



● Photograph - Rob Coley

A helping hand for flood victims

Following the catastrophic tsunami in south-east Asia at Christmas, emergency services the world over have rallied to the aid of countries in the region. The Law takes a look at how Essex Police is helping stricken nations get back on their feet after the largest natural disaster of our time - see centre pages.

JUSTICE GETS A SECOND CHANCE

THE 800-year-old double jeopardy rule preventing anyone being tried twice for the same crimes has been largely abolished for serious cases under new amendments to the law.

by **Helen Cook**

If there is new and compelling evidence that indicates someone who was formerly acquitted may now be guilty, the Court of Appeal can quash the acquittal and order a re-trial.

However, the National Crime Faculty has calculated that there are only about 35 murder cases, where the defendant was acquitted, that could now be re-investigated and new charges brought. The Director of Public Prosecutions does not expect more than a handful of these cases to be brought to court this year.

A spokeswoman for the Crown Prosecution Service said: "There are certain tests that have to be passed.

"There has to be new evidence which was not available at the time of the original trial."

DNA evidence that may not have been available at the time, new witnesses or a reliable confession may mean that people cleared of murder, drug dealing or serious assaults may find themselves back in the dock years after the original offence.

Det Supt Simon Coxall, Director of Investigations said: "Essex has established itself as a county where those who commit the most serious of crimes must always consider themselves one short step away from being brought to justice.

"The changes announced offer us yet further opportunities for bringing justice to victims and to their families."

A report from the Law Commission in 2000 recommended reversing the rule but only in the case of murders.

Dating back to the Magna Carta, the double jeopardy rule has been copied by legal systems around the world.

During the Macpherson inquiry into the racist murder of Stephen Lawrence it was suggested that the defence should be reviewed if there was "fresh and viable" new evidence.

The amendments to the Criminal Justice Act 2003 mean that double jeopardy no longer applies to 30 different crimes, including war crimes and hijacking.



Payments perspective

SPECIAL priority payments have, and always will be, a divisive way of splitting the ranks.

I have written before that we do not agree with the payments and had concerns over whether we should be involved in the police reform meetings which have taken place in force. We took the view that we should attend and at least try to represent you as best as possible.

The first time it was paid it created a north and south divide – it was paid to divisions which bordered the Metropolitan district to try and stem the recruitment and retention problems.

Various departments and roles also received a payment. It was always

said that it could not be regarded as a payment which would automatically be paid to the same people year on year.

We asked for the payment to be considered for 24/7 officers, the criteria being that the post carries a significantly higher responsibility level than the normal for the rank; it is a post which presents particular difficulties in recruitment and retention; it is a post which has specifically demanding working conditions or working environments.

We were told that not enough money was available to pay 24/7 officers.

Scoring system

This year, again we were told we were starting from a clean sheet, looking at all divisions and departments who felt a special priority payment should be considered.

This time, a scoring system was put against the proposed officers or posts. The reasoning for 24/7 officers to be put forward for consideration was forcefully argued and it was accepted

that they should be considered.

The discussions on this went on over some four months, with the 24/7 officers scoring the second highest score available.

It was agreed that, financially, it would not be possible to pay all 24/7 officers a payment but length of service could be a factor in determining how many Officers might be paid. I feel that a considerable amount of work was done on this and felt we were moving towards a fair result.

The outcome of these discussions was then taken to chief officers who have declined to pay the 24/7 officers. The scoring system was obviously irrelevant because the suggestion is that officers who scored the lowest points possible should be included for payment, which leaves a somewhat sour taste.

I feel that the whole process was a waste of time and although this still has to go to the Police Authority for approval, perhaps they should ask to look at the minutes and paperwork behind the original suggestion before a decision is made.

Partner's pensions

AT the moment, widows and widowers' police pensions can only be paid if the officer was legally married.

This, of course, prevents any pension being paid to a non-married partner of the opposite sex or to a partner in a same sex relationship.

The Federation nationally believes that changes in social attitudes over the last few years have meant that an increasing number of officers are choosing not to marry even though they are in a long term relationships with the same commitments as married couples. The Federation is seeking more equal treatment for partners and is looking for this to extend to provide for adult dependants of serving and retired officers in non-married heterosexual and same sex relationships.

This claim was made to the Police Negotiating Board (PNB) some time ago.

The PNB said they would need more time to consider the claim in the context of wider development in the public sector and on a simple cost basis.

It is also known that the Chancellor, Gordon Brown, is opposed to this on cost grounds.

However, our research shows that the actuarial assumptions made by the employers are out-dated and that such an extension of the scheme may well be possible on a cost neutral basis.

The claim is being progressed but the PNB process can be very protracted. Any developments on this issue will be reported on as soon as I know.

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Brave Pc picks up top award

AN off-duty Pc from Shoebury who chased a suspected burglar who was armed has been named this year's winner of the Wilson Trophy.

The prize, presented at the force's recent long service and annual trophies ceremony at Shire Hall in Chelmsford, is awarded to the officer judged to have performed the most meritorious act.

Pc Shelley Wildish was not on duty last year when she pursued the suspected thief, who had a weapon and made threats to harm her. A man was later arrested and is awaiting trial having pleaded not guilty.

Two officers from Southend who rescued residents from a fire were also commended. Pc Daryl Flint and Pc Jemma White forced open the door to a third storey flat which was bolted from the inside, but were enveloped in thick acrid smoke making it impossible to proceed. Pc White began evacuating residents from the second floor while Pc Flint led elderly residents from a flat opposite the source of the fire to safety.

One person died at the scene and Pc Flint and two elderly people were treated at hospital. Their commendation stated: "There is no doubt the brave actions of the officers in putting the safety of the public before their own prevented further fatalities."

The Millard Trophy, given for the greatest contribution to social services in the community in the furtherance of police public relations, was awarded to Pc Fiona Harrington. Pc Harrington, from Colchester, achieved a number of positive



●Pc Shelley Wildish collects the Wilson Trophy at Chelmsford's Shire Hall.

outcomes while dealing with troubled and offending youths by adopting an innovative approach to family group conferencing. She has been proactive in engaging with various health and social services teams, always going the extra mile to resolve or improve difficult community situations.

Her impressive performance and reputation has led to her services being sought by other youth focused initiatives.

●Long service awards - P8

Turning up the volume

THE last year's flurry of activity around sanctioned detections, accurate recording and improving performance has paid dividends with the force improving detections by six per cent.

The impressive increase has come about as a result of emphasis shifting from detections to sanctioned detections – that is, a positive outcome with some form of sanction, ranging from a charge to a caution or fixed penalty.

In real terms that means that of 143,866 victims last year, more than 24,000 had the satisfaction of hearing that criminals had been subject to a penalty of some sort.

Including cases that were classed as 'detected no prosecution', the force detected nearly 40,000 crimes.

Volume crime reviewer, Det Supt Graeme Bull, said: "Even the most cynical victim will concede that a caution which they might see as a slap on the wrist is better than being told we know who did it but we can't do anything about it."

In the last year the force has remained one of the most successful in reducing fear of crime, and the number of actual victims in Essex fell by 9,077 compared to the previous year. More than 29,000

by Ben Pennington

offenders - 5,000 more than last year - have been hit with some form of sanction.

"Some of this has been a tightening of processes to capture the statistics but it has also been the product of our staff and officers' endeavours," said Det Supt Bull.

Compared to other forces, Essex continues to elbow its way upwards. All forces in England and Wales are grouped into Most Similar Families (MSF) of eight. In April 2004 Essex was joint bottom of its MSF with a detection rate of 16.8 per cent. Now the force is third and challenging for pole position with more than 22 per cent, just 1.5 per cent behind the most successful of all MSF averages.

Det Supt Bull said: "Loads of work is being done to tackle volume crime; technological and forensic services are being continually improved, training has been updated to cover practical issues and Investigative Support Units (ISUs) are being piloted to support officers in providing the best service to victims.

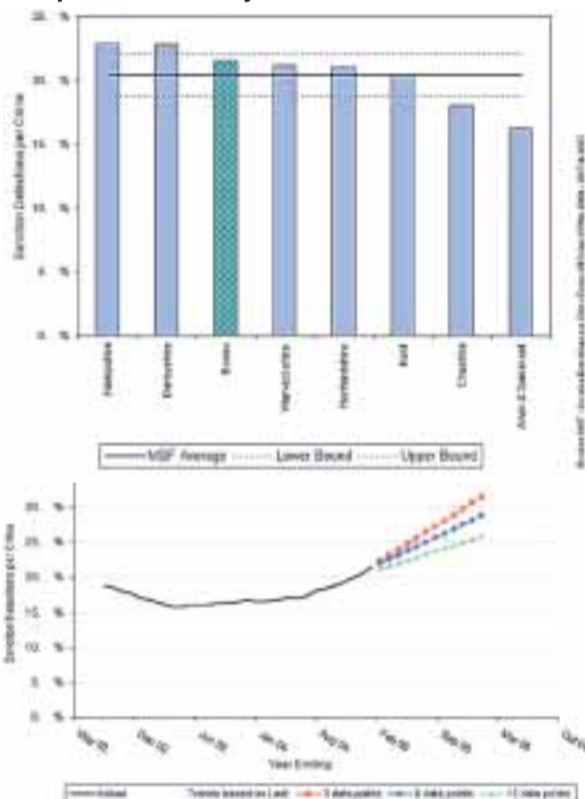
"We are looking to cut unnecessary bureaucracy, and the ACTION leadership work is well established.

"An improvement of six per cent in a year is quite remarkable, and is attracting interest from the Home Office and other forces. We can take pride without complacency in our achievements."

Assistant Chief Constable (Crime), Liam Briggishaw, said: "This turnaround in performance is an incredible feat, and a trend which I am confident we are set to continue with. On behalf of Chief Officers I want to offer my heartfelt thanks for the efforts of all personnel."



●L-r crime registrar Jackie Hammond, Det Supt Graeme Bull and incident registrar Pauline Shaw. Below - how the force is faring in its family, and compared to recent years.



THE force's two new registrars are looking forward to the challenge of ensuring that the same recording standards are being used across the county.

Pauline Shaw has taken up the reins as Incident Registrar, coming to the job after four years in the force. She was previously service desk supervisor at Harlow, with responsibility for crime recording and the National Crime Recording Standard (NCRS). She will be auditing by looking at how STORM incidents are closed, to ensure the most appropriate disposals are being used. Also on the agenda will be training issues, to make sure each division is working to the same standards.

Pauline said: "One of the challenges will be to convince operational personnel that this is necessary bureaucracy. After all, this will provide the information by which they are measured."

Crime Registrar Jackie Hammond joins Essex Police from the Department of Work and Pensions, where she was a line manager for Job Centre Plus Direct. She is responsible for ensuring the NCRS and other Home Office counting rules are adhered to by the force through internal audit.

Jackie said: "My first priority will be catching up with auditing which hasn't been done for six months so we can see where we stand. Last year the force almost achieved a 'green' light for compliance with the NCRS - we want to get that this year."

Both registrars will now work under Corporate Support's review and inspection. Det Supt Graeme Bull said: "There is always a danger that in pressuring people to perform short cuts will be taken and we must not let that happen. Jackie and Pauline are critical to maintaining our integrity."

Greater security for shoppers

A POLICE base has opened at Braintree town centre's major shopping area, George Yard.

Officers from the town policing team will work alongside the centre's own security staff, who monitor CCTV coverage of the complex. A/Insp Tony Benjamin said: "This gives us an important advantage in the shopping centre, putting us right in the forefront and enabling us to work more closely with the security staff."

The base is an office suite used by the George Yard management, who have provided it rent-free.

Caught in the Act

THE use of a recent Act resulted in a known creeper burglar receiving 3 years imprisonment.

The prosecution successfully applied for presentation of the offender's previous convictions for related offences to the jury, under Section 101 Criminal Justice Act 2003. Additionally, Network Forensics (London) were used to produce enhanced images from amateur CCTV as well as a DVD which was presented with the assistance of Infra-Tech, a Chelmsford based company that specialises in evidence presentation.

Go for your guns

OFFICERS across the county are missing out on their opportunity to become Authorised Firearms Officers (AFOs), Mobile Support Division bosses say.

The division has been actively recruiting AFOs in two core roles - Force Support Unit (FSU) and Armed Response Vehicle (ARV) - since September 2003.

However, despite prolonged publicity around the benefits and training on offer in the roles, senior officers have been left bemused by a lack of applicants for armed response roles.

Support Manager, Chief Insp Simon Williams, said: "I honestly can't understand why more people are not taking up the mantle.

"We've held ARV open days which have been very well received and got people interested, but ultimately I think the problem could be that people don't understand the role and how well they would suit it."

Many officers are under the misapprehension that ARV is purely about armed response, whereas the role is primarily road policing with firearms as an extra function.

To date the division has implemented its own internal recruiting, as well as extending that to all divisions. It is also looking to recruit more women to the role, who are traditionally under-represented in the field.

Chief Insp Williams said: "There is a wealth of training and support available to do the job. Courses in traffic law, the basic firearms course and less lethal options come as standard, and armed response officers are prioritised for pursuit management. You get very well equipped in terms of uniform, kit and vehicles, and the role is also currently selected as one which comes with a Special Priority Payment."

MSD is also justifiably proud of the support it gives

officers through its Post Incident Procedures, an Essex policy which has been adopted nationally.

"Officers need to know what they can expect if they have to pull the trigger in the line of duty. What's going to happen is they will get all the support we can possibly give," said Chief Insp Williams.

"Our training and tactics are extremely sound. We haven't had to fire a shot in 21 years despite thousands of deployments, and we're very proud of that. There are now even more less lethal options than ever before to bridge the gap between peaceful resolution and discharging a gun."

There is a rolling recruitment process for armed response officers, so you don't have to wait for the advert in personnel bulletins. For more information contact Denise Maynard in Staff Development on ext 54151, or speak to Chief Insp Williams on ext 58312.

Funds boost for ANPR

CRIMINALS in Essex will be denied the use of even more roads with the announcement of £300,000 of Home Office funding for the force's Automatic Number Plate Recognition (ANPR) initiatives.

The money is to be spent on new equipment and for 12 projects across the county. Plans for the coming year include updating storage at headquarters, infra red cameras at the Dartford crossing, new cameras at town locations linked in with the current CCTV operations and trialling the use of ANPR on the helicopter.

ANPR project manager Insp Paul Moor, said: "These are exciting times for us. With this funding we will be spending approximately £400,000 to bring ANPR technology to many of the county's town centres and places where we will be able to glean valuable information and intelligence on known criminals."

The cash will allow officers to remotely view all camera results from headquarters, as well as carry out data mining on what will become a huge intelligence resource.

Insp Moor added: "Research shows that criminals are at their most vulnerable when they are on the move. If we target their vehicles, we often catch them going equipped to commit a crime or find them with drugs, proceeds of crime or stolen property on board."

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.

More tales of Tom

I TOO remember Tom Pinch. Whilst attending a course and living in the single man's quarters I was woken by the sound of a motorbike engine being started up at 2am in the next room – Tom's!

He tried to teach us Judo and used to say "go for the nerve centres" as he jammed a thumbnail into the back of your hand. He also urged us to always to tell the truth, but with the useful rider "the truth can always be handled awkward", a policy no doubt followed by some lawyers and politicians.

**Ex-Sgt Steve Williams
Coggeshall**

A five star service

HAVING retired from Essex Police in 1980 I considered my association with the force had come to an end.

I was sadly mistaken as since latter years my health has deteriorated rapidly and I have needed considerable help.

This is where my link to Essex Police has been restored, through Mick Tarbin, the force welfare officer. He has been magnificent in what he has done for me in so many different ways culminating in a stay at the police rehabilitation centre at Flint House, Goring on Thames.

This is a five star establishment with staff of the highest quality, who have helped improve my health.

I would like to say thank you to Mick Tarbin for his assistance and tell Essex Police they have the finest welfare officer in the country.

**David Keys
Chelmsford**

Muddy hell for boys in brown

ON a cold and wet February morning in 1953, Paddy O'Dea and I were detailed to collect a dead body and take it to the mortuary in Southend.

As usual, we would have the use of a vehicle and driver from a local car hire firm. The vehicle known as 'The Handy' was an old hearse.

The address in Leigh-on-Sea, from where we were to remove the body was in a partly made-up road. The rest of the road was a sea of mud.

Telling the driver to remain on the made-up section, we carried 'The Shell' (a lead lined wooden box) over which we had draped a blanket, about 150 yards to the house. Fortunately there was a good footpath.

Having collected the body, we made our way back to The Handy only to find that the driver, in trying to turn the vehicle around, had reversed too far, and the rear wheels were stuck in the mud. Placing the shell on the road, we told the driver that we would put the blanket under the rear wheels and, when we told him to do so, drive the vehicle forward and we would push.

Ankle deep in mud we walked to the rear of The Handy, but before we could position the blanket the driver revved

up and we were splattered from head to foot in mud.

We managed to get the Handy back on the road and with the body on board made our way to the mortuary. What we said to the driver cannot be repeated.

At the mortuary we cleaned ourselves up the best we could. We then went to the nearby police station and asked the duty inspector for transport back to Leigh. He told us there was none.

It was still pouring with rain as two very cold, wet and muddy policemen walked the length of Southend High Street to Victoria Circus and caught the bus!!

**Jack Faulkner
Southend**

Fitting sendoff for John

CAN I express the thanks of myself and our family to all those members of Essex Police, serving and retired, for their support in the recent loss of my husband John Marcus Butcher.

Although John had not served with you for over 20 years, the outpouring of goodwill and support – much from people that we do not know – has been overwhelming.

It was both heartwarming to see a huge attendance at his funeral and to know, for example, that former colleagues from the Southend Borough force, with whom he

was proud to serve and had taken the trouble to attend was particularly touching.

There were so many individuals who have been so kind at this difficult time, but I would like to mention Mick Tarbin from the welfare department and Mick Thwaites, the Southend Divisional Commander in particular. Also Peter Moyes, for his support and friendship, both now and over the years, for us as a family.

I am sure that those of you who were at the service will, for a long time, remember the wonderfully crafted and superbly presented eulogies

from our daughter Holly, His Honour Chris Moss and life-long friend Roger Buxton of BBC Essex.

The whole event was efficiently presided over by Reverend Chris Cousins who is also a valued neighbour.

I know John would have felt very humbled at such attention.

I am sorry that I cannot reply personally to all your kind messages and cards and I trust that letter will be accepted by you from a very sad, but grateful family.

**Lesley Butcher
Rochford**

Soviet shocker



I WAS surprised to find on ebay of all places, under police memorabilia, a former USSR Police Support Officer badge.

I bid for the item and won it. And I thought PCSOs were a new idea!

**Paul Watson
Leigh-on-Sea**

Who has wiped smiles off faces?

HAVING just read the March issue of The Law, I have suddenly noticed that in the vast majority of photographs of police officers, not one is smiling.

On P2 there's Terry Spelman, P3 Chief Insp Tom Diment, P7 Chief Insp Tim Stokes and four uniformed officers and P8 Chief Supt Jacqui Cheer, although with Chief Supt Cheer there are serious signs of an attempt at a smile - congratulations.

What a refreshing contrast to look at P4.

Our dear colleague Bill Bishop smiling from ear to ear. A smile as big as the man he was.

It is said that our face mirrors our soul. Bill did not have to go on a course to learn how to smile; it came quite naturally, as it does to many, but alas, not all.

The warmth of a smile is a great asset and I am sure would still assist in today's policing, as it did in my day, in helping to resolve many situations, but equally important, it projects a much better image of the person concerned, and the service generally.

Am I just old fashioned, or is it just another thing that has become lost in modern day policing?

**John Newberry
Shenfield**

Gone . . . but not forgotten

On February 9, 2002, a plaque was unveiled at Saffron Walden in memory of William Campling.

Mr Campling was the High or Chief Constable of the Saffron Walden Borough police force, and died after being shot on October 31, 1849.

He was the first person to hold the position to die under such circumstances.

At around 10pm on the day of the shooting, William Campling was walking up Bridge Street in Saffron Walden when he was shot at from the opposite side of the road.

The shot left between 100 and 120 pellets embedded in his legs. A surgeon attended within a few minutes of the attack, and the next morning extracted ten shots from Campling's legs.

However, the next day infection set in and on November 9 the wounded man died as a result.

His death certificate refers to him as Borough Surveyor, a post which was often combined with being the head of the local police in those days.

Shortly after the shooting, local man Benjamin Pettit was arrested, and on November 7 was charged with shooting with intent.

An inquest held shortly afterwards heard a variety of evidence from local people, ranging from eye witness accounts of those who found the stricken High Constable, to the word of those who recognised a dog similar to Pettit's close to the scene.

The jury in the inquest concluded a verdict of Wilful Murder by some person or persons unknown.

The trial was heard at Shire Hall in March 1850, where prosecutor Russell Gurney QC stated the case that the shooting was not accidental and that it

was as a result of ill-feeling, not for robbery.

The court held that in July 1849, police had been called to a disturbance at a temporary theatre on the Common. During the arrest there was a scuffle between the High Constable and Pettit, who was injured. Pettit had threatened Campling before, a few months before the shooting. He had come across him in Abbey Lane Passage, and had promised to "do your business for you one of these days".

Detectives at the trial told the jury that shot found at the suspect's home exactly matched three types removed from the dying Campling.

The defence took less than a day to put its case to the jury who, at 9.30pm that night returned a verdict of Not Guilty. Pettit was set free.

No other person was charged with the

murder, which to this day remains unsolved.

Saffron Walden police had difficulty in recruiting and in 1857, when policing all areas became compulsory, Harwich and Saffron Walden were absorbed into the Essex Constabulary.

Today, Bridge End House marks the likely scene of the shooting, while Pettit's home at Alms Houses was in nearby Freshwell Lane.

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

Taking care of county's birdlife

IT'S been a busy start to the year for the force's wildlife crime officers (WCOs).

It started in early February with warrants executed at a pet shop in Harlow where more than 50 British wild birds were seized. A few days later more birds were seized at a pet shop in Tendring, including a pair of bramblings, which are semi-endangered birds. In March a warrant was executed at a private address in Basildon where trapping equipment and goldfinches were recovered.

WCOs also protect birds in their natural habitat. The onset of spring sees the bird nesting season well under way and Force WCO Barry Kaufmann-Wright is keen to remind officers that all occupied bird's nests - and those being built - are protected under the Wildlife and Countryside Act 1981. Last year problems arose because incorrect information was given out to developers and house builders who wanted to remove hedges. The law protects all nesting birds, from the most exotic to the common sparrow.

In 2004 a man was successfully prosecuted for deliberately destroying a number of house martin's nests containing young birds and he received a fine.

Pc Kaufmann-Wright said: "Already this year a problem has arisen in Brentwood on a proposed building site where a leylandi hedge, containing nesting blackbirds and thrushes, was to be removed. Work has now stopped with the full cooperation of the developers. If anyone has any queries on wildlife issues, please contact me on 07885 075915 or your local WCO."

Get lowdown on car crime

A NEW website giving users information about identifying vehicles has been launched by the HQ Car Squad.

The team, made up of Dc Nigel Chambers and Dave Godard, is based at headquarters FIB.

Both are qualified stolen vehicle examiners, who can advise officers on all aspects of vehicle identification. The new website offers helpful information, such as an MOT helpline, DVLA liaison contacts and advice about burnt out vehicles.

Users can view the car of the month, detailing what vehicles could well be worth a stopcheck around the county.

Go to the site via the intranet home page, Divisions and Departments, Crime Division.

Not such a dog's life after kennels refit

THE force's kennels at Sandon, near Chelmsford, were officially reopened recently following extensive refurbishment to improve facilities for the dogs kept there.

The building at Garrettlands had suffered damp for many years leading to an unpleasant and unhealthy environment for both staff and dogs.

With the support of chief officers and the Essex Police Authority work

by **Kim Perks**

began in July last year to increase the number of kennels from 18 to 24.

During the project, estimated to cost around £314,000, the complex became totally enclosed, asbestos was removed, and a thermostat controlled heating system was among the upgrades.

Thanks to the provision of funds and the completion of the work both dogs and staff now enjoy first class facilities with the added bonus of a reduction in external noise which has benefited the local residents.

Dog Section Inspector Martin Parkin said: "Thanks to the support we have received from chief officers and the police authority we have

been able to ensure the substantial improvement of our facilities, which can only add to the working life of our dogs and their happiness. The significance of this cannot be underestimated."

Chairman of the Essex Police Authority, Robert Chambers said: "The police authority has a responsibility to work with Essex Police and monitor the conditions for the police dogs. We are delighted the refurbishment of the dog unit has now been completed to an excellent standard. These dogs provide a vital role within Essex Police and are used for a whole host of policing activities. Therefore it is absolutely essential that the dogs and their handlers have the very best conditions to work in to help develop their policing capabilities."



●Photograph courtesy of Evening Gazette

●Dog handler Pc Phil Robinson puts his dog through its paces at Sandon.

Overcoming ACTION hurdles

COMMUNICATING the ACTION message loud and clear, with commitment from all, is the top issue to emerge from force-wide workshops highlighting organisational hurdles.

Continuity and consistency of the ACTION message became the point most frequently raised after all divisions and departments contributed ideas on putting the leadership programme into practice.

All issues discussed at the workshops have been collated and are being looked at both locally and centrally. In response to the top priority, a communications strategy is now in place to encourage officers and staff to embrace ACTION and to convey ideas and initiatives on a regular basis.

Empowering and supporting managers when challenging poor performance and sickness or making tough decisions was another top-rated concern. In fact, 80 per cent of the issues raised were related to personnel and training and are actively being pursued.

Policies were also targeted, with the need for review, reduction and clarity made

evident. This is the subject of a huge review process to start soon.

Reducing bureaucracy was another hurdle highlighted, also already under review with more than 600 obsolete forms being symbolically burnt in November. The final two of the six top hurdles, improving communication and consultation, and managing the change to an ACTION culture are also under the spotlight at departmental and divisional level.

Chief Constable, David Stevens, said: "The feedback that was given during the first phase of ACTION has been vitally important in setting the agenda for change and improvement. I will continue to lead personally on the huge amount of work now in hand to deliver that agenda."

●Ken Bailey has been appointed ACTION Communications Co-ordinator and took up his new post on April 11. Ken, previously an assistant press officer and Braintree's communications officer, will be promoting ACTION both inside and outside the force. He can be contacted in the Media and PR department.



Full picture of drugs success

FINAL figures for the force's award-winning Crack Under Pressure campaign have highlighted the series of remarkable results the initiative achieved.

Crack Under Pressure was launched in May 2004, aimed at disrupting crack supply, gathering intelligence and warding young people away from the drug.

Analysis has shown that calls to Crimestoppers about drugs, and related arrests, rocketed during the six months the campaign ran for.

During the project, Crimestoppers received 50 calls relating to crack cocaine, compared with seven in the six months before it started. All calls to the crime-fighting charity shot up to 344, almost doubling the 180 in the half year before Crack Under Pressure was launched.

Crack arrests rose from one to eight, while arrests for all drug offences went from 16 to 35.

Throughout the campaign, all mainstream media in Essex provided coverage at one point or another, meaning

around 70 per cent of the county's population was exposed to the initiative's aims. Acquisitive crime, a third of which is thought to be committed to buy crack or heroin, fell by 5.5 per cent.

Substance Misuse Inspector, Trevor Williams, said: "These figures show what a positive effect our efforts have had and are extremely encouraging for the future."

"While the fight against crack and other drugs is far from over, it is clear we will not allow the dealers to win."

Recorders to reduce collisions

THE first police vehicles to be fitted with Vehicle Incident Data Recorders (VIDR) went live on the roads of Essex this month.

The launch is part of a rolling program aimed at maintaining a high level of driver safety. The new recorders are similar to the black box data recorders used in aircraft but are less sophisticated and will not be able to record voices of the vehicle's occupants.

A VIDR is a small box fitted behind the rear seat of the vehicle which constantly monitors speed, lighting, braking and other essential data. During normal use the data is overwritten every 30 seconds, but if the vehicle is in a collision it also records 15 seconds after the incident.

The Metropolitan Police Service has used VIDRS for the last four years, during which time the number of collisions involving their vehicles has reduced significantly.

Project manager Sgt Dave Jones said: "The first phase will involve fitting the device to our vehicles in Southend, Thurrock, Basildon and Rayleigh, together with all new vehicles that come through the workshop."

"We expect some 130 vehicles will have recorders fitted in the first year, and eventually, every Essex Police vehicle will be fitted with one."

Picking up the pieces after tsunami horror

AT 7.59am on Boxing Day, 2004, an event occurred that would literally change the face of the planet.

Off the northwest coast of Sumatra, the earth's plates ground against each other to create a magnitude 9.3 earthquake that ripped open the seafloor.

The area had not suffered a major quake since the mid-19th century. Half an hour later, an unstoppable tsunami had travelled thousands of kilometres across the Indian Ocean to devastate countries as far flung as the Maldives, Sri Lanka, Indonesia and Thailand.

Reaching heights of 20m, it extinguished the lives of almost 300,000 people as it tore through the region. Sumatra is thought to have moved by as much as 120ft as a result of the quake and flood.

The nations of south-east Asia badly need help. Within hours, the UK-wide Operation Bracknell was instigated by the Metropolitan Police. Within a few weeks, Essex Police was co-ordinating regional manoeuvres for family liaison officers and the logistics involved in conducting missing persons' enquiries. By then, the first member of Essex Police personnel was already preparing to fly to Thailand to assist in managing the aftermath.

Chief Insp Pete Culligan has been the force's single point of contact for Operation Bracknell from the word go.

His role oversees the raw logistics of identifying officers and staff who can be used and for which roles, and how best to deploy resources and from where in order to maintain balance in the county.

Alongside that, there are health and safety implications of deploying staff to consider, as well as sourcing kit and medication.

Confusion

"It's meant working some silly hours, but that goes with the job," said Chief Insp Culligan. "There was a great deal of confusion at the start because of the sheer scale of the job in hand. It was going 24/7, because that's the only way the Police National Information and Co-ordination Centre (PNICC), and the MPS operation, could manage to get on top of the problems. Everything needed to have been done yesterday."

But despite the challenges, Essex has acquitted itself well.

"In resource terms, Essex has done very well," said Chief Insp Culligan. "We've given our fair share, and then some, to help alleviate the situation, and we'll continue to do so well into the autumn at this rate."

It was mid-January when Crime Scene Manager Det Insp Nick Hale, of Scientific Support, took the call asking if he'd be prepared to travel immediately.

"It came right out of the blue," he said. "But my wife was alright with me going and that was crucial. The force agreed to it on a Tuesday and by 9.45pm on the Friday I was on a plane to Thailand. In the meantime I had to arrange inoculation for rabies, hepatitis, typhoid and cholera."

In his day-job, DI Hale's responsibility in responding to suspicious deaths in the county include attending the scene, working out a forensic recovery plan, engaging pathologists and overseeing forensic samples and submissions. Things would be less sophisticated in Thailand.

"As a Crime Scene Manager I'm used to being in control, and that wasn't the case in Thailand. The job out there was confusing, with so many groups working together with different protocols. Our team included officers from the Met, Hertfordshire, West Yorkshire and Gwent, and we had to work alongside teams from Australia, New Zealand and the local teams."

After a false start where no work was carried out for two days - "We felt guilty staying in a superb hotel when we couldn't get on with the work" - DI Hale started work at site one, half an hour from the hotel in the Takua Pa district of Phangnga on the mainland. The site was divided into 'clean' areas, for catering and administration, and 'dirty' areas for dealing with bodies. This was difficult to maintain, as was working in the blazing heat with no shade.

The audit of bodies involved removing them from containers and trying to establish their nationality. Thai corpses were singled out by measuring the leg bones - in Thai people the ratio of the two bones is 1:1. What DI Hale can only describe as "the smell of death" was everywhere. Bodies had been wrapped or bagged and left in the open until refrigerated units were available. Wherever the group went, they were met with sights and people leaving them in no doubt as to what the tsunami had done to the locality.

After three days at site one, DI Hale moved to site two at Mai Khaow, where facilities were a vast improvement. One mortuary was up and running with water and air conditioning, and the job ahead was to fingerprint bodies, where the skin from fingertips could be found. After that, teeth were examined by removing the lower jaw.

All documentation was carried out by a 'clean' member of the team, and photographed for continuity records. Two

shifts worked from 7am to 3pm and 3pm to 11pm. In all, DI Hale dealt with around 60 bodies.

"There was nothing there that I wasn't expecting, and you have to be professional. I was too busy to think about what I was going to find when I got to Thailand, and that was probably a good thing. We all just wanted to experience working out there and contribute to helping what is a very proud nation get on with their lives."

The visitors to Thailand also learnt much about local customs, such as the officer who tried to shoo a dog away from the site with his boot. In Thailand, dogs are regarded as reincarnations of spirits.

"I'm glad I had the opportunity to work in Thailand and make a contribution," said DI Hale of his two weeks. "The work was unpleasant but I would have no hesitation in returning."

That view is echoed by photographer Rob Coley, who flew to Thailand a month after DI Hale.

"It's a horrific disaster, so to get to do something hands on and positive in a primary way is good," said Rob. "I feel very privileged to have been able to go there and do something about it."

Like all volunteers, Rob met with Occupational Health before and after his trip to ensure his well-being was taken care of. His journey took him to a temple called Wat Phra Thong near Thalang, Ko Phuket.

"My job was to work with the UK repatriation team on bodies that had been identified, checking to make sure that information corresponded with that provided by FLOs and officers at Hendon," said Rob. "I approached it as I would a post mortem, gathering as much image detail as possible."

Problems

Rob worked from 9am, returning to the hotel at 7.30pm. Despite being ever-present for two weeks, the role was not without its problems. One officer mistook him for a journalist and attempted to have him removed from the site.

Rob, like DI Hale, recalls problems maintaining 'clean' and 'dirty' areas. "We would wear the full white suits, while the local guys walked all over the place in shorts and sandals," he said.

The sheer size of the disaster and its aftermath struck all who worked there.

"As a police photographer you see a lot of things that many people wouldn't wish to, so you can prepare yourself in that way," said Rob. "But it's on a scale that nobody's experienced before, and that's harder to get to grips with."

The work goes on. Charities and governments have now shifted their focus to long-term recovery efforts. The aim now

moves to rebuilding schools and health centres.

Work is under way to encourage the training of teachers and other key personnel to replace those killed by the tsunami.

More than 100 days after the tragedy, it is thought that around 169 British citizens were killed or "highly likely to have been involved" in the tsunami.

Foreign Secretary Jack Straw has praised the efforts of police in helping with the aid effort.

"Police deployed rapidly to the areas affected from December 26," said Mr Straw. "They continue to do superb work in difficult and traumatic circumstances and I pay tribute to them."

At the end of March, about 1,000 of the estimated non-Thai victims in Thailand were still to be identified.

Essex Police will continue to support the relief effort for the remainder of 2005. As well as scenes of crime and photographic staff, other specialists such as detectives are being utilised overseas in the effort to identify and repatriate all victims.

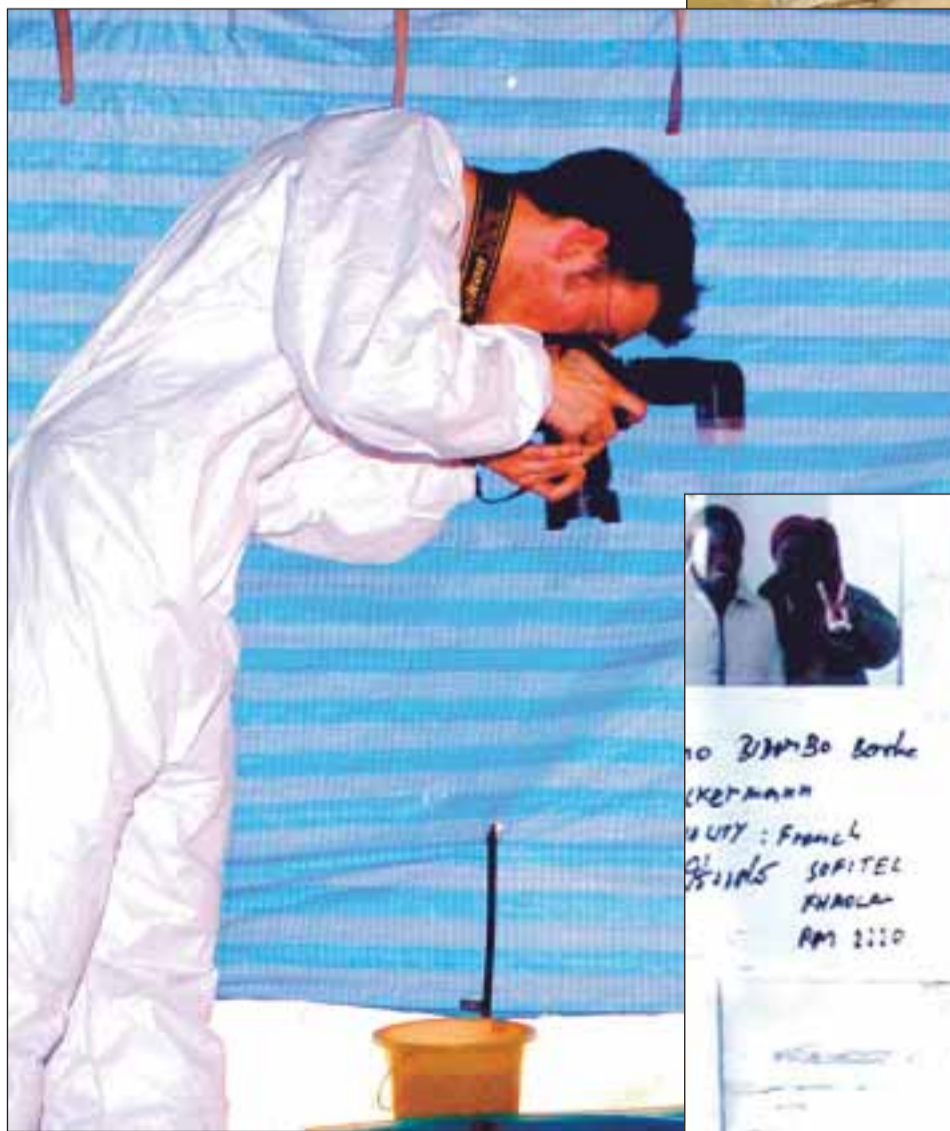
The tsunami may no longer be on the front of newspapers, but the force's bosses are under no illusions about the efforts being made by force personnel.

Assistant Chief Constable (Crime), Liam Briggshaw, said: "The contribution of those officers and staff is outstanding."

"The abstraction of those people has presented challenges to colleagues and departments in terms of providing the same high standard of service with fewer resources; their support is invaluable."

"With little coverage in the national media, those people deployed could feel that they are forgotten or not fully appreciated by Chief Officers. I want to convey my genuine appreciation to all officers and staff for their dedication and commitment."

Feature by Ben Pennington



● Clockwise from above - a Thai hotel devastated in the disaster. Right - DI Nick Hale works at the Disaster Victim Identification site with Gwent Police's Ian Brewster. Below - notice boards at the sites allowed relatives to post details of missing loved ones. Left - photographer Rob Coley records the identification process.

● Photographs - above and top, Rob Coley. Top right and right, Nick Hale.

Braintree gets Smart

TWO Smart Cars have been bought by Braintree division to increase the efficiency and effectiveness of PCSOs in travelling to and from their beats in rural areas.

Now a request has been made to local district councils for sponsorship to provide more.

Divisional commander Chief Supt Sue Harrison said: "While walking the beat and talking to the public will continue to be the priority for PCSOs, the cars will make them more efficient and effective in travelling in rural areas.

"The vehicles will also give them greater flexibility in moving around their territory as and when required."

The micro-cars, though compact, come with features such as electric windows, assisted braking and driver and passenger airbags.

Twin towers memorial

APPLICATIONS are now being taken for those wishing to attend this year's 9/11 memorial in New York.

The trip gives police personnel the chance to demonstrate their support and solidarity for the 60 US police colleagues and 3,000 civilians who lost their lives in the Twin Towers attacks of 2001. The visits have been planned to leave Heathrow on September 6, and will cost either £695 for dual occupancy for six nights or £745 dual occupancy for seven nights.

If you would like to apply for the trip, go to www.protecttheprotectors.com.

Any queries can be directed to Doug Warren on ext 50895.

Pastures new for Ian

CHIEF Supt Ian Brown worked his last day for the force at the start of April.

Mobile Support's divisional commander of the last four years undertook some of the most diverse roles in the organisation during his 30 years.

As well as stints at Harlow, Colchester, Basildon and Braintree, Ian spent 12 months managing IT projects, a spell in Criminal Justice Department and time in Corporate Support. In among that he still managed to take three years to earn his degree in government.

The 1999 Stansted hijack and Greenpeace's protest at Tilbury rank among his more memorable policing moments, as well as numerous firearms jobs. As part of his last day, Ian was put through his paces with a fitness test conducted by MSD Support Manager Chief Insp Simon Williams.

"I've never had a job I haven't

Names in the news

enjoyed," said Ian. "They've all been different and challenging, and for a force that really looks after you. As head of MSD I've thoroughly enjoyed the fact that I've still had chances to be a police officer."

Next up for Ian are the "numerous jobs" he has to do around the house, as well as running his own business, Abacus E-trade, refurbishing and selling laptops.

A total of 49 years service with Essex Police must be well on the way to a record. That was the achievement of John Papple who retires from the role of DIO at Grays. Having joined the service as a police cadet in 1956 and then risen to the rank of Superintendent in his 32 years as police officer, John was not ready to leave the organisation. With extensive experience in CID he was a natural candidate for the intelligence officer role, which he thought would suit him for five years, he now retires on age limit after 13 years in that role. One of the proudest moments in his career was the award of the Queen's Police Medal in 1989, for his contribution to operational policing.

A new life in France beckons for retiree Sgt Grahame Bowers. After completing just over 30 years he leaves his last post at Rayleigh and his Basildon home for a new home the over side of the Channel.

Pc George Timms retires after nearly 24 years with the force but previously worked for Suffolk, MOD Police and the fire brigade before coming to Essex in 1981. First posted to Rayleigh, he has mostly served in the Southend area, including working at the Magistrates Court and latterly as a burglary squad officer at Southend. His plans for retirement include decorating and planning an extension. He said: "I joined up to get some of the rouges and villains off the streets and have had job satisfaction that I have in some small way saved some people from additional grief."

Braintree Divisional Commander Chief Supt Sue Harrison is leaving the division after three years in charge, as she prepares to take on the force's contact

management project. Her successor at Braintree is still to be appointed as *The Law* goes to press and Det Chief Insp Grahame Bird will take temporary command.

Chief Supt Harrison said: "It will be something of a wrench to leave, but I am proud to be handing over a good, hard-working division and looking forward to the challenges ahead."

Obituaries

Former Sgt Maurice Vowles died in March at the age of 75. Mr Vowles, of Bures in Suffolk, served from 1959 to 1984 at Halstead, Braintree, Chelmsford and Thurrock. He leaves a widow Grace.

Former Sgt Leonard Saunders who served for 30 years between 1935-65 with Southend Borough has died aged 90. His funeral took place last month at Southend Crematorium. He leaves a widow Irene.

Donald Scott, also formerly a sergeant, has died aged 79, leaving a widow Isabella. Mr Scott served from 1955 to 1981 at Colchester and Braintree.

Opportunity to meet with old friends

THE Comrades Association's Spring Buffet will be held on May 14 this year at Essex Police Training Centre.

The Sports Pavilion bar will be open from 11.30am and lunch will be served at 1pm.

Partners and guests are also welcome at the event where you can renew old

friendships and hopefully make some new ones.

The cost is £16.50 per head, which includes mineral water, fruit juice and table wine.

Booking forms and cheques should be sent to Sue Kelly at the Federation Office as soon as possible, as the closing date is fast approaching.

Awards for long service

HER Majesty's Lord Lieutenant of Essex, Lord Petre, presented long service and good conduct medals to officer and staff in March.

Lord Petre was joined by Chief Constable David Stevens at Shire Hall in Chelmsford.

The medals, commemorating 22 years' service, were presented to the following officers and staff:

Assistant Chief Constable (Personnel) Andrew Bliss; Pc Wendy Brown, Maldon; Dc Ali Enver, Rochford; Sgt Mitchell Goodchild,

Rayleigh; Dc Edwin Green, Special Branch, Stansted; Sgt Russell Miller, Pitsea; Det Insp Godfrey O'Toole, Brentwood Major Investigation Team; Sgt Kevin Parker, Basildon; Det Insp Martyn Pinkney, Southend; Insp James Shaw, Criminal Justice Department HQ; Det Insp Paul Spooner, HQ Crime; Sgt Robert Walsham, Clacton; Pc Michael West, Canvey Island; Insp Trevor Williamson, HQ Community Safety; Linda Durrell, Grays and Veronica Johnston, Clacton.

Law Classifieds

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

Holiday lets

4 BED villa. Large pool, Lagos, Portugal. Private estate, very quiet setting, sea views, walled gardens. Special rates for police staff. Contact Gary Judd on 01702 545145.

COSTA Blanca La Marina. 2 bed luxury villa. Sleeps 6, communal pool. 5 mins to beach. 10 mins golf. 20 mins airport. Contact Mick Ager on 0034 966715791 or 617110096 or email casadomi02@hotmail.com.

FLORIDA 4 bedroom villa with pool. Overlooking water, close to Disney, golf and airport. From £450pw. Ask to see video, e-mail petewtaylor@yahoo.com or call 01245 321378.

FLORIDA. Luxury 4 bed villa near Disney and attractions. Sleeps 10, own heated pool. Contact Jill on 012702 586092 or www.my-florida-villa.net.

FLORIDA, Sarasota. Villa sleeps 6. Quiet village environment, communal pool, tennis, BBQ, club-house, hot tub, beautiful beaches. Contact Norma Gill by emailing norma@desgill.com.

FRANCE. Vienne (86). Beautiful hamlet overlooks

river, fantastic views. Relax or visit interesting places. Tasteful independent farmhouse, well-equipped. Everything included, sleeps 4/5. Visit the website www.giteinvienne.com, email philetlin@free.fr, or tel: 0033 549971093.

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

LA MANGA, Spain. 2 bed apartment, beautiful complex. Gardens, 2 pools, tennis next to golf course and beach. Cheap flights from Stansted to Murcia. More info contact Gary Franklin on 07753 606996.

ORLANDO. Luxury 3 bed villa with private pool, sleeps 6/8. 15 minutes Disney. From £350 per week. For info and brochure contact John De'ath on 01245 465855.

ORLANDO. Luxury villa 4 bed, 3 bath private screened pool. Jacuzzi. Sleeps 10. 10 mins to Disney excellent location. Police discounts www.thehaven-at-westbury.co.uk.

PORTGUAL, Vilamoura. 2

bed, 1st floor apt. Own pool close to golf course and beach. Contact Joe or Bridget on 01245 421465.

SCOTTISH Highlands. Associates to police are welcome at our beautiful home on a B&B basis offering en-suite and a welcome. Now offering fishing in private trout loch, shooting, walking, bird watching, skiing or general 'chill out' in stunning scenery in the Cairngorm National Park. Reductions for police. Contact Andy Nunn on 01479 841717 or apf.nunn@btinternet.com.

SOUTH France. 3 bed villa, sleeps 6. Pool, quiet complex, Med coast 150m. Contact www.la-cypriette.com or emai1kevin.harman@freeuk.com. Tel 01702 470926. Discount for police staff.

TENERIFE Villa, two-bed, two-bath, can sleep. Sea view, quiet location, satellite TV, from £300 per week. Contact Dave Britton 01702 201701.

Property

4 BED end terraced house for sale in Southchurch area of Southend. Five minutes walk to BR station, seafront and local schools. Full details

available. £225,000 ono. Contact Ian Flynn on 01702 317888.

Miscellaneous

HOUSEHOLD items for sale, inc fridge, freezer, dining tables, display cabinets and TV. Contact Derek Patten on 07958 209909.

BROWN Salisbury Cannon slot in gas cooker. 4 years old, vgc, £75. Tel: 01702 296777 or email tedshoeness@aol.com.

Cars

AUDI 80, 1.8 sport. 1989 (F), metallic ice blue. 2 owners from new, 102,000 miles. All MOTs, galvanised body, vgc in and out, £795 ono. Tel Clive on 01279 680298 ext 22432.

CITROEN Saxo VTR, Poseidon blue, 02 reg. 20k, 11 months MOT, taxed until September. Alloys, CD player, sunroof, e/ws £5275. Contact Steve Waller on 01255 813256.

03 RENAULT Clio Dynamique 1.2, 16v, metallic black, 3 door, 18,500 miles, alarm, FSH, alloys, CD, immobiliser, airbags, fully loaded, 6 months tax, 1 year warranty and 1 year AA. Contact Catherine McPherson on 01375 400540.

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New tests for dog handlers

A TRIED and tested fitness test is introduced this month for all new and existing dog handlers.

The test mirrors the ACPO standard currently undertaken by Essex firearms officers. Mobile Support Chief Inspector Simon Williams said: "The new fitness test has been introduced for the officers' own safety and that of their colleagues and ultimately for the safety of the public."

"Dog handlers are unique in the way they interact with firearms officers, often in a hazardous environment."

"Greater emphasis has been placed on the high levels of fitness that are required to ensure they operate appropriately in that environment."

"A lot of support for the officers has been built into meeting the new requirement, for example Occupational Health advice and a fitness programme set by force PTIs."

Current dog handlers were consulted and have been given time to meet the new criteria set. All dog handlers will be required to pass the fitness test once a year.

Agency to staff force

RECRUITMENT specialists Adecco have been chosen by the force to act as sole suppliers of temporary staff from this month.

The company won the tender earlier this year and will operate the service from their Chelmsford offices, absorbing the current staff bank and providing access to other temporary staff.

HR Business Manager Sue Adkins said: "We currently spend £750,000 a year on temporary staff and having Adecco as our one-stop shop is a far more cost effective way of securing staff for Essex Police."

Better by design

Essex residents can feel safer in the knowledge that **Architectural Liaison Officers Pc John Hills and Pc Heather Alston continue to work closely with housing and commercial planners across the county.**

The couple are busy designing out crime having dealt with a number of diverse Secured By Design (SBD) applications incorporating projects which range from hotels to life boat stations and book storage centres to stately homes.

Future projects involve the London Gateway, the expansion of Stansted Airport and the Harwich Port Development.

Pc Hills said: "We would like to work

more with our crime and disorder partners.

"There is currently a document out which highlights the impact of consultation with partnerships in improving the quality of life for local communities."

Although housing is currently the largest supporter of SBD its influence in planning is extending to public buildings.

As part of the refurbishment to Hylands House, Chelmsford consideration was given to applying SBD principles at each stage which led to a total of four SBD awards. It is possible to incorporate SBD into new and existing buildings.

The new bus depot in Chelmsford is protected by CCTV and other security features which have resulted in the company being awarded the SBD award and Safer Parking awards.

Express by Holiday Inn at Stansted Airport has been SBD accredited following its recent completion.

Pc Hills said: "We were involved

from the beginning, from design through to construction, using the principles of crime prevention through environmental design. The company adopted a number of our recommendations including facial recognition systems at entry and exit points, full CCTV coverage of the car park and adequate levels of lighting.

"What is really encouraging is that the company plan to use the security features on their future builds."

Fear of crime can also be countered.

Managing director of Building Company McCarthy and Stone, Mr Steve Wiseman said: "As a builder of properties for older people we are very aware of the need to make our residents feel safe and for this reason we have always made security an integral part of the design of our buildings."

The company has recently won an SBD award for retirement apartments in Clacton.

HR system launched

THE first phase of a new computer system went live this month to deal with our most valuable asset.

Project Manager Sgt Russell Bush said: "A lot of hard work over the last year has enabled Essex to take its first big step with the National Strategy for Police Information Systems (NSPIS) Human Resources (HR) system."

The system offers a fully integrated solution for all aspects of human resources dealing with changes to personal information, training, duties and health and safety from the initial contact prior to recruitment to retirement.

Sgt Bush added: "Historically we have had to put up with the continual re-keying of information into different IT systems."

"HR will integrate key modules and refine working practices, leading to greater efficiency."

ACTION is a piece of cake



THE first anniversary of ACTION was marked with a special cake-cutting by Chief Constable David Stevens recently.

The cake, made in the shape of the word's six letters, was cut as the latest probationers stood by hoping

for a slice. Assistant Chief Constables Liam Briggshaw and John Broughton were also on hand.

The EPTC canteen then sold off slices for 20p each, with all proceeds going to children's cancer charity, Over The Wall.

Good result for open day

AN OPEN day to show the opportunities available to join the force as a member of police staff has been hailed a great success by organisers.

Around 350 visitors attended the Police Staff Recruitment Day at EPTC in St Margaret's Road, Chelmsford, on April 2, where staff from more than a dozen departments were on hand to show how they keep the force moving.

Members of the public were given a rare glimpse into the working lives of staff as diverse as mechanics and call takers to administrators and IT support staff.

Among the sections on show there were Mobile Support Division, Police Community Support Officers, territorial divisions and Transport Services.

Transport Services workshop technician, Daniel Palmer, said: "The day went

really well and we got plenty of feedback.

"Not many people know about the workshops and the work we do, so it was a good opportunity to make them aware of the body shop and our specialist services, such as the recovery side of things."

A big plus for the force was that of those who attended, four per cent were from minority ethnic groups. Visitors were able to chat with representatives from the force's lesbian, gay and transgendered group, Nexus, as well as the Black Police Association.

Human Resources Business Manager, Sue Adkins, said: "It's encouraging that the people we're attracting to our events are representative of the communities we work for. The day was absolutely fantastic."

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Think outside the box

AFTER its first full month, every division in the county has now used the new Problem Solving database set up to help embed the policing approach into day-to-day work.

Problem Solving works by utilising the simple SARA process – Scanning, Analysis, Response, Assessment.

The database has been implemented to share good practice of the Problem Solving style, and means that the SARA process has become entirely electronic, making



paper forms obsolete.

Problem Solving team member Pc Karen Brimson was joined by Pc Mike Kellett on April 1, and the team will soon be interviewing for a police staff member.

Pc Brimson said: "Problem

Solving really is very easy, and can save time, effort and repetition in the long run.

"Although the process is now electronic it can still be submitted through your record of work."

"Guidance on using it is on the site, but we're always available to help on the end of the phone."

For more information contact Pc Brimson on ext 54446 or go to the Problem Solving intranet site via the Community Safety site.

Marathon task for charity

IT'S that time of year when spring is sprung and we turn on the television to watch the thousands of runners in the London Marathon and think, 'maybe one day', or 'never ever'.

So it is good luck to those taking part in their first and to those who have completed too many to count.

Running for charity and in need of your support are Mandy Copleston (aka Smith) running for Muscular Dystrophy, Gary Myers, Cancer Research; Kerry Bennion, Fairhaven Hospice; David Browning, Gt Ormond Street Hospital and Chris Lacey, MS Research. Good luck also to Al Barley and the uniformed marathon team.

Lucky lottery winners

THIS month's winner of the lottery £3,000 top prize is Sgt Chris Hennessy of CJD.

Second prize of £1,000 goes to Pc Carrienne Snell, Rochford and third prize of £500 is just the ticket for traffic warden Ross McDonald, Stansted Airport.

The lucky seven £100 prize winners were Sgt Gary Corsham, FIR; Dc Peter Morley, HQ Crime; Stuart Ridley, Colchester; Sally Wilson, HQ Property Services; Det Insp Peter Orpe, Braintree; Pc Vicky Saunders, Colchester; Irene Latta, retired.

Eight people won £50.

Pc Adam Blackwell, Basildon; Pc Shirley Culliton, Seconded; Insp Nick Morris, South Ockendon; Emma Daines, Tendring; Pc Barry Gerhold, South Woodham Ferrers; Dc Nick Phillips, Thurrock; Pc Steve Simmans, Chelmsford; Insp Ian Coleman, Colchester.

News in brief

●THE Essex team in the PSUK Eastern Region Sea Angling Championship pulled out all the stops as well as all the fish last month to qualify for the Nationals in 2006.

Congratulations go to Tim Hills, Ian Shead, Clive Harding and Martin Hatfield.

●OUTWARD Bound Trust would like to hear from anyone who has completed a course at any of their centres since 1941 as they are completing a Roll of Honour and would like support for its ongoing development.

Contact Caroline Briggs on 01931 740024 or email carolinebriggs@outwardbound.org.uk.

Still running strong

TEN Essex men braved the almost zero degree temperatures and biting winds across the open fields of north Essex for the recent Great Bentley ten mile road race.

Derek Walker crossed the line in 18th place in a time of 60.08 with Courtney Cowell slicing 9 minutes off his previous best time to finish in 72.34 taking 91st place.

Dave Willis currently training for the forthcoming undulating Halstead marathon gained a personal best time of 76.53 and was placed 120th.

Cross country experience and stamina paid off for Mark Finbow who had a time of 83.24, finishing 177th and Lyndon Holt who came 181st in 83.14.

Hopeful competitors for the 2005/2006 cross country season Steve Johnson and Mark Watson battled it out for the line finishing 183rd and 184th respectively and following hot on their heels in 185th place was Terry Balding.

Paul Cakebread took the opportunity to use the race as training for the London Marathon, finishing in a time of 85.14 and taking 196th place.

First time London hopeful Elliott Lloyd ran exceptionally well knocking 6 minutes off his previous best finishing in 281st place in 98.52.

Having already secured the Eastern/South East Cross-Country League, the Men's Cross Country team were hopeful of pulling off a double at Amptill Park last month in the Regional Championship.

Although it looked unlikely without leading runners Derek Walker and Andy Jopson, an undaunted Russ Welch, who recently won his first individual league title, quickly went to the front of the field drawing a group of five with him.

However as the hills began to take their toll Russ Welch had to settle for a final third spot.

Holding on to 5th place was good enough to ensure Mick Bond completed the veterans double, extending his unbeaten record to two years in any police competition in the 45 to 49 year age group.

With the runners flowing past the finish line it was clear the team result was going to be nail bitingly close with the Essex hopes raised by Alex Webb who produced his best performance of the season and plucky Dave Browning in the top 20 in only his second race.

The result was a two point win for Essex ahead of Herts.

The Essex Ladies hoped to go one better to improve on their runners up position in the Eastern/South East

Cross Country Championship and with their strongest team of the season the Ladies matched the Men's win.

Rachel Crosby led the way, closely followed by Kath Southall, Lucy Bradley, Lisa Bolton and Amanda Pollard.

The squad had only seven days to recover from the tough Amptill Park event before travelling to Newcastle for the PSUK Cross-Country.

It was expecting a lot to get the medals but the spirited squad once again raised their game and both men's and ladies teams finished 9th, beating last year's placings by four positions.

The Town Moor course provided a stiff test but Rachel Crosby showed her strength in 27th place leading the ladies home.

Kath Southall made 45th, closely followed by Lucy and Paula Bradley, Lisa Bolton, Amanda Pollard, and Pauline Bowers coming home in 74th place.

Russ Welch ended a fine season a little disappointed with 21st place hotly followed by Mick Bond 27th.

Despite nursing an injury worry Derek Walker came through intact and there was a close battle between Dave Browning and John Mackenzie, both making their National debuts.

The remainder of the team, Phil McCulloch, Chris Lacey and Steve King finished strongly.

Get fit for life

RUNNING or walking three miles for charity can be good for your own health.

Any women who would like to take part in the Cancer Research Race for Life on June 26 at Hylands Park, Chelmsford are asked to contact Pc Karen Mihill on extension 22302.

Pc Mihill would also like to hear from anyone who could assist on the day or who would like to sponsor the team.

Croker clubbing

REGISTRATION for this year's Croker Cup golf competition is now taking place.

This year's event takes place at Burnham Golf Club on September 5.

Players will need a valid handicap certificate with them on the day.

Entry fee for teams of five players is £175.

The fee is payable by cheque to Chelmsford Sports and Social Club by April 30.

Cheques can be sent to Pc Toni Brockwell at Chelmsford Tactical Team.

Vets take squash prizes



● Veteran squash winner Dave Murray, left, with runner up Grahame Hadley.

THE regional squash championships held earlier this year went well for Essex.

A good turn out of competitors from Essex, Herts, Norfolk and Suffolk competing in all three events saw a win and three seconds. Andy Hynes, who is currently National champion, sadly lost his regional title to Suffolk's Stuart Parke in a closely fought final. Alison Oddy from Essex was also the runner up in the final for the ladies event. Success was, however, guaranteed for the final of the vets competition with two Essex finalists. Dave Murray got the better of Grahame Hadley, who was a previous winner of the event.

Croker Cup squash had unfortunately a poor turn out of players this year. Held at the Flights squash club, players were pulling out at the last minute or failing to show. Six divisions fielded somewhat reduced teams and the result was a three-in-a-row win for Basildon. Runners up were Braintree, HQ, Rayleigh, Southend and Grays.

Braintree scoop Croker Cup again

WITH only the netball tournament still to be held in this year's Croker Cup competition, the destination of the trophy has already been decided.

Braintree has an unassailable lead at the penultimate stage and will once again be crowned champions following the final event.

Harlow will take second spot, for the fourth year running.

The results were confirmed after the darts and badminton tournament

results were counted in.

In the darts, Harlow were winners. Runners up were Braintree, followed by Rayleigh and Southend.

In the badminton competition the winners were Headquarters, with Colchester, in second spot.

They were followed in third by Harlow, Rayleigh, Braintree and Southend and Chelmsford.

The netball event was due to be held on Sunday April 10.

The tournament had previously been postponed due to icy conditions.

Pitch in with cricket team

AS the cricket season approaches the call is out for serving and retired CID officers who would like to play or support the Gentlemen of Essex CID cricket team this year.

The first match is against the Clergy of Chelmsford Diocese and will be played in memory of Rt Revd David Sheppard, Bishop of Liverpool and a former England cricketer.

David Sheppard played for the Chelmsford Clergy when he worked locally.

A signed copy of his book, Steps

along Hope Street, will be presented to the Man of the Match.

The fixture list is as follows:
Tuesday, May 17 at 2pm Chelmsford Clergy and Sandon CC.

Thursday, June 2 at 2pm Cricketers Club of London at E Hanningfield.

Monday, June 6 at 6pm Wolfson College at Corpus Christie, Cambridge.

Friday, June 17 at 4.30pm Dulwich College at Dulwich.

Thursday, June 23 at 2pm

Roger Buxtons XI at E Hanningfield.

Friday, July 1 at 2.30pm Audley End CC at Audley End House.

Thursday, July 28 at 11.30am Essex Club and Ground at E Hanningfield.

Friday, August 5 at 2pm May and Baker CC at Dagenham.

Wednesday, August 24 at 2.30pm Galleywood CC at Galleywood.

Wednesday, September 14 at 1pm Galleywood CC at Galleywood.

Singers needed to boost choir

ESSEX Police Choir is looking to recruit new members, particularly alto, tenor and bass voices.

The choir sings a variety of music from The Beatles, through Rutter, to Faure; from Les Miserables to Gwahoddiaid. Concerts are performed across Essex and beyond, raising money for good causes.

For further information or an informal chat contact Sylvia Bray on 01245 265144, Norman Eastbrook on 01245 452580 or Peter Simpson on 01245 281412. Alternatively come along to a rehearsal in the Training Centre on Tuesday evenings at 7.45pm.

Marking a decade of PACT

CHIEF Constable David Stevens hosted an event to celebrate ten years of Police and Communities Together (PACT) recently.

PACT grew out of the force's partnership working with lesbian, gay, bisexual and transgendered communities, in order to build trust and confidence in police.

The group was formed with the aim of providing equality of service to all minority communities, and meets regularly to discuss Essex Police policy and procedures.

Equality of Service Manager, Insp Ian Carter, said: "Essex Police is committed to working together with minority communities to tackle hate crime, such as homophobic incidents.

"The event was held to recognise the value of the group, and the good work it has carried out to date. Some members have been part of the group since it was formed, and very often individuals have given up their spare time in order to attend meetings."

Network protection

THE first step towards national sharing of police force information has been taken with the launch of a new database.

I-PLX, the interim police local cross referencing database, marks the next stage in vetting and security checks designed to protect the vulnerable.

The information held on I-PLX will supplement the current process for Criminal Record Bureau (CRB) checks, and will highlight if any force in the country holds information relevant to an applicant.

This will reduce CRB reliance on applicants giving previous addresses and provide a fuller picture of information across the country. The move follows the second recommendation to come out of the Soham inquiry led by Sir Michael Richard. That stated that a system to flag the existence of intelligence held by forces should be introduced in England and Wales by 2005.

Chief Executive of the CRB, Vince Gaskell, said: "The successful implementation of I-PLX is not only a significant development for the CRB, but an important step forward in the protection of children and the vulnerable."

Overhaul for Pc training course

A NEW training program geared towards better equipping new constables for life in the police service has been unveiled.

The Initial Police Learning and Development Program, which will be rolled out later this year, will replace the existing two-year, six-stage training which every officer undergoes.

The Home Office hopes the overhaul of training content and delivery will go hand in hand with police reform aims of boosting community engagement,

by Ben Pennington

increasing accountability and modernising policing.

The revamp follows the 2002 report by Her Majesty's Inspectorate of Constabulary (HMIC) on training, which stated: "The current program is not wholly fit for purpose now, or to support the police service of the 21st century."

The new program identifies 23 National Occupational Standards (NOS), and will be made up of four phases, the fourth of which is when a probationer is ready for independent patrol.

Forces will have responsibility for probationer training, whether through Centrex, their own facilities or specialist providers.

Also included in the plans is the

possibility of making a formal qualification of a probationer's training, such as an NVQ or foundation diploma.

Assistant Chief Constable (Personnel) Andy Bliss, said: "This new program gives us the opportunity to tailor training to the needs of Essex Police and our communities.

"It offers the chance to integrate the key aims of Problem Solving and ACTION with the National Intelligence Model, to give a comprehensive grounding to our officers."

The proposals recommend that forces establish Professional Development Units, a resource to provide learning, development and assessment of trainees and officers who require further tuition.

A Special cheque

SPECIALS Commandant George Cook rounded off a great year when he handed over a cheque to the Essex Air Ambulance recently.

Mr Cook, who became Commadant in 2004 and completed his tenth annual charity walk of the Essex Way, presented a cheque for £2,600 to the organisation.

This year the intrepid band of walkers will be setting off from Epping to complete the 81 mile walk through some of Essex's best countryside to Harwich on May 20-25.

Commandant George Cook said: "I would love to see some new faces joining us on our walk this year. It really opens your eyes to what beautiful countryside we have in Essex when you travel at a leisurely pace. Anyone who wants more information can contact me at Southend or can obtain a sponsorship form from the Special Constabulary office at Headquarters."

The thin white line

A REVOLUTIONARY new white line system has been introduced to the sports pitches at headquarters, and is set to make significant cash savings.

Sporting competition and fitness remains an integral part of the police service nationwide, but as with anything cost has to be justified.

Finding grounds workers, particularly those with the necessary white lining skills, is notoriously difficult. Financially paint can cost in the region of £1,200 every 18 months and two mornings each week are needed in labour to maintain the pitch lines.

The new system provided by BTM (Sports Services) Ltd is a synthetic system which imbeds white lines into the ground using a laser-guided process with pin point accuracy.

The lines are highly visible, reducing the possibility of poor lines' staff decisions; they self-clean in the rain and are not affected by pitch renovation including lawnmowers.

Lines on a pitch used with the frequency of those at headquarters have a life expectancy of up to 10 years, meaning a cost of £3,000 and no maintenance makes it a highly cost effective alternative.

Essex Police is the first organisation in the county to introduce the new system, and the first police force in the country.

Charity trek on the road to success

MORE than 50 police forces in nine days - that's the challenge facing the Federation of British Police Motor Clubs as they bid to raise £30,000 for Marie Curie Cancer Care.

Drive for Life has seen Federation member David Griffiths take to the road in his Landrover 110, calling at every police force headquarters between John O'Groats and Land's End.

David was at headquarters in Chelmsford at the start of April, four days into his journey. Days one to three saw him cover Scotland and the north of England.

The end of his journey in Ireland will also be the ceremonial shaving of a beard he has grown for convenience on the road.

You can help the fundraising efforts by entering a competition set up to accompany the drive, by guessing the mileage driven and the time driven in minutes. Send your entry to Drive For Life, C/O Drew Elgeti, Control Room, Thames Valley Police Station, Abingdon, OX14 1AU.

For more information go to www.fbpmc.com.



● L-r: Assistant Chief Constable (Operations) John Broughton offers his support to Carl Broadis and David Griffiths as they tour the nation's police forces.

Baker to be new Chief

ESSEX Police Authority has selected Roger Baker to take the hotseat as Chief Constable from July this year.

Mr Baker, 46, is currently Deputy Chief Constable of North Yorkshire Police. He will take up the post when Chief Constable David Stevens retires from the police service at the end of his seven-year term.

Mr Baker joined Derbyshire Constabulary in 1977 and progressed through the ranks to Chief Supt. He

has worked in a variety of uniform and CID roles. He was appointed Assistant Chief Constable with Staffordshire Police in 2001 before joining North Yorkshire as Deputy Chief Constable.

He is married with two daughters, and his interests include horse-riding, golf and walking his dog.

Mr Baker said: "This is the proudest moment of my policing career. Essex has set an excellent standard for

delivering policing services and I cannot wait to start working with the police authority and the force to deliver the best services for the community.

"I will strive to keep crime rates down, increase visible policing, reduce anti-social behaviour and improve contact with the public."

Chairman of Essex Police Authority, Robert Chambers, said: "Mr Baker's track record is second to none and we are

very much looking forward to working with him.

"We had a difficult decision because the quality of all the candidates was very high.

"However, I believe we have found a new Chief Constable who will build on the excellent work of Mr Stevens.

"He will encourage the force to deliver the best possible service to the people of Essex and provide reassurance to the community by bringing his own ideas to the role."