginshaw said: "I would like to thank everyone involved for their prompt response and professional approach which has demonstrated the strength of our contingency plans. We have fared extremely well in the eyes of the national and international media."

A statement of fact

QUESTIONS as to whether or not duty statements should be made are constantly causing concern for federated ranks and for our trained discipline friends who advise them.

It would be correct and fair to say that the basic principle regarding duty statements is that an officer may lawfully be required to make a duty statement in relation to his involvement in any incident.

However, there are a number of safeguards and rights which officers should be aware of.

As you all know, it is a well-established principle in law that every person has a right to silence.

It follows that an officer may lawfully decline to make a duty statement where it could materially prejudice him or her in criminal proceedings which could be preferred against them.

Regulation 9 of the Police (Conduct) Regulations makes it clear that an officer who is the subject of an investigation must be notified in writing of that investigation as soon as practicable.

This notification takes the form of a Regulation 9 Notice which clearly sets out the officer's rights, including the right not to

say anything concerning the matter under investigation.

Home Office guidance states that "where an officer has (or should have) been so notified, he or she should be required to make a duty statement concerning the matter when under investigation (this also applies where an officer has or should have been cautioned in relation to the investigation of a criminal allegation)".

Therefore, it follows that where an officer is under investigation in respect of either criminal or misconduct matters, he or she cannot be made to make any statement, verbal or written, about the matter under investigation.

However, the position becomes less clear when a situation arises where no complaint has been made or when initial enquiries are being made to establish whether an offence has been committed.

This is particularly the case where an obligation to serve a Regulation 9 Notice has not arisen.

In such circumstances, an order to make a duty statement would be lawful and a refusal to make such a statement would be a breach of the code of conduct.

The exception to this would be if the officer could genuinely claim that the making of such a statement would result in providing evidence against

him/her self of a criminal or discipline offence.

Under these circumstances, officers would be able to claim that they had 'good and sufficient cause' for declining to make the statement.

In situations where the claim of self incrimination does not apply, and a Regulation 9 Notice has not been served, the best safeguard that officers may avail themselves of is to record a caveat at the bottom of the statement in the following terms: "I make this statement on the express understanding that it shall not be used or discussed in any proceedings of whatever nature against myself".

This caveat, whilst not in itself debarring the investigating officer or prosecuting solicitor from relying upon the statement in any subsequent proceedings, would assist any future defence argument that the statement was obtained oppressively or unfairly.

Alternatively, the officer could seek an assurance from the investigating officer that any statement made under such circumstances would not be used in any subsequent proceedings.

While the absence of such an assurance would not prevent any investigating officers seeking to introduce a statement at a later stage, such a course of action may be construed as oppressive.

If you are ever faced with such a situation, please contact us for advice.

Federation Newsline

by Terry Spelman



Limiting powers

AT the moment, we have approximately 4,000 Police Community Support Officers (PCSOs) nationally, but the Government's spending review envisages a dramatic expansion, increasing numbers to 20,000 within a few years and devoting over £350m to PCSOs.

Nationally, we believe that the increased use of PCSOs is destroying police officers' contact with local communities. I don't know of any police officer who sets out to do a bad job.

The public are right to demand a high standard of service from the moment a call is received by the police, during the investigation and throughout the court process.

Policing should be about the prevention and detection of crime; putting the victims of crime at the heart of the

criminal justice system, not about appeasing the number crunchers with their list of performance target quotas and indicators.

We remain concerned that the Home Office are increasingly using PCSOs for many frontline policing activities which means that many people only see a police officer when they are being arrested.

This 'fire-fighting policing', only bringing out the local bobby in a crisis or confrontational situation, is breaking down the long-term relationship and policing by consent which exists between police officers and the communities they serve.

We agree with the Home Secretary that a national police force would be costly and bureaucratic and is not the solution for policing in England and Wales.

An elevation in Asian relations

ALAN KING was the last UK officer to leave East Timor earlier this year after the United Nations handed over policing responsibility to the Timorese government.

Insp King had swapped the comparative comforts of working in Clacton during a year-long secondment with the United Peace Keeping Forces - the 'Blue Berets'.

Malaria and Dengue Fever are rife and, with a temperature of 35 degrees and 70 per cent humidity, his home was a 12x8ft metal box with a temperamental air conditioning unit.

Until 1999, East Timor was under Indonesian control and it is estimated that, over a 25-year period, a quarter of the population disappeared.

A referendum for independence then sparked Indonesian-backed militia forces to rampage, killing many of the tribal people who sought independence and a UN mandate was quickly agreed by the Security Council allowing a multi-national force to restore peace.

Alan said: "One of the most rewarding aspects of working within the mission area was the incredible camaraderie between



● Alan King shares a joke with the local villagers wearing traditional Timorese head gear.

the members of the international community.

"To work in a conflict zone where everyone has the same objectives to rebuild a nation is hugely satisfying.

"I worked closely with people from around the globe who possessed hugely-varied policing

skills. The experience, friendship, trust and support were unbelievable but the respect for British police officers was overwhelming."

Initially, Alan joined members of the multi national UNPOL responsible for internal policing and law enforcement at their

headquarters as an audit and evaluation team member.

He went on to become the UNPOL Deputy Commissioner having responsibility for 3,026 locally-trained police officers before taking on the role of Acting UNPOL Commissioner.

Elaine Seymour

Runway success

DELEGATES flew in for the first national airport crime reduction conference at Stansted Airport last month.

With larger airports having a transient population equalling the size of many towns, it was proposed at a UK Airport Commanders Group meeting that crime reduction practitioners at airports should share best practice on crime reduction.

Stansted Airport Crime Manager Detective Chief Inspector Peter French said: "The crime reduction officers based at airports are an integral part in keeping them safe.

"The conference allowed them to share experiences in order for them to achieve their aims which also includes locking up the bad guys and keeping them away from the airport environs."

Input was given on good practice in preventing and reducing crime at airports as diverse as Heathrow, Belfast, Cardiff and Jersey.

British Airways, BAA, The National Crime Squad, Customs and the Department For Transport gave input to the conference on cargo crime.

Offbeat

A PARENT warned by a letter from the school to report any suspicious person in the area following reports of a man indecently exposing himself phoned police to alert them to a man acting strangely.

He was seen in the park looking around walking faster and slower.

A full description of him was given by the informant which was so good that he was recognised - as a local officer out on observation.

□□□□

AN INTRANET item hoping to trace the origin of a pedal cycle abandoned in the headquarters cycle racks for many months has managed to track down the owner.

It would appear that not only has the cycle got a punctured front tyre but the FSU officer that rode the sports cycle into headquarters is also rather deflated and has yet to summon the necessary strength to saddle up and make the return journey.

Taking the lead in family liaison

'It's not pink and fluffy'

THE quality of service provided to families touched by tragedy is set to improve as Essex places itself at the forefront of family liaison with the introduction of a team of co-ordinators.

Each division will now have a co-ordinator who will be able to assist investigations by advising on the deployment of family liaison officers, supporting officers deployed through often difficult and stressful situations, and assisting with family liaison strategy.

by Kim Perks

This will be particularly useful in the event of a major disaster or any situation involving multiple families.

The officer, who will have overall management responsibility for family liaison, Det Supt Simon Coxall, said: "The new role of family liaison co-ordinator will only serve to ensure that the good start is maintained and both the needs of the public, who rely on the officers, and the officers themselves, will be

safeguarded for the future."

A week-long course was held to provide training to the new co-ordinators, facilitated by Dc Graham Lawrence, a former Essex officer who now undertakes family liaison training nationally and has been involved in a number of major incidents including the Bali bombing.

"Essex Police is now well placed to manage all aspects of family liaison balancing the views of the investigation with the needs of the family in a more professional, ethical and sensitive manner," said Dc Lawrence. "The role is all about deploying the right

person, not just with the right skills but who is best placed in relation to other work and personal commitments."

The move fits with ACPO recommendations and will also ensure that FLOs are kept up to speed with legislation and national best practice and that any training needs are addressed.

One of the new co-ordinators, Sgt Amanda White, said: "The approach to family liaison needs to be as professional as possible. Everyone needs to be aware that family liaison is not the pink and fluffy stuff, it is a crucial investigative tool."

Hide and seek in the park

LAKESIDE Shopping Centre is continuing its strong partnership with the force by helping to fund a new, permanent community policing team.

The seven-strong team, introduced last month, is working in conjunction with Lakeside's security staff to provide high-visibility foot patrols around the complex.

Thurrock Divisional Commander, Chief Supt Terry Sheern, said: "We're constantly working behind the scenes with Lakeside, but this high-visibility initiative will bring an extra seven officers into the borough. They will contribute to the policing of the area, meaning more officers will be on the streets, helping our fight against crime."

Officers will be using special hides installed in the centre's car parks to watch over vehicles, as well as conducting spot checks and offering advice to shoppers.

Upturn girls in action

A PAIR of plucky constables from Thurrock braved a bungee jump for charity recently under the guise of the Blonde Bombshells.

Pc Karen Kendall, 28, and Pc Christie Brown, 22, who are both based at Corringham, took the plunge at a charity day at Riley's Snooker Club in Benfleet.

The bungee jump was set up to raise cash for the International Myeloma Foundation.

Karen's father has been suffering from an aggressive form of cancer, but following new ground-breaking treatment his prognosis is looking up.

The duo made the jump to say thank you for the hospital treatment that Karen's father underwent.

She said: "Looking down at the concrete from 180ft was never going to be easy and it was a very windy day which made it more scary.

"I was fine until I had to put my feet on the very edge and look down. Then something in your body says: 'Hello, what do you think you're doing?' But it was more than worth it and a lot of money was raised."

Professional pool player Rob Hill also attended the charity day, which featured an auction of items including a football autographed by the West Ham United football team, and two snooker cues signed by world champion Ronnie O'Sullivan.



• The Blonde Bombshells swing into action.

Photo: Evening Echo.

Helping to carve up criminals

A HOG roast event held in the Chief Constable's garden last month to highlight the current campaign on open murder cases in Essex attracted over 100 guests.

Special enhanced rewards are on offer for information that leads to the arrest and charge of people, with intelligence already logged on those cases publicised and even on some which have not appeared in local newspapers and on television.

Essex Crimestoppers Chairman, David Bright, said: "We wanted to let the public know that, with Crimestoppers, they can give information completely anonymously.

"The older cases in particular have brought interesting information; these were pre-Crimestoppers days and shows how important a role we play in supporting the community to come forward today."

Speaking at the launch of Crimestoppers Week, which was attended by associates and business supporters, Chief Constable David Stevens commended the latest initiative as a "prime example of excellent activity".

"The work of Crimestoppers is a valuable support to crime reduction in communities," said Mr Stevens. "The charity needs the ongoing support of businesses and others in the county."

Law letters

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

Calling all snowdrops

THE RAF Police Association was formed in 1984 to enable serving and retired members of the RAF Police and associated trades and branches to meet together with the aim of fostering good fellowship and advancing the spirit of comradeship formed during service with the Royal Air Force Police.

Over the past 20 years, we have been able to recruit in excess of 1,200 members, but we are mindful that there are very many ex-colleagues who are unaware of the association's existence and we cordially invite them to join us.

There are branches of the association all over the country and members receive a directory of all other members plus a newsletter three times a year and complimentary copies of the RAF Police Magazine.

If anyone would like more information they can contact me at 40 South Western Crescent, Parkstone. Poole. Dorset BH14 8RR.

David Wardell
RAF Police Association,
secretary

Fred's sad loss

I WOULD like to inform many old friends still in Essex of the death of my much loved wife Audrey.

She passed away quite peacefully on August 26 after a long battle with Alzheimer's disease.

Fred Firkins
Former Laindon traffic
Ledbury, Herefordshire

Worldwide ride

REGULAR readers will no doubt remember the letter I wrote last year outlining my plans to ride around the world by motorcycle.

I also mentioned that I would welcome sponsorship, and money raised would be donated to multiple sclerosis charities, Save the Children and a new oncology unit at my local hospital in Taunton.

In October 2003, Len Richards, the Deputy Chief Fire Officer for East Sussex Fire Brigade, and myself sailed across the Channel to Calais and rode through France, Belgium, Germany, Austria,

Hungary, Rumania, Bulgaria, Turkey, Iran, Pakistan and India to Nepal.

We air-freighted our identical Honda Dominators from Kathmandu to Perth, then rode across Australia to Brisbane.

We stayed there with my daughter before flying to Auckland where we travelled up and down both north and south islands and then on to Los Angeles and the southern states of the USA to New York. We arrived back in the UK in March.

The total mileage was 19,974 which we managed without any breakdowns whatsoever -

not even a puncture, despite riding through all extremes of weather, from ice and snow to searing 42 degree heat and every type of road surface you care to mention.

We raised just over £2,000 which will be distributed to the charities. I would like to thank all from Essex Police who took the trouble to contact me and especially those who contributed towards three very worthy causes.

Tony Beaumont
ex-Laindon Traffic and
Driving School
Bishopswood, Chard

The M word

I WRITE with reference to Mr White's most recent letter regarding the outlawing of the British National Party within the police service and his reference to the "roll up your trousers and funny handshake brigade".

While I agree with the outlawing of the former, I fail to see the relevance to the latter.

The Freemasons in Essex alone in 2002, from 11,500 members, raised over £7m for charities including children's hospices, hospitals and overseas aid.

An organisation which demands a high standard of behaviour and morality from its members.

In January, I wrote in

support of a letter by Jack Faulkner criticising the need for a Black Police Association (BPA) in which I made reference to Freemasonry - a reference which was omitted before publication.

I presumed this to be a taboo subject, yet a few months on I find it mentioned in somewhat derisory terms.

Therefore, I repeat my earlier comment.

If we have a BPA, Catholic Police Guild, Christian Police Association, etc. then where is the Masonic Police Association or is it still the unmentionable whipping boy of the bigoted ignorant?

David Ward
Former detective
constable (SOCO)

Phylis was just the ticket

I WOULD like to pay tribute to a very dear friend and colleague Phylis Talbut, former traffic warden controller at Basildon, who passed away in August.

Phylis rang me earlier in the year to make sure I was going to the garden party at headquarters.

She also rang me two weeks prior to the party to say she had been in hospital for four weeks but was determined to attend.

I was very pleased to see that although she was on two walking sticks she was still her cheeky self and asked the Chief Constable if Sue Kelly would take our photographs with him.

He duly obliged and Phylis sent me a copy one week before her death.

I will treasure that photograph in her memory.

Norah Gant
Former traffic warden controller
Mundford, Norfolk

All parked up

ALL the traffic wardens from Rayleigh would like to say goodbye to friends and colleagues that we have made whilst employed over the past years by Essex Police.

Sadly, we left at the end of last month. We will miss the camaraderie we have made over the years.

Good luck and good health to everyone.

Cyril Stringer

On behalf of Rayleigh's traffic wardens

service line

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...from page 1

The public contact centre aims to modernise the force's service in line with the Police Reform agenda, with a new division being created to incorporate the new centre with its crime bureau and the Force Information Room (FIR).

FIR will no longer deal with non-emergency calls, but instead with just 999 calls and command and dispatch. This will leave some roles on divisions, such as front office, but the public will not be directly calling divisions in future and the force will go to its own single non-emergency number.

The Contact Management team has written to staff affected by the move, but say they appreciate media reports have caused some anxiety.

Project leader, Supt Michelle Dunn, said: "The project team is committed to working with Unison and will endeavour to keep everyone updated as and when decisions are made."

Unison branch secretary Lee Robson said: "I would ask staff to have confidence in us. We will challenge poor practice but we will also support good."

"We are involved and together we will do our best to keep you informed."

Work is still ongoing to identify options for the public contact centre and whether it will be a new-build or an existing property has not been determined.

A report on the way ahead will go to the Police Authority's Finance and Resources Committee on October 11, with staff appraised of any decisions taken.

Rap the drug trap

A SUMMER-long campaign against crack cocaine has reached out to young people across the county with the launch of a rap track performed by two up and coming music stars.

The joint Essex Police and Crimestoppers campaign, Crack Under Pressure, was launched in May and aims to tackle crack dealing and use and the issues around it.

So far, former users of the drug have spoken out about its effects and a series of hard-hitting posters have been displayed across the county. This led to drug-related calls to Crimestoppers doubling in the first weeks of the initiative.

Now the campaign has been taken to nightclubs across the county as they play host to Juvenile and Shadie, the talent behind the rap track. The CD, named after the campaign, was launched at the Hippodrome Nightclub in Colchester.

Reducing alcohol-related violence

BOBB in the county's bars

BEHAVE or be banned (BOBB) is the message to drinkers who get involved in fights, anti social behaviour or drugs, with the new banning scheme set to go countywide this month.

BOBB sees the licensees responsible for working together with police and the local authority to ban people who have been arrested and charged with disorder from all licensed premises within the local area, with Chelmsford town centre the first place where the scheme will operate.

by Helen Cook

The idea originated in Burnley and has been developed locally by the Licensing Officers Forum.

Chair Martin Reed, explained: "If an offence occurs outside a pub or club, there is no legislation to prevent that person from entering those or other licensed premises. However, the licensee can, at their discretion, decline to serve anyone."

"Under BOBB, once someone has been charged with an offence or an exclusion order has been issued by a court, an interim banning order will be issued and details circulated to all members of Chelmsford Publink."

"The committee meet monthly to decide whether the ban should be upheld and, if agreed, then a full banning notice is issued for anything between three months to a year. A photograph of the offender, provided by police, is then circulated to all pubs and clubs for the information of staff."

Designed to target serious offences and not to deal generally with drunkenness, the pubs and clubs within the scheme will display behave or be banned posters and police will respond to requests to remove people who have been banned or excluded from premises. Breaches of banning orders could result in anti-social behaviour contracts or an anti social behaviour orders being sort.

Last call to be later

AS sweeping new laws are introduced to shake up the licensing of pubs and clubs, the force will be taking on extra staff to cover the transitional period which could see a 200 per cent increase in licensing workloads during this time.

The Licensing Act transfers powers from magistrates courts to new licensing authorities and will provide a single integrated process for licensing premises used for the supply of alcohol, public entertainment and Late Night Refreshments (LNR).

The new laws allow flexible opening hours, with the potential for premises to apply for 24-hour opening, but allowing residents, businesses, the police and others to object.

A new LNR licence will also be needed for places where hot food or hot drink is supplied to the public between 11pm to 5am and includes mobile burger vans and garages.

Under the new scheme, there will be one licence for the premises and personal licences required for people involved in selling or supplying alcohol.

Community Safety's Sgt Nigel

Dermott, said: "Essex is well ahead of some other forces in preparation for the new legislation. However, we are keen to recruit high-calibre temporary staff and this may be an opportunity for someone to build up their CV with a view to returning to full time work in the future."

"It's also a unique opportunity to work in licensing and would be invaluable for anyone wanting to look at expanding their horizons with the local authorities. Applications will be available from early October and the posts will be in place from January 10 for ten months."

Essex currently has 5,099 licensed premises and 9,571 licensees, with 13 temporary staff taken on to deal with applications under the current legislation while existing staff process the new applications.

Under the new licensing system, pubs and clubs will have to demonstrate that they are working towards the four licensing objectives which are at the heart of the new legislation and they are to prevent crime and disorder; public safety; prevention of public nuisance and the protection of children from harm.

Reception greetings

A NEW unit dedicated to dealing with detaining and processing suspects in Braintree means officers are getting back on their beats quicker than ever.

The Prisoner Processing Unit (PPU), made up of a sergeant and five constables, is based at the custody suite.

The team deals with all suspects in the division from the authorisation of their detention to their disposal.

Arresting officers pass a handover package along with the suspect to the unit which takes the job from there.

The unit then deals with interviewing, fingerprinting, photographing, taking DNA samples and submitting case files.

The Crime Policy and Program Board is currently looking at ways in which to take the PPU idea forward across the county with a similar scheme in Colchester forming the basis of evaluation for the project.

Test run complete

NEW national mutual aid telephony arrangements for the Casualty Bureau have been successfully implemented.

Any number of forces nationwide can now assist a host force anywhere in the country faced with a major disaster, by taking telephone calls on their behalf.

Until recently forces in the Eastern, South East and London regions in a Casualty Bureau Partnership have had a mutual aid agreement where each will receive telephone calls on behalf of the host force.

These telephony arrangements have been developed by Cable and Wireless to give a potential of 639 telephone lines.

A total of 26 forces participated in a one-day test in order to simulate the initial public response to a public disaster.

Just over 38,000 calls were successfully made to the national number in the space of one hour.

Hitting back with action

DOMESTIC violence victims in Basildon have been given reassurance that help is at hand following an awareness day street fair in the town's St Martin's Square.

The event was organised with the Careline alarm service, Basildon's Women's Refuge, Victim Support and the Basildon Primary Health Care Trust.

Pc Anna Brown, domestic violence liaison officer for the Basildon division, said: "We want anyone suffering domestic violence in silence to be aware of the sources of help and support available to them and we hope that the format of the day had the impact desired."

Attractions included a Caribbean steel band and face painting.

Gearing up for the dock

OFFICERS and staff have the opportunity to brush up on their court presentation this month with a one-day course later this month.

The court skills day will be held on October 20 at EPTC'S LEC and is open to anyone who wants to improve the way they present and handle presenting evidence.

As well as officers, a wide variety of people within the service can be called to give evidence, including crime analysts, police surgeons and scenes of crime workers.

The course can cater for up to 50 people and has several places left. Those who wish to attend should contact their resource management unit or manager who will inform the training centre.

The criminals are just a zap away

PLANS to introduce taser guns to the force's armoury are back on track after Home Secretary David Blunkett declared a five-force pilot scheme a success.

The announcement means that the electrically-charged firearms will take their place alongside baton guns as one of the force's less lethal public order options.

The weapons have been piloted in the UK since April 2003 by Northamptonshire, Metropolitan

Police, North Wales, Thames Valley Police and Lincolnshire.

Despite initial concerns about whether the weapon could be lethal, no evidence has been found to deter its introduction to all forces in England and Wales.

Tasers work from a distance of up to 21ft, with the guns firing twin needle-pointed electrical darts at a velocity of 180ft a second that deliver a charge of 50,000 volts.

Firearms manager, Chief Insp Kevin Bailey, said: "We'll assess the training and operational needs in order to put in place an appropriate instruction programme and timespan for the weapon's introduction."

Tasers will be used only within firearms operations by authorised firearms officers, in similar circumstances to those which the baton gun has been used since 2001.

Forging ahead forcewide

AS one of the busiest divisions, Basildon is all too aware of the ever-increasing list of incidents to be managed and dealt with.

In July, the division began a trial, opening up the Divisional Command Management Room (DCMR) (usually utilised for major incidents) on a daily basis.

Officers working from the DCMR are able to deal with a large number of jobs over the phone.

In addition, the DCMR sergeant manages the 'open' list, regardless of whether the initial call was received locally or centrally and allocates 'crimed' and information incidents to specific officers and sections.

The process has utilised officers on restricted duties more effectively, reduced the number of incidents officers need to attend, given victims a single point of contact and giving sergeants more time to patrol.

ACTION training in Colchester has been extended to a full day, with an afternoon focusing on volume crime. This approach has provided over 100 staff to date with extra skills and knowledge that will help them raise their performance and put ACTION into action.

The feedback has been positive and the programme has been seen as a valuable

Kim Perks takes a look at how divisions and departments are embracing the leadership programme and overcoming organisational hurdles.

opportunity to conduct a consultation that can help in planning future priorities.

Analysis is being carried out on the raw data and, where there are consistent themes or innovative suggestions, consideration will be given to implementing change.

The introduction of a fraud investigator in Thurrock and a new policy for crime detections has reduced the number of crime complaints from officers' trays so significantly that one community policing constable now has about three hours more each week to concentrate on local issues and problem-solving.

Pc Stephen Ward is also confident that once a new enquiry officer is in place to deal with all accident reports and the division's File Management Unit, and file upgrade staff are introduced, the burden will be reduced even further, freeing officers up to deal with priority crimes.

For a number of years Harlow Division has held training days for response officers, providing them with a

good opportunity to stay up-to-date on important changes in law and policy, and develop their practical skills.

Recognising that keeping all staff up-to-date and addressing training needs helps ensure the best quality service to the public, a new programme of training is now being drawn up.

Police in Southend have taken a strong stance against anti-social behaviour becoming the first division in the county to create an ASBO co-ordinator post.

The burden of overnight prisoners has also been reduced in Southend with the introduction of the Southend Process Unit (SPU).

Operational officers can now focus on other priorities and, when the sergeant parades his shift on early turn, he no longer has to juggle resources to deal with prisoners. In the first eight months of this year, the SPU dealt with 958 prisoners.

Probationer-driving has been the focus of one of Rayleigh's hurdles following questions about the inflexibility of the policy which doesn't allow re-tests for those who fail their initial driving assessment.

The policy has now been changed and those probationers in Rayleigh who were unsuccessful in their first attempt have been allocated a new test date.

Work is also ongoing to enable the driver assessment, in the future, to be completed locally, which will greatly enhance the performance of the division.

A hurdle identified by Mobile Support Division was that the capacity to provide proactive patrols was limited by administrative duties and distractions when more officers were attempting to complete reports.

Following a working practices review and negotiation at Chelmsford Road Policing Unit, the unit now utilises the already office-based staff, in a new structure.

Patrolling constables and sergeants have now ceased to deal with all administrative duties except for the investigation of road deaths.

A police staff case worker, who was employed through funding within the divisional budget, has been added to the team.

Crime Division has also drawn up an ACTION plan to encourage leadership.

Already included in the plan are supervisor workshops for Personal Development Reviews, investigative training for inspectors and a 'direct' recruitment campaign for the child protection units.

As part of the Investors in People process, the Criminal Justice Department's command team consulted with staff to discover the good and

bad aspects of working for the department and identified a number of actions.

The lack of a cohesive departmental training programme, together with a resource to deliver this, created confusion as to what was expected of staff both internally (from the department managers) and externally (from customers).

As a result, an internal reorganisation took place, identifying funding and earmarking this for the creation of a departmental training officer.

Following on from ACTION workshops, the Media & PR Department has formulated a plan of ways in which the leadership ethos can be encompassed in the everyday work of the team.

Ideas include developing a presentation or roadshows to help raise the profile of the department and improve internal communications, a quarterly employee recognition award and an induction system which ensures that all new staff embrace ACTION from their first day in the department.

ACTION to challenge

LEADERS of the future had a chance to shine when their professionalism and dedication to Essex Police was acknowledged at a special awards dinner.

Each year, the force presents an award for Probationer of the Year, Community Officer of the Year, and Lifetime Achievement, but for the first time the ceremony also acknowledged the introduction of a new ACTION leadership programme.

ACTION has been introduced by Essex Police to challenge all officers and staff, but particularly managers and supervisors, to hone their leadership and

problem-solving skills, which in turn will improve performance and customer satisfaction.

Each division and department across the county was invited to make nominations in all the categories with winners being announced live on the night.

Chief Constable David Stevens said: "I was really pleased to be involved in presenting these awards to officers and police staff.

"They have made an outstanding contribution to improving the service that Essex Police provides to both the public and to their colleagues."

ONE of the main hurdles identified at Stansted Airport has been insufficient numbers of police officers particularly in light of the firearms requirements.

Having just taken over from Manchester to become the UK's third busiest airport, the command team has been pulling out all the stops to aid recruitment.

There are ongoing negotiations with Stansted Airport Limited for additional funding to increase our agreed police establishment and an ongoing recruitment campaign has brought the airport very close to achieving its current establishment level.

Many of the new recruits are direct transferees to the airport from other forces, rather than being at the expense of other divisions.

The division is also working with weapons trainers to get sufficient officers trained to carry

firearms, and operates a successful 'Grow Your Own AFO' scheme where officers work alongside qualified colleagues, learning the role before taking their firearms qualification.

Stansted Airport



● Insp Chris Bainbridge.

Women are also being encouraged to take on firearms roles with a special two-day women-only event held in conjunction with Mobile Support Division.

The professionalism, expertise and loyalty of Chris Bainbridge have earned her the Lifetime Achievement Award, particularly for her work on personnel and equal opportunity issues.

Chris has worked 25 years for the force and is currently the airport's support manager.

In the early nineties, as an inspector in the HQ staff development team, she contributed to many career-development initiatives.

In 1993, she won the Home Office Award for Equal Opportunity Achievement in the Police Service. In 1997, she was one of the founder members of the Regional Network for Women Police Managers.

With a Masters degree in women's studies, she has given presentations to the National Conference for Senior Women Officers and the British Association of Women in Policing.

More recently, Chris has supported both her division and the force by organising events which open the door to officers, particularly from minority groups, to learn more about specialising in the police service.

At the awards ceremony Chris, 54, said: "When you look at everyone here tonight you do wonder 'why me?' It is a great honour."

Special awards & Training Centre

THE driving force behind the ACTION leadership programme, Denis Sheppard, was presented with a special award along with Head of Personnel Charles Obazuaye, who has been instrumental in implementing the programme.

Denis chaired the group which undertook the development work and, along with a colleague, devised the ACTION acronym which stands for Achievement focus, Customer first, Take responsibility for performance, Inspire high standards, Overcome hurdles and Never accept second best.



● Denis Sheppard.

Married with three children, 49-year-old Denis said on the night: "After 30 years, I really wanted to see us celebrating those people who are successful. We showed tonight that people are being successful, they are able to feel proud about what they have achieved, and can show everyone just how much good work is being done by Essex Police for the community of Essex."

Charles, who personally presented at a series of managers' one-day workshops, has ensured that personnel staff play a key role in promoting the ACTION ethos around the force.

Charles, aged 44, who is married with four children said: "Personally I'm truly surprised but it is incredibly rewarding. "Three years ago, as a black man, I would never have dreamed I would be working for the police, but I am glad I found the courage to join and am here today.

"The Chief Constable has been very supportive and I don't regret a single day."

Following the ACTION workshops, the management team at the training centre started to look at all the courses being delivered to ensure that they were in line with the leadership programme.

The Police Staff and Probationer induction courses were the first to be targeted and had specific



● Charles Obazuaye.

lessons devised around the ACTION leadership programme.

The work in this area was also broadened to encapsulate the senior and chief officer input and ensure a more focused and performance linked input.

The next step was to ensure that all courses made, wherever possible, appropriate links with ACTION.

This work is underway and is now being assisted by Karen Murphy who has joined the force on a short-term contract with this being one of her key areas of work.

Braintree & FIR

WITH Braintree being such a vast division, officers are often travelling some distance to process prisoners.

To address this, a Prisoner Processing Team has been introduced and, in the first week, dealt with 33 suspects, leading to excellent feedback from officers and custody staff.

The shift system has already been changed to a more flexible and popular six-on-four-off trial, but with problem-solving at the heart of reducing the number of responses, each shift also has a constable working out of the community policing office in Shalford taking this preventative approach.

Winner of the first ACTION Award for police officers, Insp Luke Collison, had embraced the key elements of the leadership programme before it was launched.

Since its introduction, he has supported all his staff at Braintree in understanding the programme and is now holding them all to account for their performance whilst giving suitable recognition for good work.

Luke cares deeply about crime and disorder, continually identifying ways to tackle the problems. With a clear understanding of the needs of the customer he has become personally involved in some sensitive cases, such as a racial harassment allegation, to ensure high standards are delivered.

Luke, aged 36 and married with three children, said: "I am really pleased to have achieved this award. I would like to recognise some key individuals who I've worked with over the years. They know who they are and I want to thank those and my colleagues for supporting me in achieving this award."

One of the main hurdles identified by the Force Information Room was the often numerous different interpretations of force policy on operational policing issues.

The first step to overcoming this was a review of policy and working practices with two areas already now standardised - the policy for making off without payment and response to shoplifters.

Changes such as these will bring consistency to response and advice given to



● Insp Luke Collison and Mrs Jenny Rice.

members of the public and alleviate confusion.

Work is continuing on incident management with the majority of divisions now having an Incident Management Unit. Once the Airwave radio system has been rolled out across the county, a policy will be drafted to harmonise working practices.

As the only full-time telephonist on the headquarters switchboard, Jenny Rice has helped to ensure that call-handling performance has risen and exceeded the required 90 per cent target, earning her the first police staff ACTION Award.

This has been maintained every month in 2003/04 (averaging 92.11 per cent) and continues into 2004/05 (currently averaging 92.6 per cent).

Demonstrating the ethos of ACTION leadership prior to its introduction, she has contributed to the development of a telephonists training package and educated other parts of the organisation to avoid call-handling problems, she regularly monitors policy for anything which might affect the switchboard, and identifies areas where processes can be improved.

Jenny, aged 47, is married with two children. She said: "I am very surprised. It is the last thing I expected. It feels really good."

Chelmsford

A HOLISTIC approach to policing has been taken by Chelmsford when delivering services to the town centre.

Reorganisation of resources has doubled the regular policing presence and two PCSOs have been introduced to the Town Beat Team.

This enables officers to provide high-visibility re-assurance during the main part of the day, paying greater attention to youth nuisance as trade dies down, and then focusing on public order during the early hours.

Probationers are receiving their first operational experience with this team and prisoner management is being improved with wider use of fixed penalty powers.

Another priority for the division is improving the service to victims of domestic violence through increased resources and improved intelligence gathering.

With the assistance of partners, SMART cars in crime prevention livery are helping to meet the demand.

'Human dynamo' is the term that has been used by a supervisor to describe Pc Paul Gosling, winner of this year's Probationer Officer of the Year Award.

Constantly tasking himself with incidents, Paul, 28, is always on the look-out for ways in which he can develop and become a more efficient police officer. This is despite having an additional hurdle to overcome as he suffers from word-formation dyslexia and has worked with the organisation to find coping strategies which will assist with report preparation.



● Pc Paul Gosling.

When Paul expressed an interest in becoming a community policing officer, he was made responsible for the village of Boreham. Even before starting this role, he introduced himself to the community at a parish council meeting and worked to resolve one issue of concern which led to a raid and a seizure of drugs.

He has his sights set on road policing, making a particular effort to learn traffic legislation and has also shown an interest in tutoring. Despite his relatively short policing career, other officers already look to him for advice.

On winning his award Paul said: "I'm gobsmacked. I have managed to get a lot of experience from other officers in my time with Essex Police and I'm really proud to win this award. There are lots of other really good probationers out there and I was really proud just to get nominated for Chelmsford Division, but to get it for Essex makes me over the moon."

Tendring

BUREAUCRACY is a considerable concern for Tendring officers which is why a new software package, called Fast File, has been introduced.

By producing a file on this system, the officer only has to type in details once and the programme will automatically transfer details to other relevant forms, reducing duplication.

Recognising that workload in officers' trays prevents them being available for response duties, Tendring is also organising an Operation Relentless week this month using office-based staff to clear some of the backlog in arrests that has gathered.

In addition, arrangements are in hand to provide a local crime desk to increase levels of telephone crime recording. Quality of life in Clacton has, without a doubt, improved thanks to the intervention of this year's Community Officer of the Year, Sgt John Ross.

By developing a problem-solving team, a series of local issues have been resolved. In one initiative, John arranged joint action to evict seafront vagrants having an adverse affect on trade and encouraged local vendors to form a watch group which has helped to improve the sea front and esplanade.

He also organised a partnership operation to rid the area of untaxed cars, resulting in 37 prosecutions and the seizure of over 150



● Sgt John Ross.

cars reaping front-page news coverage.

In addition, John has assisted with anti-social behaviour applications, formed a group to help divert young people away from crime and worked with local housing authorities and associations to ensure tenants are fully aware of the behaviour expected in the town.

John, aged 33, who is married with one son, said: "Winning this award is an immense honour. It is recognition, not only of the work I have done, but the work the team have done. There's a massive amount to do, particularly in dealing with quality of life issues in the Clacton area and we are wholly committed to sorting them out for the community.

Alert to the crime

Prescription for disaster

It has to be me

A NEW scheme to keep rural residents abreast of criminal and suspicious activity in their area has been launched in Uttlesford.

The rural intelligence gathering scheme works by issuing local people with pager, which they can use to spread information to other pager users.

For example, if someone working on their land spotted people behaving suspiciously, they could distribute that intelligence to all pagers across the district.

Index numbers sent to police could be quickly checked against the Police National Computer. In reverse, police could notify residents of crime trends in the locality, which in turn can be passed on to neighbours.

Hertfordshire Constabulary has also adopted the scheme, meaning information can be circulated cross-border by way of one phone call.

At a meeting at Uttlesford council offices in September, the first 32 residents were issued with pagers which have been funded by police for the first year.

Saffron Walden community police team's Sgt Ashley Seymour said: "The first meeting of the scheme was well attended and we have now issued pagers to local farmers and gamekeepers.

"The system has been used several times already with information regarding hare coursers and suspicious vehicles.

"Those who attended were enthusiastic about the scheme and appreciated that we are taking steps to help with regard to rural crime and concerns."

If successful the scheme could be spread to other rural areas.

Call for cash

HAD enough of your old phone? Recently upgraded to an all-singing all-dancing handset?

Then why not turn your old mobile phone into cash for a kids' hospital?

Charity funds for Great Ormond Street Hospital can be raised by returning old handsets which generate money towards the world famous centre of medicine.

Pc Steve Smith from Grays will happily take your old phone and assorted accessories off your hands and pass them on to the hospital.

Anyone with any such equipment can send them to Pc Smith (2512) at Grays.

ROAD policing officers are looking to the medical profession for help as they become increasingly concerned at the rise in drug-driving across the county, with not so much recreational drugs being the problem, but rather prescribed medication putting road users at risk.

Police believe that elderly drivers, in particular, are often unaware that they are under the influence of drugs because the strong medication they are taking is being legitimately prescribed.

However, in a worrying number of cases the doctors are unaware that their elderly patients are still driving while under the influence of their medicines.

With this in mind, police are asking people who are taking prescribed medication to ask their General Practitioner if they are able to drive legally and safely.

Road Policing Inspector Mark Harman is urging pharmaceutical companies to consider placing printed warnings on drugs' packaging aimed specifically at the elderly.

"Many doctors assume that their most elderly and frail patients gave up driving years ago," said Insp Harman. "However, they fail to ask them this crucial question and prescribe medicines that place their patients in

a position of involuntary drug-driving."

Furthermore, police are anxious to avoid having to deal with the type of road crash which claimed the lives of two people last summer when an elderly man, suffering from dementia, struck another car head-on in Suffolk, killing himself and the other driver.

At the inquest, the coroner said it was grossly unsuitable for the elderly driver to have been behind the wheel.

Insp Harman added: "The elderly are less aware that their driving abilities have been compromised by drugs, so we are urging GPs to specifically ask elderly patients if they intend driving before giving them a prescription or actually asking them if they are taking any self-administered medication."

Having a pier at Southend



● A young visitor to the station feels the full arm of the law.

Photo: Evening Echo.

SOUTHEND police station opened its doors to the public recently for a look behind the scenes of life in the force.

More than 500 people took the opportunity to enjoy guided tours of the station and see displays from a variety of teams.

Police Community Support Officers, special constables, cadets, Air Support Unit, Dog Section, Scenes of Crime and the Marine Section were all on hand to talk about their work.

A colouring competition was held for the youngsters, judged by Mayor of Southend, Cllr Roger Weaver.

Local officer, Pc Paul Gerrish, brought his marked-up ex-squad car for the day, to the delight of the youngsters.

Community liaison officer, Pc Wyn Sharp, said: "It was a really great day with a steady flow of visitors for the six hours that the station was open to the public.

"It was good to see so many local families

using the event to see what we do here, and taking an interest in the way we tackle crime."

The force's various policing teams also used the day to drum up interest in joining the police service.

● Officers from Chelmsford Police Station are throwing open their doors to the public on October 16 between 10 am and 4 pm to coincide with Inside Justice Week.

There will be guided tours of the premises with officers on hand from all departments to discuss their work.

There will be a police dog, one of the marine unit boats and visitors can have their fingerprints taken.

The Essex Police Museum will have a display and, for people who like things from the past, there will be an opportunity to pelt an officer in the stocks.

And if you've ever wondered what it's like in the cells then you will have the opportunity to visit the custody suite.

MICAS Manager Dave Blackiston is someone who would be happy to carry a personal identification card and applied to be one of 10,000 people to take part in a trial.

The UK Passport Service is currently running a six-month trial to test the recording and verification of facial recognition, iris and fingerprint biometrics to help inform the Government's plans to introduce biometrics to support improved identity-authentication and help prevent identity fraud.

Mr Blackiston went to the London Passport office where the whole process took about 15 minutes.

A camera from the front and side took facial measurements and iris pattern and fingerprints were taken with a reader which does not use ink.

A computer-produced identity card with a photo on the front and a chip embedded in the card contains an electronic photograph and the person's biometrics.

Mr Blackiston said: "I am pleased to have taken part in the trial.

"The cards will allow the individual to prove their identity and prevent identity theft as safeguards will mean that the information can't be cloned."

The biometrics will be destroyed after the trial and any personal data given will remain anonymous.

Although Mr Blackiston's card can only be used as a demonstrator, it is expected that subject to legislation the Government will introduce new-style passport identity cards to all those applying for new or replacement passports from around 2007 onwards.

Joining forces

ROAD policing officers represented the force in September at the Metropolitan Police's annual police show at their sports club in Chigwell.

The event, which also marked the London force's 175th anniversary, was attended by officers from Chadwell Heath, Essex Safety Camera Partnership and representatives from the Institute of Advanced Motorists.

Pc Rob Bright, of Chigwell road policing unit, said: "The main aim for us was to promote road safety with the various groups there, as well as promoting Essex Police."

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Smart times in the force

Sitting on a tree stump in three feet of snow in the middle of nowhere prompted former inspector Ian Smart to leave Scotland where he worked as a self-employed contractor for the Forestry Commission and return to his Essex roots.

Ian was glad that he made the return journey and joined Essex Police to serve nearly 26 years before his retirement last month.

He has fond memories of the old station at Danmow where he started his service, going on to serve with the FSU before being promoted to traffic.

He took up a newly-created post on crime operations,

undertaking surveillance and on one occasion was within a whisker of the lookout on a job and was concerned about being discovered.

He said: "I don't know who was more nervous as we watched his two mates climb in the window to commit a burglary."

Ian is not planning to hang his boots up yet as he is joining another organisation as a police officer.

Starting and concluding his career at Witham, former constable **David Lewis** also served at Chelmsford Division.

He worked on the IRIS project which preceded STORM and also in data protection at headquarters.

He has no immediate plans for retirement apart from

relaxing and looking for something to do, saying he had enjoyed his time with the force.

After leaving the London Ambulance Service and serving his probation former constable **John Toms** started his police career at Harlow Traffic and served nearly 28 years as a road policing officer.

John was a police motorcyclist and is currently a member of the Blue Knights international law enforcement motorcycle club which raises money for charity.

He said: "I think I had the best job in the job and I would like to thank all my colleagues for their support and friendship over the years."

He is hopeful of moving to Belgium to start a bike touring firm in the Ardennes.

Following her retirement last month from Rayleigh former detective constable **Ceini Bridewell** said: "Every day of my career has been a highlight."

Ceini was one of the first female officers to join the TSU and she also served with the Regional Crime Squad.

One of the most interesting cases of her career was the Paraquet murder in Westcliff where a woman murdered her husband by putting the weedkiller in his gravy.

Ceini plans to enjoy her retirement gardening.

Former constable **Ken Elliott** has served 30 years as

a police officer but he has not left his colleagues at Rayleigh as he now is a detention officer there.

Former Constable **Bill Watts** of Chelmsford Road Policing unit has retired on medical grounds after 24 years service.

Former Braintree officer **Steve Pike** and former Southend officer **John Turrell** retired last month, both constables having served exactly 30 years.

Obituaries

Phil Pewsey, a former detective sergeant and regular contributor to *The Law* letters page, has died aged 76.

Mr Pewsey, from Southend, joined Essex Police in 1949

and served at Southend, HQ CID and Special Branch before retiring in 1978. He leaves a widow Brenda.

Former constable **Barry Walker**, from Chelmsford, has died aged 62.

Mr Walker served from 1960 to 1989 at Colchester, Chelmsford, Romford, Maldon, Marine Section and Traffic. He leaves a widow Anita.

Ralph Chapman, a former inspector from Earl's Colne, has died aged 97.

Mr Chapman served with Essex Police from 1926 to 1967 based at Halstead.

Former constable **Arnold Williams** has died aged 69.

Mr Williams served from 1958 to 1983 at Colchester.

Crime-busting Kay from birth



● Kay is seen here in her mother June's arms meeting Santa at La Plata House in 1955. Santa is believed to be Pc Dodson of Margaretting, but does anyone recognise his helpers?

NOT many people can claim to have spent nearly half a century with Essex Police starting with their birth in 1955.

Former detective sergeant **Kay Meiklejohn** was born in the old police houses in Hutton to father Phil, the local beat officer and his wife June; she went on to serve 30 years for Essex Police, starting as a cadet in 1971, before her retirement last month.

By coincidence, Kay finished her service in the Economic Crime Unit at La Plata House, Brentwood, where she met Santa at her first three Christmas parties for serving officers' children.

Although Kay now joins her mother June as a police pensioner, Phil having died in 1977 whilst serving at Grays, she doesn't plan to take things easy, returning to full-time education to complete a degree course in Humanities.

Kay's association with Essex Police has not ended as she married Temporary Detective Superintendent Nobby Clarke last year.

Kay said: "I can't believe how quickly 30 years have gone by."

"I have made many valued friends with whom I hope to keep in regular contact and I would like to thank everybody for their supportive messages on my retirement."

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A new man at the helm

NEW Specials Commandant **George Cook** has set out his vision for the future of the voluntary constabulary as he takes over the reins this month.

George, 59, has been with the Essex Police Special Constabulary for more than 40 years, having joined at the age of 18 and a half.

Originally from a merchant banking background, George now spends his days as the Divisional Administration Manager for Southend Division.

He was awarded the MBE in the 2003 New Year's Honours list for his contribution to policing in Essex.

"I want to pay tribute to my predecessor, Alan Hill and thank him for his guidance and expertise over the years," said George. "The way forward for Essex Police Special Constabulary is to build and enhance upon what Alan has worked to achieve."

Despite his years in the Specials, George still occasionally takes a frontline role when it comes to policing the county and does defensive skills training each year.

Recently he found himself shoulder to shoulder with Assistant Chief Constable (Personnel) Andy Bliss and Southend Chief Supt Mick Thwaites in dealing with a seafront public order incident, but the Specials chief acquitted himself well.

"I wish I was 20 years younger," he said. "I still really enjoy every aspect of policing, and I still look forward to more challenges."

"These are exciting times for the Specials in Essex."

George's key priorities over the coming months are utilising extra Home Office funding to employ extra staff to improve recruitment, retention and training, together with enhancing employer support.



● Special Commandant George Cook.

Potholed by a Crane in final

THE recent inaugural final of the Basildon divisional snooker championship turned into a nail-biting five-frame thriller.

Lee Crane and Jason Stephen fought valiantly for each frame with three, including the last one, concluding on a black-ball finish.

Jason took the lead twice only for Lee to fight back each time, taking the game into the fifth and deciding frame.

The final ebbed and flowed, with both players producing some excellent snooker before Lee eventually won the frame and the match on the black ball.

Tournament organiser Darren Griffin said: "It was an evenly-matched final

with some excellent snooker being produced by both players and some of the pots were truly remarkable.

"I was left somewhat stupefied when Lee turned up wearing a pair of Dennis Taylor-style glasses, an Austin Powers blue suit, a vivid lime-green-coloured silk shirt and an entourage of four women."

Lee Crane said: "I'd like to thank my supporters who turned out to cheer me on.

"I'd also like to thank the organisers Steve Wynn and Darren Griffin for all their hard work. It was a great match and a nail-biting finish.

"If anybody is interested in loaning my lucky suit off me that can be arranged, it hasn't let me down yet!"

A place in the medals

ESSEX claimed bronze in the recent PSUK 10-mile road race event – our best-ever result – with Mick Bond reclaiming the M45 individual title.

Hosted by Lancashire Constabulary, the race took place on extremely hilly roads and cycle ways close to Lancaster City University.

With strong winds and bright sunshine, it proved to be a tough event for the 270 competitors.

Bond and team-mate Russ Welch worked together from the start and Bond was rewarded for his efforts by claiming the M45 title for the third time, finishing 12th overall in just under one hour, with Welch close behind in 13th position and a time of 59m 53s.

Despite not feeling at his best Derek Walker worked hard for the team gaining 30th position in 64mins, before Alex Webb secured third place for the team coming in 43rd position in a respectable time of 65mins.

Danny Stoten made his debut for the squad finishing 121st in 78mins

A look back in crime

The Essex Police museum has been instrumental in providing information for a new book *Essex Murders*.

Local author Linda Stratmann has researched her compilation of murders by using trial transcripts and material from archives including the force museum.

The book covers murders as far back as the 18th century, when the smuggler 'Colchester Jack' shot a man in a row over stolen goods, up to more recent times, including the brutal murder of a taxi driver in Birch.

The paperback can be ordered at a special price of £10 plus free post and packing to all UK residents by contacting the Public Relations Department for an order form.

On the ball?

THIS year's Croker Cup ladies 5-a-side football will take place at headquarters on Wednesday, October 27.

Any divisions who want to enter a team are asked to contact Pc Cara McCulloch at Harwich.

Lottery results

CRIME SQUAD'S Dc Dave King is £3,000 better off after scooping first prize in the September lottery.

Runner up, with £1,000, was Pc John Staines from EPTC, with £500 going to Cathy Renew, Basildon.

Seven £100 prizes went to: Ray Hawkins, EPTC; D P Reilly, retired; Pc Chris Roper, Stanway RPU; Pc Tony Lewis, Harlow; Pc Graham Lumley, Bocking RPU; Hannah Notley, Southend and Basildon's Pc Steve Mersh.

Eight prizes of £50 went to: Pc Paul Gridley, PSW; Mrs Enid Turner, HQ; Dc Nick Thompson, Crime; Sgt Kellie Golding, Basildon; Mr Michael Hewitt, Thurrock; B J Dodd, retired; Mrs Karen Newton, Basildon; Sgt Wayne Porter, Braintree.

Stumped by the enemy

AN optimistic Essex cricket team looked to retain the Home Counties Cup won in a hard-fought final last season at Bushey Sports Club recently.

This year's opponents, Met North West, won the toss and elected to bowl on what appeared to be an uneven batting surface.

The Essex innings got off to an unfortunate start with Jon Butcher falling to the fourth ball of the day which ricocheted off his thigh pad and trickled onto the stumps.

Lorrie Austin's arrival at the crease turned a stuttering Essex performance into a battle for runs.

He made a hard fought 39 to take Essex towards a respectable total but was dismissed following a fine catch by the wicket keeper.

Captain Ady Garnham had a magnificent innings which included

four huge sixes and smashed 45 in 42 balls but following his dismissal the Essex tail collapsed to a total of 178.

The Met in reply struggled to 20-2 off the first 10 overs after being pegged back by accurate bowling from Phil Mellon and Garnham.

Loose bowling and fielding by Essex later in the innings though allowed the Met back into the game and hard hitting by them in the middle order took them to victory for the loss of 5 wickets in the 42nd over.

Although the outcome was a disappointment for the Essex side, they can look back to a fine season making the finals of the regional PSUK competition and the Home Counties Cup which will be played against Suffolk at the beginning of next season.

Defeat in the second round of the Nationals has the Essex side looking to blood new players in an effort to gain national success, but the stars of this season must not be overlooked.

Jon Butcher's batting made 188 runs at an average of 47 and Gamman's batting made 159 runs averaging 40.

Austin's bowling picked up eight wickets, with Mellon grabbing six.

● Colchester has had the most successful season in its history.

The side, which almost folded three years ago, has gone from strength to strength after gaining promotion from division two in 2002.

Playing in division one of the Colchester Evening League as the Town Police, they finished runners up in the league and won the plate cup final.

The season has seen a number of notable players.

Mark Potter and Austin topped the bowling honours, both claiming 10 wickets while Austin, Kevin Cooper and Garnham all scored well over a 100 runs.

Memories revisited

NEARLY 40 members of staff crossed the channel to make a poignant and memorable trip to the D-Day landing sites in France for the 60th anniversary commemorations.

They visited Pegasus Bridge, Strong Point Hillman, Arromanches Mulberry Harbour, Longues Battery, St Mere Eglise, the capture of La Fiere Causeway, Pointe de Hoc, La Cambe German Cemetery and St Laurient US Cemetery.

Area Intelligence officer for Basildon and Thurrock, Richard Burgess, arranged the tour and said: "To finish the tour, I arranged a wreath-laying ceremony at Bayeux Commonwealth war grave cemetery. This was a very moving experience. Our wreath was obtained from The Royal British

Legion and was laid by Simon Dinsdale.

"If you have never visited a British war cemetery I would advise you to do so at least once in your life, it is a very thought provoking and sobering experience, particularly if (as did some of our group) you have family members or people known to you buried within."

Richard is planning a four-day Holocaust tour to Poland in February where they will be visiting the Schindler factory, the Jewish quarter, the Salt Mines and Auschwitz concentration camp.

For further information, contact Richard via email. Details are posted on the archive section of the intranet home page.

Stepping up the pace

THIS month sees the start of the cross-country running season which opens with a double header and the chance for prizes as the opening league race also includes last year's regional championship.

Essex will compete in the Eastern/South Eastern PSUK League with five fixtures and the 2005 regional championship.

Anybody who is interested in representing Essex is asked to contact Mick Bond.

For anybody new to the events, there is no limit to the amount of entries and no fee.

The men run over approximately six miles, with the women covering half the distance.

Individual positions at the end of the season are calculated by taking the best four results from five races.

Transport is usually provided from headquarters, with race start times usually at 2pm.

Fixtures see Essex in West Wickham in October, St Albans in November, Basildon in December (Croker Cup), Horsham at the beginning of the year, Maidstone in February and Ampthill in March for the regional championship.

Clubbing their way to Cup glory

BRAINTREE were victorious in the Croker Cup golf challenge as they took the title home by nine points, with Colchester and Southend tying on 117 points for joint second place.

On a rain-affected day at Benfleet's Boyce Hill Golf Club, most found conditions hard-going on a course – a feature highlighted by the final scores which saw four other divisions miss out on second spot by less than ten points.

However, Dave Britton was not to be held up as he scored 38 points off a nine handicap

to win the Matt Comerie Cup for a second time.

Next year's competition will be hosted by Chelmsford.

● Braintree will host the Croker Cup Walk later this month with the annual yomp starting in Earls Colne.

The trek will start at 11am on October 31 from Earls Colne airfield, with changing and prize-giving at the Essex Golf and Country Club.

The men's course will be five miles while the ladies' will be walking two and a half.

There will be a separate walk of about one mile aimed at family members who would

like to have a go. There will be no judging for the fun walk and a prize for the first novice male and female is up for grabs.

Each division can enter as many competitors as they like, with all scoring points towards the Croker Cup.

The first 20 competitors, male and female from each division, will count towards the final result.

The competition is open to all serving police officers, special constables and staff sports club members.

For more information regarding the competition call Steve King on ext 13227.

Sport
and Leisure

Testing times for triathletes

A new season ahead

THE ladies hockey team are looking for new players of any standard to pick up a hockey stick and compete in the PSUK league.

The team need help to maintain their record over the last few years of getting to the semi-finals and finals and winning one year.

Team co-ordinator Tracey Bishop said: "We play, on average, once a month and it can be anyway in the country. We usually have a squad of 16 and play our home matches in Chelmsford."

Matches are played with force sport time off and can be anywhere in the country.

Anyone interested is asked to contact Tracey at Bocking Road Policing Unit.

SOARING temperatures made for good conditions for the Clacton Triathlon's 1500m sea swim, but did mean dodging ice-cream-wielding daytrippers on the 10km promenade run.

Two members of Essex Police Tri Club took part in the Olympic-distance event, which included a 40km bike ride.

Harlow's Graham Perks finished in just over 2hrs 19m, while Mark Harman from Bocking Road Policing Unit finished in 2hrs 30m.

The day before, Tony Benjamin from Braintree (53-12 Multisports) and Pete Bryan from Laindon Road Policing Unit (Essex Police Tri) took part in the sprint distance triathlon, also starting at Holland Haven Country Park.

The heat was just as unrelenting for their 750m open-water swim, 20km off-road bike leg and 5km promenade run. They completed the course in 1hr 29m 10s and 1hr 33m 5s respectively.

After the glorious sunshine of Clacton, the Essex Police Triathlon team were in for a shock at the Police Sport UK championship in Guernsey.

This annual event is usually a scorcher, but this year the racers were greeted by high winds and rain.

After viewing the storm that lashed the shore the day before, few expected the sea swim to take place, but, on competition day, a slight improvement allowed the race to go ahead as planned.

The athletes took to the sea at 8am, to face a gruelling 1,500m course with four-foot waves.

The first Essex officer emerged from the sea 26 minutes later, with Chelmsford's Andy Jopson making his way to his bike to continue with a 40km cycle ride. Harman was out six minutes later, followed shortly afterwards by Benjamin.

The poor weather caused some swimmers to abandon the race, but the relay team (Stanstead Airport's Karen Mihill, together with her husband James and Southend's Jo Sell) and Allan Barley of Basildon battled the awful water conditions and completed the swim course.

The usually idyllic cycle course was also battered by high winds, making it much harder than usual, with the riders being showered by waves crashing across the shoreline roads.

Jopson maintained his place as the fastest Essex racer with a 1hr 13m cycle split. Benjamin put in a good ride to catch and pass Harman on the road. The relay team's cyclist (Sell) and Barley battled on to complete the cycle section, leaving just the 10km run to complete.

While the run was in progress, the racers saw the first glimpse of sun, but the high winds ensured the final discipline was even harder than usual for the fatigued legs.

Jopson started his strongest part of the race and was soon racing through the field, setting a highly impressive time of 38 minutes. By the finish line, he had moved up to sixth place - the highest finishing position of an Essex officer for many years - his total time of 2hrs 17m very creditable given the unprecedented conditions.

Benjamin maintained his speed to finish as the second Essex officer, followed by Harman, James Mihill (relay team) and Al Barley.

The race was won by an ex-Essex officer Matt Rees (now representing City of London) who took a three-minute lead in the swim and maintained it to the end of the race.

This was the championship held in Guernsey, but Essex Police Triathlon will continue to race in PSUK events and open races throughout 2005.

Anyone interested in competing in triathlon events can contact Mark Harman or Peter Bryan.

Mark Harman

No jesters on this court

ESSEX certainly are the volleyball king and queens in PSUK after the men were crowned champions and the women finished runners-up in last month's tournament.

Hosted by the Metropolitan Police Service, but hosted at Five Lakes Golf Course in Tiptree, the force entered strong line-ups in the men's and women's sections.

The men contested the final with Gloucestershire and involved two games, with the winner being the first to reach 25 points in each.

A close finish in the first game saw Essex lose by just two, but then victory in the second by nine points saw the 'home' team crowned overall winners when the two scores were added together to calculate the final result.

The women were confronted by Lancashire in the final, but narrow losses in both games left Essex having to settle for second spot.

The volleyball teams train every Tuesday evening in the EPTC gym.

Co-ordinator Steve Greener said: "It's very informal. We have one or two excellent players, but the majority are only novices and, with quite a few beginners, I'm sure everyone will feel at ease whatever their ability."

For further information contact Steve at Basildon.



● Steve Millbourne taps the ball up ready for Andrew Holdsworth to receive as Essex power their way to championship glory.

Sail away on cheap deal

PLACES are still available for special-deal cruises to the Med, Adriatic, Aegean, Baltic or the Fjords if you book before the end of this month.

Ultra low-cost deals from just £469 are on offer if you are a member of the Essex Police Sports Association.

For further information, visit the following website www.carefreegrouptravel.com or contact John Stonehouse on ext 58888 or via email.

A different challenge

CYCLE 40 miles, climb Snowdon, canoe Lake Padarn in the Snowdonia Charity Challenge 2005 on Saturday June 18.

Teams of four fit people are required to compete in this exciting UK challenge event to raise funds for REGAIN which supports paralysed sportsmen and women.

The minimum sponsorship is £1,600 per team.

For further information and an application form email the registration team events@actionforcharity.co.uk.

