



NEW WAYS TO TACKLE CRIMINALS WELCOMED

CRIME-busting proposals in the Queen's Speech have been given an optimistic welcome by the force's top detective.

Outlining measures which the Government hopes to see in place over the next parliamentary session, the speech made special mention of the formation of the Serious and Organised Crime Agency (SOCA) and the introduction of ID cards.

And Det Chief Supt Wil Kennedy believes these – along with new legislation on drug testing for minor offenders – can only be a good thing in the fight against crime.

"People shouldn't look upon SOCA as a new organisation," said Det Chief Supt Kennedy. "And referring to it as 'the British FBI' does nothing to inform people of what the body is about.

"It's an amalgamation of existing law enforcement agencies, and to have them working as one must improve their focus."

He added that he would be watching with interest to see if the new body retained its commitment to cross-border crime or left a gap that forces would have to fill.

Meanwhile, the speech confirmed that the Government is intent on pressing on with

by **Ben Pennington**

identification cards, despite opposition from civil liberties groups.

Det Chief Supt Kennedy said: "For our officers on the street, it's potentially a way of identifying and eliminating people from inquiries and will make life easier for those going about their lawful business."

Media coverage

Less hyped in the media coverage of the speech were plans to test minor offenders for drug use, a plan which Det Chief Supt Kennedy believes has "a great benefit" for crime reduction.

"Nobody can dispute the link between drug use and acquisitive crime," he said. "To be able to identify and treat those offenders would be a big plus for crime prevention. The issue we face is whether there are sufficient funds for treatment programmes."

Fresh talk about the prospect of laws against incitement to religious hatred also get the thumbs up.

"We have to be very sensitive but we should welcome the fact that the legislation will allow us to tackle these crimes," said Det Chief Supt Kennedy.

"Essex has a very strong record in identifying and tackling hate crime and I intend that to continue."

● **Concern over support officers - page 3.**



NO PLACE TO HIDE . . . Pc Richard Camp prepares to hunt down drink drivers.

PLASTERED? You're bus-ted!

ADVERTISEMENTS warning motorists of the dangers of drink-driving are being plastered on the back of buses in a determined bid by Essex Police to remind people of the consequences of drink-driving.

Road policing manager Chief Insp Tom Diment is hoping the advertisements will keep the force's drink-drive safety message alive throughout the month.

As part of the Christmas campaign, road policing officers will also be making concerted efforts to eradicate drink-drivers from the roads by targeting the persistent hardcore who continually disregard the law.

"The high-profile poster campaign should be visible to a large section of the community," said Chief Insp Diment. "It's there to ensure people know of the dangers and consequences of driving after having consumed alcohol."

New-look Law is launched

WELCOME to the new-look *Law* newspaper. The most noticeable changes are the colour photos throughout and new typefaces.

You will now find sport and leisure on page 11, with more news on the back, and we hope you enjoy our new column - *Gone but not*

forgotten - which you will find on the letters page remembering those who lost their lives in police service.

The editorial team would be pleased to receive your feedback on the newspaper. Email Ben Pennington in the Press Office.



Standing firm on reform

Insurance benefits

AS a reminder, don't forget we have had an increase in group insurance benefits for serving officers, with no increase in premium.

If you are not in the scheme, or wish to find out further details, contact Trish Morley in the Federation Office on extension 54560.

Travel going nowhere

TRAVEL insurance is due for renewal in January and I am pleased to say I have negotiated no increase in premiums for next year.

For further details on this offer, contact Jackie Card on extension 54555.

Pocket diaries en route

FEDERATION pocket diaries were sent out to the divisional representatives at the beginning of this month and, hopefully, everyone who requires one will not be disappointed.

POLICE reform still is, and will continue to be, a major issue.

It is not just about police community support officers, it is also about the long-term implications set out in the Government White Paper which again are chipping away at the very basic

structure of policing as we know it.

Over the next year, no matter which political party will be in office, we shouldn't and will not be complacent in our views which we are locally, and nationally, putting across on your behalf most strongly.

Subscription tax query answered

IF you are not already aware, Federation subscriptions are tax-deductible, but you do not have to claim this as we have an agreement with the Inland Revenue and Finance Department for this to be done at source.

I would like to thank the various departments at headquarters who assist us over the year, but particularly Finance for their constant help and patience with all sorts of inquiries.

Thank you for all the letters of support we have received during the year from officers we have helped, although I appreciate we cannot please everyone. May I wish you all, on behalf of Sue Kelly, Mick Englefield, Trish Morley, Jackie Card, Marian Godwin and myself a very merry Christmas and a peaceful New Year.

Police funding award is one of the lowest

THE Government has given Essex Police a 3.75 per cent increase in funding for 2005/6 – one of the lowest awards to police forces across the country.

The national average increase is 4.87 per cent.

Essex will receive £166.972m from central funding – an increase of £6m on this year.

Shortfall

An increase of just three per cent was feared by Essex Police Authority and it says there will be a funding shortfall because it needs a 5.6 per cent rise just to maintain services.

The authority has pledged to continue lobbying the Government for more money.

Chairman Robert Chambers said: "We are pleased that we have got a better settlement than we anticipated,

by **Kate Batson**

but it is still well short of funding police needs for the ensuing year."

The chairman and Chief Constable David Stevens met MPs last month in an effort to secure extra funding.

Mr Chambers added: "We are grateful for all the support we have had from all of our local MPs who continue to lobby the Government for more resources and we shall be contacting them again to ask for their support once more.

"We shall be looking carefully at our budget for next year and considering various options over the next couple of months. But it would be too early to put a figure on council tax at this stage."

The Government grant provides the lion's share of police funding and this is topped up by the council tax contribution.

Police authority members will meet early in the new year to consider how much will be required from council tax payers.

Authority opens doors to new home

THE Essex Police Authority's new base has been officially opened for business by former Northern Ireland chief Sir Ronnie Flanagan.

Police authority members welcomed more than 70 guests for the ceremony at the police authority offices in Hoffmanns Way Chelmsford.

Chairman Robert Chambers spoke about the work of the police authority and highlighted achievements and current priorities.

"The authority is delighted we have managed to secure

this building, which will be used to house authority staff on one floor and the police service will be using the other," he said. "This shows real partnership working between the authority and the force to work efficiently for the good of Essex residents."

Sir Ronnie Flanagan, now Her Majesty's Inspector of Constabularies, highlighted how the most important partnership is between Essex Police and the police authority.

He congratulated Essex Police Authority on securing a new building, saying it was another example of progression for the police authority.

Guests including representatives from the Association of Police Authorities, Essex district and borough councils, countrywide police authorities, and staff and police officers from Essex Police then enjoyed lunch with members of Essex Police Authority.

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Station up to scratch

PROPERTY Services picked up a well-deserved pat on the back when Chelmsford Area Access Group delivered their thanks for work carried out on Chelmsford Police Station.

Work on the 35-year-old building was carried out during the summer, costing the force more than £220,000 in keeping abreast of the Disability Discrimination Act 1995.

The extensive programme saw a redesign of the front office to accommodate wheelchair users, signage for visually impaired visitors, an induction hearing loop and automatic entrance doors.

The station will now be kitted out with a re-worked lift and further improvements to other rooms.

Putting juries in the picture

HOME Secretary David Blunkett has announced new measures to give juries the chance to hear defendants' previous convictions in certain cases.

The new provisions, under reforms set out in the Criminal Justice Act 2003, will help make previous theft and sex offences convictions admissible if the defendant is facing a charge within the same categories.

A Home Office statement said that greater access to such information would occur "where such information is relevant and likely to throw new light on a case without unduly prejudicing the fairness of the trial".

But human rights group Liberty has expressed concern, saying the proposals could mark "a fundamental shift" away from the presumption of innocence.

More support for forensics

THE first group of police staff scenes of crime examiners to be employed by the force is now fully operational.

The ten staff, who carry out exactly the same role as scenes of crime officers (SOCOs), were introduced to the force following a bid made in 2003 and are to work alongside Scientific Support's 42 SOCOs while working under the same conditions for the same pay.

Government plans are met with scepticism

Concerns over PCSO proposals

THE prospect of increasing the powers and equipment of Police Community Support Officers (PCSOs) has been met with concern from officers and support staff alike.

The proposals came to light following the outlining of the Serious Organised Crime and Police Bill in the Queen's Speech, which suggests giving CS spray, batons, body armour and handcuffs to PCSOs as their activities are increased.

In announcing the proposals, Home Office Minister Hazel Blears said that if PCSOs' crime-fighting work was to be expanded

by **Ben Pennington**

"they have got to be properly trained and equipped".

But concerns have been raised over asking lower-paid and lesser trained support staff to do the same work as an officer. In Essex, PCSOs receive four weeks' training followed by up to four weeks with a tutor constable.

Training is a mix of police and PCSO procedure and powers, health and safety and problem-solving - all aimed at providing high-visibility reassurance.

And Essex PCSOs on the beat have been among the first to criticise the proposals.

"We're aware there's always the possibility of confrontation in the job," said one. "But for us to walk around with batons and CS spray is not what this role is about, and it's not what we joined for."

Chief Constable David Stevens said the Essex role of the PCSO - based on

the contribution they can make to the community - had received very positive feedback from both inside and outside the service.

He said: "Before we make any decisions about changes to powers or training, we would need to be very clear on how that would impact on the role they currently perform."

Essex Police Authority Chairman Robert Chambers said: "PCSOs have a right to be protected when carrying out their duties; how that is ensured needs to be considered very carefully."

Pc Sue Kelly, of the Essex branch of the Police Federation, expressed concern over plans to change PCSO responsibilities before a study was carried out evaluating the effectiveness of their current role.

"I can't understand why the role would be extended before that has been done," she said. "I also think it's very likely that most PCSOs did not join to do the role that's now being suggested."

Covert cars check out firearms

A FOUR-month trial is under way to test the effectiveness of deploying plain Armed Response Vehicles (ARVs) to assess incidents involving firearms.

The pilot scheme comes on the heels of the HMIC report published earlier this year - *Guns, Community and Police* - which recommended that forces consider adopting the ability to conduct an 'investigative assessment' of firearms operations.

Although at present officers in plain cars or observation points will sometimes be used to look into reports of firearms incidents, this is the first time the covert observers will be armed while carrying out drivebys or static observations.

The covert vehicle will also provide initial containment at such incidents, pending the arrival of other support.

Deployment of the plain ARVs will be made in conjunction with the advice of the duty Tactical Adviser and ARV team leader.

The new resource will be adopted following the trial's conclusion in March if deemed a success.

Fanning the flames of change

CHIEF Constable David Stevens lit the flames of a 'bureaucracy bonfire' recently to mark more than 600 force forms becoming obsolete.

The forms were destroyed as part of the ACTION Leadership and Stamping Out Bureaucracy initiatives, during which excessive paperwork has been long identified as a major hurdle.

Dick Madden, of the ACTION team, said: "The removal of obsolete forms is the start of considerable efforts being made to overcome organisational hurdles.

"The police service will always have to record what we do and provide others with information, but we have to make sure that we do it in the simplest way possible."



Saying good riddance to red tape...(l-r) Rick Tazzini, David Stevens and Charles Obazuaye get ready to burn the bundles of bureaucracy.

HAVE YOUR SAY: Write to Kim Perks, Law Letters, Press Office, Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA.
Letters and emails must include full name and home town. We reserve the right to edit letters.

The end of a journey

I HAVE just got off the train having reached the end of the tunnel, only to witness a new batch of fresh-faced recruits getting on board.

Still young in mind but slightly aged in body, I would like to express my thanks to all those friends who attended my recent retirement function.

I have been fortunate to have packed so much into my career and experienced many unique, specific jobs and events.

I have many memories of notable figures, past and present, and will always remember the good times – although still undergoing treatment for the bad ones! Thanks for the memories and good luck to all.

Tim Mildinhall, Stansted

Where are those wellies?

ON May 17, 1986, 54 intrepid men and women set up two unusual and silly world records which, unsurprisingly, still stand.

They were completed by the Brentwood Police and Gateway International Custard-filled Welly Relay Marathon Challengers. I am trying to track down the runners, who each ran a mile wearing custard-filled wellies, to see if they would be prepared to repeat their efforts for charity at Shenfield High School.

We will be raising money for The Phoenix Retreat which will be set up to help child victims of sexual assault.

Please contact me on 01443 730000, 07916 131164 or phoenixretreat@aol.com.

Ian Heffron, Mid Glamorgan

Wedding celebrations

I WOULD like to take the opportunity to invite friends and colleagues to celebrate my marriage to Jeannie, by attending the wedding evening at the HQ Sports Pavilion on Saturday, January 8, 2005. It's a chance to get a drink out of the 'old timer' and for me to say thank you for your kindness and support.

Alf Henry, North Weald

Hoping to be reunited

I AM an ex-member of Essex Police, having joined in 1972. I was stationed in Brentwood, but then left the force in 1974 to join the RUC.

I am now retired and would like to get in touch with anyone who remembers me. I am from Northern Ireland and have retired here so the easiest way to contact me is by emailing me at noel.nicholl@btinternet.com.

**Noel Nicholl
Northern Ireland**

Prolonged, persistent parking pandemonium

JUST after the news update from Andy Sheppard regarding parking at HQ, I witnessed a woman hemmed in by two cars in the training centre car park. This is not uncommon!

The parking is totally unbelievable and all that Mr Sheppard is saying is that it will be reviewed again in 2005. As I recall it was being reviewed in April 2004.

Barriers were put up (that

have never worked) and a central island on the access to the car park was later dug up and removed - a total waste of taxpayers' money.

It appears to me that the people responsible for the car park have just put their heads in the sand. This area needs policing!

It is really unbelievable that the main culprits appear to be police officers attending the training centre. Can you imagine ever experiencing this type of behaviour at a public car park? There would be total outcry and the police would be called in to sort it out, so why are we having

to put up with this?

Something needs to be done. Not in April 2005 but now!

Name and address supplied

RIGHT TO REPLY: Head of Property Services Andy Sheppard: The car parking review has been postponed only until the proposed relocation of certain HQ functions to Boreham is resolved.

The reason for this action was that the moves to Boreham will provide additional parking opportunities at headquarters, and it was felt that it would be counterproductive to introduce a car parking review/policy based upon what we

have now, only to have to change it within a few months.

The car parking policy at headquarters will be introduced and will resolve the problems of indiscriminate parking/unauthorised parking in so far that people who "break the rules" will lose their ability to park at headquarters.

However, it is unreasonable to blame the postponement of the HQ car parking review as the reason for the current parking problems. These problems are largely caused by a very small proportion of officers and staff who fail to consider the needs of others.

A tale of trauma and determination **The Law is our link**

THE police career of my close friend Bob Craven was tragically cut short in 1994 by the debilitating illness Post Traumatic Stress Disorder (PTSD).

Bob has now written a book – *Tiptoe through the Snowdrops* - on his life in the police service, not uncommon these days, but I believe Bob's book to be different.

His remarkable years with Essex Police and the National Criminal Intelligence Service would be fitting to a TV drama.

He was beaten up three times, carried on a bonnet of a getaway car, shot at and hung with a rope around his neck from a fifth floor balustrade, but his book also describes the build-up of his illness and the gradual destruction of his career.

I defy the most hardened of police officers to read his book without being moved.

Bob is convinced, as are others, that PTSD can be prevented with

awareness of the early signs and symptoms, and I am pleased to see that Essex Police is now seeking to ensure such awareness and support is readily available.

Writing this emotional rollercoaster book has not been easy for a man who is still taking daily medication to control the effects of the illness.

Fill the gaps of history

HARRY Bennett (AKA Jim) was a police officer stationed in Kelvedon in the 1950s and early 60s and died in 1994, aged 78.

His great hobby was archaeology and he spent much of his spare time on excavations.

In 1982 he discovered a find of national importance at Kelvedon – a grave of an Iron Age warrior buried about 75 – 25 BC complete with shield, sword and spear. The finds are now at

Please read and promote this book, not for financial gain, but to increase awareness of PTSD so I can look him in the eye and tell him it was worth it.

Tiptoe through the Snowdrops is available at Ottakers in Southend or on the website www.authorhouse.com.

Dave Westoby, Norfolk

Colchester Museum and a report is being prepared for publication.

But we desperately need more information about the actual discovery. It is possible that friends of Harry visited the site when he was excavating and might even have taken photos.

If you can help please ring me on 01206 282926 or email – paul.sealey@colchester.gov.uk.

**Dr Paul Sealey
Colchester Museum**

IT WAS with particular interest that I read the September issue of *The Law* as Derek Wyatt and I were colleagues at Colchester – I retired in 1983.

Like him, I believe that us 'crumbles' all derive great pleasure from the letters from other old crumbles.

Only recently I had a visit from an old colleague, Cliff Stollery, and we sank a few jars reminiscing.

Derek will be pleased to know that we spoke warmly of him and recalled various cases in which he was involved.

When retirement comes, there is little to look forward to from our old service, not even a Christmas card, and so *The Law* remains our only link, especially for those of us who have come to live abroad.

We all have our memories and each month wonder what familiar names will appear in the obituary section.

However, it is not all gloom and doom, there are many fun things we can still do, like in my case writing poetry.

George Raven, Spain

Gone . . . but not forgotten

ON Thursday, November 21, 1850 20 year-old William Wood appeared before magistrates at Billericay and was sentenced to three months 'imprisonment for poaching.



In those days prisoners were taken to Brentwood for onward conveyance to the County Gaol at Chelmsford. The task of escorting Wood on the seven-mile walk to Brentwood fell to 43-year-old Pc Robert Bambrorough (sometimes referred to as Bamborough). The officer came originally from Jersey, but spent many years in the army before joining the police in 1843.

Wood was secured to Robert Bambrorough by manacles which comprised of a length of chain with a handcuff at one end (for Wood) and a handgrip on the other (for Pc Bambrorough).

The two men reached Hutton without incident, but Wood instigated a scuffle which resulted in both men falling into a small stagnant pond close to the junction of Rayleigh Road and Church Lane. Pc

Bambrorough managed to retain his grip of the manacle. However, Wood was able to get to his feet and in his efforts to escape trampled the officer into the muddy water.

Still Pc Bambrorough would not let go so Wood thrust mud into the officer's mouth, soon rendering him unconscious. Wood began to make off, but then returned and lifted Pc Bambrorough's head and shoulders clear of the water. He then made his escape.

The whole event had been witnessed by 11-year-old Sarah Hatch who watched from a window. Her screams alerted workmen who pulled Pc Bambrorough from the pond and took him to the Chequers Pub in Hutton.

The police and a doctor arrived at the pub and realised that it was only a question of time before Pc

Pc 136 Robert Bambrorough - Essex County Constabulary Served from August 21, 1843. Died November 30, 1850.

Bambrorough died. The same magistrates who had dealt with Wood that morning took down Pc Bambrorough's account.

Meanwhile Wood, pursued by the police, made his escape to Chatham in Kent, but by the time the police arrived he was in custody, having been recognized from a description in the morning papers. Wood was back in Billericay within 24 hours.

Wood was taken to Pc Bambrorough's bedside to hear the officer relate what had happened. Wood asked no questions, but stated that he had never intended to harm the officer. Pc Bambrorough died the next day. Wood was charged with

attempted murder.

The case went to court in March 1851 at Chelmsford. Wood's assertion that he had not intended to harm Pc Bambrorough was accepted. He was convicted of manslaughter and sentenced to transportation for life. Pc Bambrorough is believed to have been buried at Great Burstead.

A memorial stone was erected in his honour by members of Billericay Police on November 21, 1990. It is located beside the A129 Billericay to Hutton road, to the west of the Sir Winston Churchill public house, on the verge near Church Green.

For details of all those featured in the Essex Police Roll of Honour visit The Memorial Trust website at www.essex.police.uk/memorial. If you have any information you feel could be added to the website email memorialtrust@essex.pnn.police.uk

Cracking the dealers

NEW powers to close crack houses under the Anti-Social Behaviour Act have been used for the first time in Colchester.

Officers from the southern community policing team joined forces with council workers to clear and board up the flat in Church Lane, Stanway, after months of gathering evidence and intelligence.

Pc Jim Finnigan said: "This piece of work is intended to bring to an end the misery endured by residents and will help reduce crime in Stanway."

One neighbour is glad that the "nightmare" is over. She said: "To be honest it has been a long, hard struggle for me in some very unpleasant circumstances, but the police have been a great help."



GIVING NOTICE . . . Pc Jim Finnigan enforces the closure of a Colchester flat.

Photo: Evening Gazette

Cash windfall for local charities

CHARITIES and voluntary organisations across the county benefited from nearly £30,000 worth of donations from funds raised through the Police Property Act during the past year.

From Victim Support to the NSPCC, 21 groups have been granted a share of the money.

The Police Property Act Fund receives the proceeds from the sale of found or seized property where the owner cannot be traced.

The proceeds are distributed among charitable organisations, with cash given to groups in order to divert young people away from crime and to support victims of crime.

Helping you to Relate together

A PIONEERING arrangement between the force and a counselling service is giving officers and staff the chance to iron out relationship problems which can affect their work.

The agreement, between Relate and Occupational Health, means employees can be fast-tracked into counselling for a range of problems.

Relate offer help for relationship problems between married couples or those living together, as well difficulties involving children.

The force will fund a number of sessions with fully trained and qualified counsellors in complete confidence.

Welfare Officer Vickie Bond said: "What is said in those sessions does

by Ben Pennington

not get reported back to Essex Police, as long as no one is at risk or being endangered."

Relate are keen to explode some of the myths around the service they offer. For instance, some believe accepting their services is a sign of weakness, or even ill health. Relate's Chris Bullock says nothing could be further from the truth.

"We don't work in the mental health field; we leave that to healthcare professionals," said Mr Bullock. "The people who come to see us are normal people who are struggling because of something within their relationship."

Chris says that police officers and staff have the same problems as anyone else, but sometimes take a

different attitude towards them, adding: "Because police work is often very black and white, their relationships can become viewed in the same way. And on occasions, there's some bravado that needs to be broken through."

In the coming months, Relate will be doing more work with the force to distribute leaflets about their services across divisions, for the benefit of both employees and people involved in domestic incidents.

"You don't need to be on your knees to come to us," said Chris. "And it's not our job to stick you back together. Success is people understanding more about each other, and what can and can't be changed."

For more information about Relate, contact Vickie Bond on ext 58600.

Extra learning for new cops

CHANGES to the Probationer Development Programme (PDP) will come into play from the start of next month.

The PDP has been modified by Centrex to reflect the national competency framework, replacing the five core skills with seven new ones.

The core skills are now respect for race and diversity; effective communication; personal responsibility; problem-solving; team working; community and customer focus; resilience.

The necessary documents are attached to the tutor's web page on the EPTC website.

CHRISTMAS MESSAGES FROM THE CHIEF AND THE CHAIRMAN

We're now well prepared for the challenges ahead

ESSEX Police has recorded some major achievements in the past 12 months.

In April, we reached full police officer strength for the first time for many years and we now have a waiting list of recruits waiting to join us. This success, combined with record numbers of police staff, means that we are bigger now than we have ever been.

In September, we became one of the first forces to be recognised as an 'Investor in People' across the whole organisation. In the same month we held our first ever awards evening and I was delighted to see so many colleagues, both officers and police staff, being recognised.

We have also received recognition for our work on creating cohesive communities, with the award of the Eastern Region diversity prize. All this means we are well placed to deliver on the challenges of the future.

Chief Constable David Stevens

The recent Government white paper on 'Building Communities, Beating Crime' sets out the vision of ministers for the police service of the 21st century. Most of what is suggested has been in place in Essex for a number of years. Our commitment to community policing, to problem solving and to partnership, is producing outstanding results and many senior Home Office officials have visited the county to see what we are doing.

None of this could have been achieved without the support, enthusiasm and dedication of those who work for Essex Police, who give up their spare time, or who work in so many of our partner agencies. I would like, once again, to record my sincere thanks to everyone, to wish you a peaceful Christmas and another successful New Year.



2004 has been a very positive year for Essex Police Authority and a year where we have seen progression in many areas.

I would firstly like to thank all officers and staff for their hard work over the last 12 months. The police authority appreciates all their endeavours in making Essex one of the safest counties in the country.

Looking back to the last year, we were very pleased to officially open the new police authority building, home to both authority and police staff. This new asset is a great example of forward thinking and shows real partnership working. We hope we can continue to welcome the public to the offices to discuss their ideas on the future of policing.

By March, we will have nearly 200 Police Community Support Officers (PCSOs). These PCSOs help to reduce

the fear of crime in Essex and address police authority priorities, including high visibility and reduction of anti-social behaviour.

This year also saw the police authority instigate a major project which will vastly improve our telephone call response system and will greatly enhance the way in which the police service deals with calls from the public.

We also had a successful trip to Westminster, which gave both myself and Chief Constable David Stevens the opportunity to lobby Essex MPs and try to secure a greater financial settlement from the Government next year. The police authority will be doing all it can to ensure the burden does not fall on local taxpayers.

We will also carry on working hard with Essex Police and the public to continue to provide an efficient and effective police force for Essex.

My best wishes to everyone for a Happy Christmas and a successful 2005.

Police Authority Chairman
Robert Chambers

NISHAN WIJERATNE examines just how one of the force's most influential departments is set to freshen up the way it is viewed by others.

POLICING of the police is a subject which is always hot news. From corrupt officers to inappropriate use of IT facilities and from fatal road crashes to shootings, the service is under the intense scrutiny of the media microscope every day.

So, how do forces ensure incidents and events are properly investigated in order to illustrate proper conduct throughout the service or, for that matter, root out the scourge of the service – the corrupt cops? How does Essex intend to remain clean?

The force handled nearly 500 items of 'correspondence' in the last 12 months, relating to some form of complaint or conduct against an officer or incident in the force. This may seem a high number on the surface, but only a fifth of these actually bore any substantial backing, making Essex one of the most professionally-adept forces in the region.

However, this is not enough for Supt Jed Stopher, the department's new head and, under his ACTION leadership, things are going to 'freshen up'.

"Professional standards and police ethics are two important attributes of this force and they come under my domain," states Supt Stopher. "My staff, my department, is the conscience of Essex Police. We've all seen some high-profile cases in recent times – thankfully, none involving Essex. We exist, not only to prevent unprofessionalism, but also to protect our staff and identify malicious complaints."

With a team of 25 investigators, ably supported by a set of administrators and an analyst, PSD covers the entire force both geographically and as an organisation.

Three teams, each led by a detective inspector and three assistant investigators, handle complaints on division and at headquarters, while an investigative support

team provides the additional resources as well as focusing upon staff discipline issues.

In addition, two new teams have been created, with one focusing upon issues that are politically sensitive or of a discriminatory nature and an intelligence unit which essentially provides the same service as seen in divisional intelligence units, but for PSD.

Supt Stopher and his colleagues are keen to promote the use of the integrity hotline – a confidential, zero-identification, method of highlighting possible unethical or unprofessional actions within the organisation.

The unmanned answering machine allows officers, police support staff and members of the public to contact 01245 452106 (ednet 51023) in order to alert PSD officers to potential problems or issues. The telephone is kept in a sealed, secure office and, although there is no financial reward, the "reward is helping to identify a corrupt officer".

As part of the new-look department, Supt Stopher is keen to dispel any myths and promote divisional local resolution champions who will aim to clear up 50 per cent of any local complaints.

"Officers have different perceptions of our role," Supt Stopher explains. "For example, the only reasons we serve a Reg 9 is so that we can bring to the attention of that particular officer the fact that there is an issue relating to him or her. It's there for their own protection. It is not a presumption of guilt."

"Again, with the resolution champions – this is a force target and not a divisional one which aims to clear up any confusion, misunderstandings or issues at a local level. Clearly, if there's a need for us to be involved, then we will be – however we're not asking them to do our job."



A VISION FOR THE FUTURE: Supt Jed Stopher wants to work with the best.

BELOW: Dc Clare Martinez sharing her passion for crime investigation.

Man on a mission

SUPT Stopher joined the department in July 2004 on promotion after finishing at Braintree as the chief inspector (support). The 42-year-old, who is married with four children, has served 19 years with the force, beginning his service at Colchester and working through the ranks at Chelmsford, Force Support Unit and weapons training.

A significant proportion of officers and police staff within the organisation say that the PSD has not had the best image over the years, so Supt Stopher is keen to address this by changing the "climate of suspicion" straight away.

"My message all along has been that we identify the 'bad apples', but at the same time afford protection to hard-working officers who make a mistake," said Supt Stopher. "It's my vision to have a department which attracts top

detectives to apply for posts within it. All good, hard-working police officers should feel the same way about PSD and those who work within it they shouldn't have anything to fear. Those who are up to no good will soon end up in our radar.

"The police service is publicly-funded so it's important to entrust ourselves to them by ensuring that any allegation of improper behaviour or complaint is investigated ethically, impartially and robustly. We're not here to sit and be judgemental.

"There used to be a fear of lifting up a stone for what it may hide underneath, but no longer."

By the end of this month, every individual within the organisation will have been sent a flyer enforcing Supt Stopher's message outlining the necessity to rid the force of any "rotten apples that may still be in the barrel".

Close knit relationship

ALL forces in England and Wales have professional standards departments (PSD) which examine such complaints and staff discipline and they work closely with the Independent Police Complaints Commission (IPCC) to uphold integrity and impartiality.

The force has already cemented a firm working platform with the newly-formed IPCC, with three cases referred to them within the last month alone, demonstrating the desire to enforce impartiality.

Supt Stopher said: "They are, admittedly, still learning the ropes. However, nearly all of their staff originate from police backgrounds, with ex-police

officers now enjoying roles as senior investigating officers."

As well as the IPCC, PSD officers continually work with departments around the force, including legal services and the press office, as well as keeping a close contact with divisional command teams.

A recently revamped training package aims to improve the way officers deliver their input to various courses, such as probationer-training. This package is also aimed at training senior and chief officers to a nationally-accredited level, enabling them to sit on any discipline tribunal panels.

Can you spot a bad apple?



Exciting opportunities

CLARE Martinez joined the Professional Standards Department in June 2004 following a two-year stint with the south western Major Investigation Team. Previously, the 31-year-old has worked throughout the Chelmsford division on both uniform and CID.

"I joined PSD because I wanted a new challenge still with the main role of investigation," said Clare. "I've served 11 years with Essex Police and saw the professional standards as an ideal environment to develop my investigation skills. To share the values of PSD is to be enthusiastic as well as open, honest and fair. The work here is varied and interesting, with different challenges every day.

"Having been a part of PSD for almost six months, it's obvious to me why the view of the department has changed so

much within the force over the last few years. Everyone working within the department is very approachable and happy to give advice when required.

"I'm one of the youngest and newest, but there are detectives here who have nearly 30 years' services – officers who have transferred from other sections like child protection and, like me, major investigations – so there's a good deal of experience and expertise within the department. There are even retired officers who have come back as assistant investigating officers.

"I would say that PSD is open to anyone, especially those with an investigative background who enjoy managing their own case load and share a passion for investigating crime."



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Success in street bail trial

NEW powers to bail suspects without taking them into custody will be rolled out across the county this month, following a successful trial earlier in the year.

Street Bail was introduced under the Criminal Justice Act 2003, allowing any officer to bail arrested people to a station after arrest.

The scheme's aim is to make better use of time and resources, for example by avoiding instances when taking a suspect to custody would only result in their immediate bail anyway.

It was piloted in Southend, Epping, Harlow, Saffron Walden and around Lakeside between April and July, during which time 41 offenders were dealt with, from a total of 395 detainees.

Following the trial, it has been decided that while any officer can Street Bail a suspect, it must be with the authorisation of a sergeant.

Project manager Insp Shaw will be visiting divisions over the coming weeks to appraise them of the provisions.

For further information on when and how the powers should be used, see policy guideline P163/04, or call Insp Shaw on ext 54228.

Street Bail forms are available from headquarters.



Round of appaws!

THE loveable duo of Chris Mitrovic and Maverick stormed to victory in last month's force dog trials as they lifted the Kate Cup.

The Rochford pair beat Stanway's Pc Mick Gentile and Samson, with Sandon's Sgt Neil Phimister and Ghillie finishing third.

As well as claiming first place, Pc Mitrovic also scored maximum points in the tracking event.

Head of Specialist Operations, Chief Insp Tim Stokes, said: "It's been another cracking year, with dog handlers showing the best that Essex Police has to offer in this specialist area of police work. We've set another set of standards for others to adhere to and we wish Chris, Mick and Neil, along with their four-legged companions, all the very best for the regional trials in Surrey next spring."

Dangers in the dark

CAR dealerships across the county have been asked to refuse requests from motorists to add tinted film to windscreens and windows after a recent spate of prosecutions.

Road policing officers have learnt that several retailers are laying tint films onto front windscreens and front door windows, taking the light-entry levels below legal limits and leaving the driver open to prosecution for dangerous driving.

Ford, Renault, Toyota and Vauxhall dealerships are all being asked to remind their employees of the dangers of fitting tint to vehicles, increasing the risk of the driver being in collision with another car or even a pedestrian.

The force is keen to raise awareness among drivers that they could not only be breaking the law by causing danger to themselves and other road users, but that tinted

windows can, in some cases, invalidate insurance.

The light standard for vehicle windscreens means front windows must allow at least 75 per cent of light through, while side windows must admit 70 per cent.

Road policing Inspector Nick Burston is hoping both retailers and drivers heed the warning rather than risk prosecution.

"There are a number of issues here and a lot of decent people may not realise that they're breaking the law," said Insp Burston. "Retailers who carry out work for those who want tinted windows are not making their customers aware of the law.

"We're not picking on motorists. We just want to make sure drivers are aware of this issue so that they don't find themselves in unnecessary bother. It's not fair to motorists if they don't know the rules."

Inspection gives seal of approval

THE way in which the force manages its finance and resources has been given the thumbs up from Her Majesty's Inspectorate of Constabulary (HMIC).

The body's inspection team scrutinised Essex Police earlier this year, giving the force a "good" overall assessment.

Four of the force's departments were covered in the examination of finance and resources: finance, property, transport and procurement.

Inspectors found that the organisation had a "strong financial record", evidenced by having the third lowest council tax of the shire forces.

Essex was also praised for its well-established medium term service and finance plan, as well as being the second lowest spending per head of population in the country and finding £38m of savings over the last six years.

The inspection team was impressed with the

appointment of professionally qualified staff in all four departments, and the launch of a new integrated finance system.

Transport services grabbed the plaudits for its second placing in the key national awards for its field.

Director of Finance and Administration, Mr Rick Tazzini, said: "We are very pleased with this "good" HMIC assessment.

"As well as recognising that Essex Police is a low-cost and low council tax force, it provides formal recognition of the considerable achievement of all of the staff working in the four departments.

"These services have come a long way to achieve high standards and support the operational efforts of the force.

"We are confident that we can continue to build upon the knowledge, skills and commitment of all staff to reach an excellent assessment."

Surf the net to solve problems

A NEW website offering the latest developments on the force's problem-solving approach has been launched.

The Problem-Solving website, available under the main information menu on the home page of the intranet, also gives tactical options on dealing with alcohol-related violent crime, dispersal orders and crack house closures.

The site contains all you need to know about the SARA process (scanning, analysis, response and assessment) and over the coming weeks it will include anti-social behaviour.

A recent development is a feedback section for those who have closed a crack house or been involved in arranging a dispersal order, to share experiences and practice.

Further development is ongoing to provide a fully electronic problem solving database for the whole force. For more information contact Community Safety.

Teams set to tackle immigration rackets

A NEW intelligence unit geared towards disrupting organised immigration crime is now up and running.

The Operation Reflex team, based at headquarters, consists of a detective sergeant, two detective constables, an analyst and a member of the Immigration Service.

Set up as a two-year project fully funded by the Home Office, their work centres around levels two and three of the National Intelligence Model – cross-border and international crime.

The facilitation of people trafficking, forged documentation and identity fraud linked to immigration crime will all come under the team's spotlight between now and the end of 2006, when it is anticipated that the new Serious and Organised Crime Agency (SOCA) will be formed.

The Reflex unit's analyst will be producing problem and target profiles to support their work, and inform the force of where the problems are.

Assistance Director of Intelligence, DCI Paul Everett, said: "The unit links in with various organisations such as the Passport Service, HM Customs & Excise and the Department for Work and

by Ben Pennington

Pensions. By doing so, we can provide a cohesive response to the main problem of human trafficking – instances where people are being brought in as cheap labour, such as for sweat shops and the sex trade."

There are currently in excess of 15 Operation Reflex teams in the UK. Many forces are in the process of submitting funding proposals to the Home Office, while others have a dedicated single point of contact who acts as a conduit for organised immigration crime intelligence.

DCI Everett added: "The team is there to give advice, and we want to encourage any officer who needs it to make contact.

"The Reflex unit has already made contact with all divisional intelligence units, as well as immigration cells at the county's ports. Details of Operation Reflex intelligence requirements for 2004 to 2005 have been produced in a poster and circulated to divisions.

To contact the Operation Reflex unit, email DCI Everett and his team at Opreflex@essex.pnn.police.uk or call them on extensions 55431/2/3.

Sport & Leisure

Kent edge Essex into second

ESSEX had to settle for runners-up spot behind Kent in both men and women's team categories at the second fixture of the South East/Eastern Police League.

The St Albans course proved to be more testing than at first appeared, with the cold, strong wind adding to the conditions.

In the men's competition, Essex came home with 30 points behind Kent's 31, while the Essex women lost out by 35 to 38.

Hertfordshire's Angus Crosby led from start to finish, but some 20 metres behind him was a three-way race-long battle taking place. With the finish in sight, Russ Welch found enough speed to pull clear of former Essex team mate Matt Rees (City of London), who in turn held off Mick Bond.

Derek Walker and Alex Webb were next home for Essex in seventh and 18th, but could not stop the county falling a point short of Kent.

In his best performance to date, Phil McCulloch led the remainder of the team home in 26th place.

In his last race before becoming a veteran, Chris

Lacey (33rd), Lyndon Holt (42nd) and Steve King (43rd) enjoyed something of a race within a race.

In an improved women's field, Essex were unlucky to miss the top spot, but success will surely come if they can continue to put out the required three runners.

Lisa Bolton finished 11th just one place ahead of Amanda Pollard, while Pauline Bowers showed her usual commitment to come home in 15th place.

Essex hosted the next fixture which was held at Basildon's Gloucester Park earlier this month.

● Child protection officers from Brentwood helped to set the pace for the rest of the force in the first-ever night run held through London.

Mike Summers, Sam Deer and Tracy Wheeler completed the race, which was started by Paula Radcliffe and Lord Coe, as they took in the capital's sights during their 10km run.

Colchester's running contingent showed how training for the cross country is paying off, as Debbie Batey, Scott Blythe, Paul Arthey, Courtney Cowell and Derek Walker all finished within the hour.

Lottery results

TRAINING officer Richard Butler from EPTC won this month's top lottery prize of £3,000.

Pc Graham Crisp of Basildon picked up £1,000, while Pc Zara Spiro of FIR grabbed third prize of £500.

The seven £100 winners were: Pc Gillian Allan, Southend; Sgt Steve Millbourne, Colchester; Pc Barry Schulz, Braintree; Debbie Goudie, Colchester; Robert Rowlingson (retired); Tony Belford, Rayleigh; Pc Richard Grimes, Rayleigh.

The eight £50 winners were: Pc Fraser Macrae, Tendring; Anne Sheppard, FIR; Judith Bailey, Southend; Linda Smith, Rayleigh; Bernie Yeullett, Stansted Airport; Peter Hamilton, HQ Review; Pc



Kids feel benefit of charity run

A DIFFERENT SORT OF BATON . . . Tendring PCSO Chris Taylor is handed the baton by Liz Chalk.

A CHARITY fun run spanning the length of Britain has raised more than £62,000 for sick children.

Members of staff and officers from various divisions took part in the run from Land's End to John O'Groats in the summer, passing the baton between employees from 50 police forces across the land.

The money raised will go to a charity which provides dream

holidays for terminally ill children, and is the biggest single donation ever received by the organisation - *When You Wish Upon A Star*.

Epping's Liz Chalk, who took part in the event, said: "It was a wonderful day and I'd like to thank all who supported it. So many children will now have smiles on their faces - it's been well worth the effort."

Video feeds of the closing stages of the race can be seen on the organiser's website which can be found at www.runlondon.com where details can also be gained on next year's race.

Anyone who wishes to participate in any of the remaining cross country events or forthcoming road races should contact Derek Walker at Colchester or Mick Bond at Chelmsford.

Southend Borough Annual 'White Helmet' Reunion

*Friday, December 17, from 1200noon
at
Southend Police Station bar*

Ploughmans lunch provided

*Please notify club manager of lunch requirement
on 01702 3412121 ext 30912 or
Dick Bloomfield on 01702 202959
or email cpc@onetel.com*

TRANSCARE (UK) LIMITED DRIVERS/ESCORTS REQUIRED

Transcare (UK) Limited has vacancies for male and female drivers and escorts on a casual basis. The work involves the conveyance of young people from secure units to courts and other journeys as required by social services departments.

Applicants must be flexible with regard to hours and willing to travel nationwide. Rate of pay for drivers is £12 per hour plus 25p per mile. The rate for escorts is £10 per hour.

For further details, please contact Brian Targrass (Ex-DI) on 01245 443281 or John Breen (ex-DS) on 01621 858361

THE cancer genetics unit at the Royal Marsden Hospital were the recipients of a £4,000 cheque from the Essex Police Choir.

The presentation was carried out by Choir Director Norman Eastbrook and his wife Sue, who received life-saving treatment there.

The hospital was the choir's chosen charity for 2004.

A LIMITED number of abseiling places are still up for grabs for people willing to raise money for the Royal National Institute for the Blind.

The event takes place in Southend on February 27, with a fun day out for all.

For further information contact 0208 438 9063.

THE National PSUK Freshwater Angling Competition recently staged by the Metropolitan Police saw Essex finish third.

The team was made up of Steve Adams, Paul Bird, Phil Brochen, David Chrichton-Smith, Daryl Flint and Gary Derrick.

Essex Police
is holding a

Carol Concert

Saturday 18 December 2004

Trinity Methodist Church
Chelmsford

(Opposite the County Hotel)

at 7.30pm

Tickets from Julie Brown
01245 494811



Reassuring announcement . . . more support to curb community crime

High-visibility boost for patrols

TOWNS and villages across Essex will be ringing to the sound of almost 200 Police Community Support Officers (PCSOs) on the beat by the end of March.

The ranks of the extended police family have been swollen by the news that a further 41 PCSOs will be funded by the Home Office.

With around 125 currently in post in the county, and another 30 due to start by mid-January, divisions will be sharing about 195 PCSOs within the next four months.

PCSOs were introduced to Essex in April 2003, when 11 were posted to Loughton and Waltham Abbey in a trial run. Although as members of police staff they do not have police powers to detain suspects, they can issue fixed penalty notices for minor public order offences.

Analysis has shown that around 70 per cent of PCSO time is spent on patrol.

The main focus of their work in Essex is intelligence gathering, high-visibility policing and public reassurance, and feedback to date has shown that communities appreciate their work.

Project manager, Insp Glenn Mayes, said: "I'm very pleased at the number of extra PCSOs we have been given.

"This is more than we anticipated, but gives us a manageable number which keeps us among the top forces for utilising such staff and their powers."

Chairman of Essex Police Authority, Robert Chambers, said he was pleased that the Government had seen fit to provide an extra 41 PCSOs, but "disappointed" not to get more.

Among the top forces for utilising such staff

"I hope that this figure will increase substantially by continued partnership working with district and unitary authorities who, I hope, realise the benefits that PCSOs contribute towards people feeling safer in their homes," said Mr Chambers. "If local authorities wish to build on this successful initiative, the police authority would be pleased to continue with the match-funding."

The Home Office will provide 100 per cent of funding for PCSOs in their first 15 months, and 75 per cent of the funding for 2006 to 2007.

Report by
Ben Pennington



STILL GOING STRONG . . . PCSOs Daniel Maylin and Maxine Panther were among the first police community support officers to join the Essex force. Photo: Susan Wright, HQ Photographic.

More plaudits for PR players



Winning streak . . . (l-r) Kate Batson and Helen Cook (press officers), together with head of Media and PR Department Angeline Burton, receive the award at the APPRO conference from John Bates of GSL who sponsor the awards.

THE combined efforts of the Community Safety Department and Media & Public Relations have won the force a prestigious national award for the second year running.

The team has been awarded the Association of Police Public Relations Officers (APPRO) Award for Excellence in a planned media campaign for Crack Under Pressure, a countywide initiative aimed at tackling the menace of crack cocaine.

Launched in May, the joint Essex Police and Crimestoppers campaign sought to gather intelligence about crack supply as well as provide information geared towards discouraging its supply and use.

A website, bus posters, a CD and street-chalking were all used to raise awareness of the issues, along with accounts from former addicts and police officers.

The award is recognised as the most prestigious accolade in police press and public media relations work, with separate trophies in two categories – planned campaigns and operational response.

Last year, Essex won the operational award for its media liaison during the investigation into the disappearance of teenager Danielle Jones.

Crafty website

A NEW website to search for and distribute details of stolen boats has been launched in conjunction with a marine insurance company.

The site has taken 14 months to set up in collaboration with all regional police marine units.

It can be used as a research tool for officers investigating theft of marine equipment, while allowing the public to check that they are not buying stolen craft.

Marine Unit's Dc Simon Lofting will be updating the site on a regular basis with craft stolen in the area.

He said: "The website has been produced at no cost and is being run free of charge.

"The public will have the opportunity to make tip-offs and inform police of anything they may know."

You can visit the site at www.stolenboats.org.uk.