Praise for pair who put in a little extra

IT was all in a day’s work but the way PCSO Louise Webb and Pc John Phelan dealt with an elderly couple following a distraction burglary at their Harlow home certainly lessened what was a nasty experience.

John said that when they arrived, the couple were very upset. He helped to calm the husband down while Louise chatted to his wife and made cups of tea.

Then they tidied up – the burglars had ransacked the bedroom – to lessen the couple’s distress.

Their son, Bob Hodgson, is a community advisor both for the Metropolitan Police and Centex. Because of their actions, he said in an email to Louise and to Assistant Chief Constable Andy Bliss, “what could have had a nasty impact on an old and frail couple had actually been turned into a positive experience for them both.”

Praising the pair’s actions, Mr Hodgson said: “I use the example of your response to my Mum and Dad as a classic example of what good policing should be.

“When I went over after the burglary to ‘pick up the pieces’, expecting them both to have been adversely affected by the event, I asked Mum what had happened.

“She started telling me that ‘nice Louise made us a cup of tea ...’, ‘they really took care of us ...’.

“When Mr Hodgson asked about the burglary, his mother said: ‘Oh, that was before. Then we looked at all the photo albums ...’

“Sadly, Mr Hodgson’s mother died a few weeks later but he said that, thanks to Louise, she had had the opportunity to go through 93 years of memories in her photograph albums for one last time before her death.

John – now with Hertfordshire Police – said: ‘I think this incident had a strange effect on me, and on Louise. We did our jobs but we put that extra little effort into it. I certainly enjoyed the company of his parents.’

THE opening hours of police stations countywide have been extended as part of Chief Constable Roger Baker’s plans to give the public the service it wants.

Divisions will have extended the hours at some of their rural police stations – and, in some cases, re-opened them – by the end of this month.

Mr Baker said the public wanted an increase in visible policing and face-to-face contact and that is what they will get.

“Police stations are an important part of the community and give a lot of reassurance to the community when they are open,” said Mr Baker.

“The public needs to know they are accessible.”

Having police stations open 9am-5pm on weekdays clearly did not satisfy the needs of Essex residents and so it was time to extend opening hours at those not open 24/7.

“We have extended opening hours over a good number of them and in some cases we have re-opened them,” said Mr Baker.

“We have worked hard within Essex Police to make this possible, particularly the people facilitating those extended opening hours so I thank them, on behalf of the public.

“Feedback from the public is that they would like police stations to be open, putting their needs first and making them feel safe.”

“This is just the beginning of us looking at how we can improve the accessibility of policing services in Essex,” said Mr Baker.

And Essex Police Authority chairman Robert Chambers said he was delighted the force would be opening police stations for longer.

“This is what the public have repeatedly told us they want and I am pleased we are able to deliver it,” he said.

Colchester division is re-opening front desks at five of its stations – Ipswich Road, Shrub End, Wivenhoe, Tiptree and Mersea – and increasing opening hours at Copford.

This is an extra 12 hours per week and a total of 180 hours a week for the division.

Opening times at Pitsea, Lawford and Billericay police stations have been increased by 16 hours a week – the total number of hours all five stations in the Basildon division are open is now 300 a week.

In Chelmsford division, Maldon and South Woodham Ferrers police stations will be open an extra 15 hours a week, making a total of 249 for the division.

Additions to opening hours at Shoebury and Leigh police stations mean Southend division opening times have risen 15 hours a week to a total of 187.

In Harrock, South Ockendon and Corringham police stations will open an extra 20 hours a week, giving a total of 188 hours a week for the division.

Dunmow, Halstead, Saffron Walden and Witham police stations benefit from an additional 35.5 hours a week, giving a total of 242 hours a week for the Braintree division.

Harlow has an extra ten hours’ opening at Ongar and Waltham Abbey, meaning the seven stations in the division are now open for 697 hours a week.

Canvey Island Police Station – in the Rayleigh division – will now be open 365 days of the year. Opening times will be confirmed at a later date.

Tendring division already has two police stations – Clacton and Harwich – open 24/7 operationally and is making no changes to opening hours at Brightlingsea, Mistley and Walton on the Naze.

For details of all the new opening hours, and when they come into force, visit www.essex.police.uk and log on for ‘Longer opening hours for police stations’ (October 31).
The Law, Rights on joining the NCS

has 50 objectives under its Harlow Partnership, which top priorities for The Safer reducing by almost a years, with burglaries of halved during the past three burglaries in the area have figures showing that also responded to the fight Action Areas around the an easy way for the public to SINCE Harlow's Action Area and conditions of employment. alternatives, new SOCA terms as an NCS direct recruit or, choice either to accept the terms from Essex Police will National Crime Squad OFFICERS joining the

An officer will remain a member of the existing Police Pension Scheme (PPS) unless the officer has previously the SOCA pension scheme – which we describe as the SOCA transfer terms. It is important to emphasise that the decision as to whether to accept direct recruitment from the NCS is a matter for individuals. The Federation must make a decision based on the information published by NCS and SOCA.

Areos of concern

But the Federation has identified several areas of concern which remain. For those who accept direct recruitment from NCS, these terms and conditions, whilst within the NCS, will be as they are now - governed by the Police Regulations and determinations made thereunder:

- An officer will remain a member of the Police Pension Scheme (PPS)
- Following transfer to SOCA, an officer will be eligible to remain a member of the existing Police Pension Scheme
- Following transfer to SOCA an officer will become an employee of SOCA on the SOCA transfer terms – unless they elect to accept the new SOCA terms – and terms and conditions will be governed by the contract of employment with SOCA and not, therefore, the Police Regulations 2005 and determinations made thereunder.

The Federation understands that a copy of the current draft of the SOCA Transfer Terms is available on the NCS intranet. It accepts, as yet, not legally binding commitment for SOCA to make these terms available from April 1, although SOCA has made clear that is its intention, subject to further amendment to the draft.

Direct recruitment

SOCA has sought to encourage officers to become direct recruits of NCS in every way possible on the basis of trust. It acknowledges that the SOCA transfer terms and conditions are not.

The Federation has made representations to SOCA about the inadequacy of this position but, regretfully, at the time of writing, the decision to accept the NCS offer of direct recruitment remained October 21. If the Federation were to decide not to accept the offer of direct recruitment with SOCA, it would remain a seconded within NCS for their parent home force. Unless the officer has previously returned to their home force, from April 1 they may compulsorily be seconded to another area although still remaining a member of their current home force, to which they would return once the secondment ended. However, if the officer subsequently wanted to join SOCA as an employee, they would need to resign from their home force and would join on SOCA terms and conditions – not SOCA transfer terms.

They would not then be eligible to remain as a member of the existing PPS as a SOCA employer but would be eligible to join SOCA's pension scheme.

In determining whether or not to accept the offer of direct recruitment, it may be a good idea to consider the following:

On transfer from NCS to SOCA, an officer will remain eligible to be a member of the PPS. The Federation's understanding is that if the officer then chooses to leave SOCA and rejoin their home force, they would need to join the new – and not the existing – PPS, although this is the subject of clarification being sought from SOCA.

Negotiation

Whereas the officer would remain entitled to the same pay immediately following transfer – and be on the same pay scales – increases in those pay scales are currently the subject of negotiation and there won't be automatic upping as for members remaining employed under the Police Regulations and determinations made thereunder.

Following transfer, officers will no longer be subject to either the conduct or efficiency regulations. Different disciplinary and efficiency procedures are being prepared, which are materially different and provide less protection than the current position. SOCA has intimated, however, that if the matter needs to be considered by the Independent Police Complaints Commission, then, and only then, the procedures may provide the same protections as exist under the disciplinary regulations.

Still waiting

The Federation is still awaiting a copy of the updated draft discipline procedure. Whereas the employment of a member of a home force can only be terminated on grounds of age, medical retirement or following and pursuant to the procedures under the conduct/ efficiency regulations, an officer’s employment with SOCA will be terminated for other reasons, including redundancy or on the provision of three months’ prior written notice. Whereas officers will have the right not to be dismissed unfairly and can progress a complaint through an Employment Tribunal, it is very rare indeed that an Employment Tribunal orders re-instatement/re-engagement if the claim is successful and any compensation is subject – in most cases – to a statutory maximum.

Dismissed for any reason

Hence SOCA could dismiss an officer for any reason, although, depending on the procedures used by it or the reason, a compensation claim could be pursued although there would be little, if any, prospect of re-instatement/re-engagement being ordered.

Whereas SOCA has indicated that its seeking to put in place a scheme to compensate transferencees in the event that they are to be dismissed on grounds of redundancy, the current provision in the draft contract would provide for legally binding retirement of the officer on SOCA terms and conditions are materially different and there would be little, if any, prospect of re-instatement/re-engagement being ordered.

Whereas SOCA has indicated that it is very rare indeed that an Employment Tribunal orders re-instatement/re-engagement if the claim is successful and any compensation is subject – in most cases – to a statutory maximum.

The Federation has raised this with SOCA.

The contract currently seeks to preserve entitlement to replacement allowance – ie the equivalent of a housing/transitional rent allowance – as payable at March 31, 2006 and would not, therefore, lead to any changes in the event of a change in personal circumstances thereafter.

In the current draft, SOCA appears to have reserved its right to change normal hours of work, rather than being in a position to require officers, without changing those hours, to work flexible normal hours of work, temporary basis. The Federation is challenging this.

Permanent move

SOCA may, after consultation with officers, require them to move permanently to another place of work anywhere in the UK, although they will be compensated/reimbursed with relocation and removal costs, subject to compliance with the SOCA redeployment and relocation assistance policy. Special Priority Payments will be payable for 3605 if officers are in receipt of the same immediately prior to April 1, 2006.

After that date, a scheme of retention payments is being introduced. Although no Federation has yet been made that the overall value of these will reflect the value of Special Priority Payments payable prior to April 1, 2006. Once an officer has taken up direct employment with SOCA, whether before or after being seconded – they will no longer be eligible to apply for those who don’t wish to consult with SOCA about the terms – which we describe as the SOCA transfer terms. The Federation has identified several areas of concern which remain. For those who accept direct recruitment from NCS, these terms and conditions, whilst within the NCS, will be as they are now – governed by the Police Regulations and determinations made thereunder:

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Tug’s Dad inspires new book on our volunteers

A NEW book written in tribute to nine Southend officers who lost their lives during World War One is being published to coincide with Remembrance Sunday.

In Search Of Tug’s Dad has been written by former Deputy Chief Constable Jim Dickinson. Mr Dickinson met Wilfred George ‘Tug’ Wilson in 2002 at a re-dedication of the memorial to Southend police officers who were killed during World War One. Tug’s father, Alfred Wilson, was one of the constables killed during the war, however Tug knew little of the circumstances of his father’s death. By coincidence, the following week Mr Dickinson was to visit France and offer to take photographs of the memorial on Tug’s father’s behalf.

In Search Of Tug’s Dad features tales of all nine Southend officers. Mr Dickinson, who joined the Southend-on-Sea Borough Police in 1966 and retired from Essex Police in 1997, said: “Tug’s father, Alfred Wilson, joined Southend Police on March 10, 1915. “Just nine months after joining the police he volunteered to enlist with the 16th Fife Brigade.” By February 1916, he had moved to northern France with the 39th Division. In 1917, as part of the XVIII Corps and as a Lance Corporal and as a Lance Sergeant, Alfred, 27, fought in the Battle of Ypres, where, on September 26, close to the Menin Road he gave his life. Mr Dickinson is now researching Essex and Chelmsford Constabulary officers who were killed during World War One. He would like to hear from any relatives or anyone with memorabilia or photographs on 01702 585657.

Four proposals for merging Essex Police with neighbouring police forces have been put forward to the Home Office.

Home Secretary Charles Clarke has asked all forces countywide to prepare proposals for the creation of strategic forces because it is felt that having 43 police forces in England and Wales is no longer the best way to tackle certain types of crime. So, these larger forces will be better able to deal effectively with major, serious, organised and cross-border crime, terrorism, public order and strategic roads policing.

The proposed minimum strengths for a force under the plans is 4,000 police officers – and up to 6,000 police officers and staff, in total. Essex currently has approximately 3,600 police officers.

An initial report has been sent to the Home Secretary outlining the following options:

1 Creating a regional force by merging all six East Anglian forces – Essex, Hertfordshire, Bedfordshire, Cambridgeshire, Suffolk and Norfolk
2 Amalgamating Essex Police with Suffolk and Norfolk
3 Amalgamating Essex Police with Hertfordshire and Bedfordshire
4 Continuing the status quo with Essex as a standalone force.

The preferred and final option must be submitted to the Home Office by December 23.

Both Chief Constable Roger Baker and Essex Police Authority chairman Robert Chambers said in a joint statement that any proposal by the force would emphasise the need to deliver an improved service to the public.

Mr Baker said: “An instruction from the Home Office to review force structures regionally is an even greater chance to build on our success. These are very exciting challenges for a successful and ambitious force.

It’s also true that these things cause uncertainty, and sometimes anxiety, and will cause us to reflect on some other areas where we had planned to move forward.

“However, Essex Police will minimise this by making sure that it informs people all the way along the line – involving staff and staff associations, the public and partners.”

And Mr Chambers added it was a top priority for Essex to have the best local policing in the county.

Mr Baker said: “We need to look at our options for the force before we press ahead with the accommodation plan.”

Mr Baker added: “We need to implement the new initiative as soon as possible so we can get on with our frontline duties by March 31.”

Four proposals will be considered by members of Essex Police Authority at their meeting on Monday, December 5, and a decision is expected.

The options are:

1 Four divisions plus Stansted Airport
2 Five divisions plus Stansted
3 Six divisions plus Stansted
4 Keep the current structure of nine divisions plus Stansted

Four options for internal restructuring

ESSEX Police is also examining its internal structure in order to streamline itself and help to return an extra £80 million to frontline duties by March 31.

Four proposals will be considered by members of Essex Police Authority at their meeting on Monday, December 5, and a decision is expected. The options are:

1 Four divisions plus Stansted Airport
2 Five divisions plus Stansted
3 Six divisions plus Stansted
4 Keep the current structure of nine divisions plus Stansted

At the time of printing, responses to these options have been received from the public, local politicians and partners. The debate is ongoing.

Other initiatives are also being developed, including Neighbourhood Policing, so the public and partners know who are their local police officer and how to get in touch. The day we work to get the force ahead of the national agenda – and will ensure that our local restructure and the national one are co-ordinated.

Whatever the result of the internal restructure, we will deliver better services, said Chief Constable Roger Baker.

For display advertising in The Law contact United Press on 01282 459533
The Law is proposed by Barry Tarbun.

In memory of Barry Tarbun, who passed away on 6 September 2019, and to support the Chelmsford Essex Police Memorial Trust, a special fundraising event will be held on Saturday, 13 October 2018, at the Kings Wood Civic Centre, Green, near Colchester, Essex. The event will include music, local bands, trade stalls, and a car boot sale.

The cost of the event is £20 per adult and children under 16 are free. A special children’s group will also be catered for. The event will run from 11am to 6pm, and refreshments will be available.

As part of the evening entertainments, two wolf packs will be present, and a horse and rider from the London Metropolitan Police will also be in attendance. A variety of other exhibits will be present, including a police horse, a marked patrol car, and a police motorcycle.

In addition, an array of activities will be undertaken by the Essex Police Federation, including a children’s entertainment area, a range of activity stalls, and a display of police vehicles.

The event is bound to include something different for everyone, and the Essex Police Federation would be delighted to welcome you.

If you are interested in participating, please contact Roy Clark, Head of the Essex Police Federation, on 07732 123387, or by email at roy.clark@essex.police.uk.
Leading the way in cross-border data exchange

ESSEX Police are in the vanguard of sharing electronic command and control incident data safely, effectively and efficiently between forces.

IT services company Steria has linked up with Essex Police to design and deliver a cross-border exchange method for information from the STORM command and control system. Jenny Tolhurst, Force IT Application Administration Manager

Steria’s Daniel Demakonis said cross-border collaboration was the way forward for UK policing and Steria’s system – produced as a series of test and development sessions with Dave Wickins, IT Application Administrator – was at the heart of this.

“IT is entirely necessary in allowing forces to work together to take a more holistic view of an individual crime or incident and tackle it in the most effective way. The need to share mission-critical incident data has never been greater,” said Mr Demakonis.

Most police forces pass data about incidents to other forces via email, fax or phone. But Steria’s Cross-Border Exchange Interface Module allows Force Information Room staff to transmit incident data electronically via the dedicated police secure communications network CiX and to other suppliers’ software.

So Essex Police will soon have the potential to pass data to more than 30 UK police forces and the Highways Agency – increasingly important with the proposed mergers of some police forces and the centralisation of motorway policing.

Outlining other benefits, Mr Demakonis said it would reduce the need for re-keying in data – eliminating the possibility of mistakes – there would be low implementation and support costs and CAD operators would not need re-training.

He has worked with Essex Police since 1998 and also works with 15 other UK forces providing the STORM command and control system.

Recognising the best at their jobs

POLICE officers and staff have been rewarded for ‘going that extra mile’ at the first Essex Justice Awards.

The awards were set up by Essex Criminal Justice Board to recognise people who demonstrate their commitment to improving the criminal justice system.

And four awards were collected by members of the force from the High North Essex Special. Chief Supt Graeme Bull, head of the Criminal Justice Department, said: “These awards not only recognise the hard work and effort put in by those concerned but also demonstrate the determination of Essex Police as part of the prosecution team to deliver a quality service to the people of Essex.”

Awards for excellence

Louise Simpson, of the Criminal Justice Unit, was awarded for her attitude and for leading by example when caring for victims and witnessing of crime. She has inspired staff countyside to improve performance and their own standards of support to victims and witnesses.

Proactive Essex Police Youth Strategy officer Insp Kevan Griggs also received an award for his work with young people and its contents and equipment.

Insp Griggs, as area co-ordinator for the National Charging Programme, was closely involved with a number of forces with the move towards Statutory Charging for Essex – said to be the single biggest task facing police service since the introduction of PACE. While Jenny undertook the training and support on Statutory Charging of all CPS prosecutors and a range of police forces – six out of the ten Essex Police divisions are now operating the Pre-Statutory scheme and the rest are set to start soon.

Commendations

Colchester PCSOs Jacqueline Tyrrell, Gaynor Forster, Alison Howe and Charlotte Knowler received their certificates from Jenny Tolhurst, High Sheriff of Essex for his work with offenders after he was nominated by one of the force’s drug arrest referral workers.

Mr Watkins said: “The award was in recognition of Lee’s work with the homeless and treating substance misuse offenders at Heroin and Crack Cocaine treatment drop-ins four afternoons a week.”

And four awards were collected by the Special Constable Constable Charles Clark from Shire Hall, Chelmsford.

Chairman of the ACPO Youth Issues Group Devlin Chief Constable Charles Clark represented Essex Police at its annual Youth Justice Conference in Bahrain.

Speaking there were Pc Andrea Prout and Julita Hynes from the Braintree Children’s Trust, a multi-agency team dealing with young offenders and prevention services for children, and young people from the age of 1 to 19.

Delegates examined the key issues that have a direct impact on young people at a local and national level over the past 12 months and considered the emerging priorities for the year ahead.

Topics covered included drugs in schools and policing, young people and weapons, neighbourhood policing and youth engagement.

For display advertising in The Law contact United Press on 01282 459533

The Law, November 2005

Old habits die hard for a detective

ONCE a detective, always a detective...

A former senior detective was walking his dog when he came across about 50 boxes of rubbish dumped in a lane.

Old habits die hard – he collected some papers with company headings and a sample of items dumped and returned the next day to video evidence.

His work concluded successfully when a man pleaded guilty at Southend Magistrates’ Court to being the owner of the vehicle used for the unlawful disposal of waste, was fined £1,000 and ordered to pay £1,000 costs to the Environment Agency.

Mr Watkins said: “The award was in recognition of Lee’s work with the homeless and treating substance misuse offenders at Heroin and Crack Cocaine treatment drop-ins four afternoons a week.”

A SPECIAL Constable from Witham has won a top honour for her work after being called to deal with a suicide on a railway line.

Melissa Harmer received the Norman Dooley Trophy from the Essex Lord Lieutenant, Lord Petre, in front of Deputy Chief Constable Charles Clark at Shire Hall, Chelmsford.

The trophy is awarded to the Special Constable deemed to have carried out the most meritorious act of the year, in honour of the late Special Constable Dooley, of the Southend Western Division.

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This Christmas, the charity continues to invite everyone to come along and try to remain positive about trying to remain positive in the face of it all. It was always going to be tough going. So please can you donate the money you have been expecting to give this season? Jan said: “The money was used to support groups and clubs in the community, helping them to keep going, even for a brief period of time, when some of our kids were at their worst.”

Moved by the story of Grandad’s love for their sons, the family also left behind their incredible legacy. They had been there for them all along, from their childhoods until their final days. They had been there from the times they were young, through their teenage years and into adulthood, helping them to keep their dreams alive.

The family leaves behind a lasting legacy for the children who still live in our community. The money they raised will go to supporting groups that are working to help these children as they grow older. The money will help them to maintain the facilities they have just opened, and to provide them with the support they need to continue their work.

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To find out more about the charity, and to support them, please visit their website at www.worldvision.org.uk. All requests must be received by Friday, November 25.

Have you got what it takes?...
HOLIDAY LETS

FLORIDA Sarasota. Villa sleeps six. Quiet village environment. Communal pool, tennis, barbecue, holiday home with pool table. Contact Norma Gill via email at norma.gill@blueyonder.co.uk.


SOUTH OF France, three-bedroom villa, sleeps six, quiet complex. Mediterranean coast 150m. Visit www.4-cypriette.com email kevin.harman@freeuk.com or ring 01770 470926.

COSTA Cala Linda, La Manga, two-bed- room apartment, sleeps six. Overlooking golf course and sea, 20 yards to beach. Gardens, two pools, tennis. Sailing school close by. Cheap flights to Murcia or Alicante. Contact John De’ath on 01245 266949 or Ron Cook on 01376 573406.

TENERIFE, two-bed, two-bathroom room villa, at Amanita Golf on south coast, sleeps six. Sea view, satellite TV. From £300 per week. Ring Dave Britton on 01702 201701. LAKESIDE chalet, Cotwolds Water Park. Exclusive, fully-equipped, two bedrooms, onsite pool, kitchen, lounge and terrace. Leisure centre on site. From £150 to £300 per week. Ring Stuart McKie on 07714 006114.


FLORIDA, four-bedroom villa, three bathrooms. Private pool, air conditioning, cable TV, DVD, CD, PlayStation, games room. Golf and Disney near. Ring Karen or Carol Nunn on 01479 841717 or e-mail mcaulayvilla@aol.com or 614045, visit www.mcaulayvilla.com email apf.nunn@btinternet.com.

COSTA BLANCA La Marina. Luxurious, three-bed, sleeps six. Two bathrooms, solarium, dining room apartment, sleeps six, quiet complex. From £350 pw. Contact John De’ath on 01245 266949 or Ron Cook on 01376 573406.

Name and rank: ......................................................
Station: ...................................................... Home tel. ......................................................
Date: ...................................................... Signed ......................................................

Send to The Editor, The Law, Press Office, Essex Police HQ.

Advice should be submitted to The Law in a sealed envelope and any telephone numbers given will be in the public domain.

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Holiday lets

FLORIDA Sarasota. Villa sleeps six. Quiet village environment. Communal pool, tennis, barbecue, holiday home with pool table. Contact Norma Gill via email at norma.gill@blueyonder.co.uk.


SOUTH OF France, three-bedroom villa, sleeps six, quiet complex. Mediterranean coast 150m. Visit www.4-cypriette.com email kevin.harman@freeuk.com or ring 01770 470926.

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Couple’s cruise along the international

AN Essex Police plaque which marked the first day of the successful 59-day cruise of the St Andrews Constabulary, thanks to a former officer.

Stuart Mather and his wife June, of Hullbridge, visited Canada as part of a cruise around the world. They contacted the secretary of the World Inter-Venezuela Association (WIA) there, who arranged for the cruise to be met at every port of call.

They visited HQ in St John’s, escorted by the Meantime Pc Jolene Garland in full ceremonial dress. And IPA member Pc Steve Mercuri also met theMathers.

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A gathering of white

THE NARPO and Southend Borough annual White Helmet reunion will take place on Friday, December 16.

All former and serving Southend division officers are invited to attend the event from midday in the Southend Police Station bar, where a ploughman’s lunch will be provided.

Safety requirements should be notified to the club manager on 01702 341121, ext 30915, or to NARPO branch secretary David Jones on 01702 321214.

Alternatively email david.jones386@ btinternet.com.
Another great benefit of your Federation membership

Attractive loan rates

As a Police Federation member, it’s only sensible to be fully aware of all the benefits of membership. One of which is The Police Federation Personal Loan Scheme, which has been especially arranged with you in mind, in association with Hamilton Direct Bank.

Hamilton Direct Bank has over 7 years’ experience providing loans for Police Federation members and over 7,400 of your fellow members have already benefited from our expertise.

As the table below clearly shows, the loan you want could be more affordable than you thought.

<table>
<thead>
<tr>
<th>Loan amount</th>
<th>RATE</th>
<th>60 monthly repayments</th>
<th>Total amount repayable</th>
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<tbody>
<tr>
<td>£10,000</td>
<td>7.4% APR</td>
<td>£198.95</td>
<td>£11,937.00</td>
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<tr>
<td>£8,000</td>
<td>7.4% APR</td>
<td>£159.17</td>
<td>£9,550.20</td>
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<tr>
<td>£6,000</td>
<td>7.4% APR</td>
<td>£119.37</td>
<td>£7,162.20</td>
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You can borrow up to £25,000 and the money could be in your account within days (or the same day we receive your documents for a small additional charge). Figures quoted exclude optional Payment Protection Insurance.

Affordable rates

Spread your repayments over 1 to 7 years

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For more information on the rates and repayment options Hamilton Direct Bank can offer you, just visit www.hdb.co.uk/police
I thoroughly enjoyed my police experience. AN online survey has been launched in a bid to discover why drivers speed on Essex roads.

The survey – found at www.essexsafercity.co.uk – has been developed by the Essex Safety Camera Partnership (ESCP), a partnership which includes Essex Police. ESCP Liaison Officer Rachel Whitelegg said: “The ESCP is committed to reducing road casualties caused by excessive vehicle speed and an important part of our work is educating and changing driver’s attitudes towards speeding.

‘By launching this survey we hope to find out what drivers in Essex think about speeding and what circumstances are most likely to make them speed.”

The findings will be used in future education and publicity programmes and we will also be displaying the results on this website.”

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We must tighten belts’

THE 2006/07 budget will be the most challenging in Essex Police’s recent history, says Finance and Administration Director Rick Tazzini.

The force now spends ¼ of a billion pounds every year and has the highest number of police officers and staff ever recorded.

But 70 per cent of police forces’ funding is pre-set, using a Government formula which is changing on April 1. This introduces a level of uncertainty until the provisional funding allocations for next year are announced early next month.

However, Mr Tazzini is confident Essex Police will rise to the challenge as, he says, staff have a well-established and confident approach to planning and setting the annual budget.

“We are confident we can deliver a balanced budget which seeks to deliver improved police performance for the people of Essex and will not excessively increase Council Tax bills,” said Mr Tazzini.

“Essex Police has an excellent financial track record. Our overall spending is comparatively low and we have the fourth lowest Council Tax of any shire force in the country – relatively low and we have the fourth lowest Council Tax of any shire force in the country – relatively low and we have the fourth lowest Council Tax of any shire force in the country – relatively low and we have the fourth lowest Council Tax of any shire force in the country – relatively low and we have the fourth lowest Council Tax of any shire force in the country – relatively low and we have the fourth lowest Council Tax of any shire force in the county – that is almost 20 per cent below the national average, saving Essex Council-Taxpayers £22.”

Police forces are likely to only receive a rise of three per cent in Government funding for the coming year.

That sum will be insufficient to fund pay awards, inflation, unavoidable cost pressures and essential service investment. Therefore the force will have to identify other savings to bridge the gap and pay for new investment.

The main financial issues affecting the force’s budget include the review of the Contact Management Programme, changes to the funding arrangements for police pensions and unavoidable cost increases such as energy including fuel and pay increments.

Forces are still required to deliver three per cent in efficiency savings by reducing budgets, increasing time spent on front-line and visible duties, increasing productivity and reducing sickness.

As well as dealing with the national police structures review, the force is also carrying out its own review into its internal, divisional structure, which it is planned should release between £3million and £4million for frontline services.

Investment will be required for neighbourhood policing; including the force’s 25 per cent share of the Government’s plans for considerable growth in PCSO numbers over the next two years.

Divisions and departments have been submitting budget proposals for the 2006/07 financial year but no final decisions will be made until the provisional and Essex Police Authority members have all the relevant information next month.

ACTION spreads its net wider

A DELEGATION from South Yorkshire Police which visited Essex in September to see at first hand how the ACTION programme has been implemented has provided excellent feedback.

The team consisted of the chairman of South Yorkshire Police Committee, the chairman of the Performance Committee, a divisional commander and members of the force’s Corporate Review Team.

They spent two days as guests of the ACTION team learning about the force’s leadership programme with a view to it assisting them in developing one of their own. South Yorkshire Police Corporate Review Team member Carla Devolto has now written to the ACTION team describing the visit as ‘exceptionally useful’.

She went on to say that police authority members were inspired by what they saw and she felt sure the information gained would ‘prove invaluable to South Yorkshire Police in the future planning and implementation of any such programme’.

ACTION project manager Laurie Ponsor said: “We are flattered that South Yorkshire Police chose us to assist in setting up its own leadership programme.

But this form of acknowledgement that our programme is amongst the best and we are happy to share best practice with any other forces who would like us to do so.

‘It is gratifying to know that our South Yorkshire colleagues were inspired by what they found and I am confident that they will be able to incorporate ACTION in the development of their own programme.”

The Law, November 2005
**Sport & Leisure**

**PMAS goes for gold with new sport sponsorship**

POLICE Sport UK has announced that the Police Mutual Assurance Society (PMAS) has become its official sponsor. What this means is that PMAS will be the police service’s own financial services company since 1922 and provides a range of financial products.

The new sponsorship deal has reinforced the close links between PMAS and the police service.

Police Sport UK aims to provide additional support to the diverse schedule of athletic events for police employees across the UK.

The sponsorship relationship was launched at the UK Police Triathlon Championships at Tallington Lakes, Lincolnshire.

Police Sport UK currently runs 53 national sporting championships a year for its 250,000 Police Employee Association.

Chief Constable Andrew Cameron, chairman of PSUK said: “We are delighted to be working with Police Mutual to launch this initiative. This is an important step in continuing to provide high-quality police sporting events throughout the UK.”

And PMAS chief executive Graham Berville added: “This is a natural partnership, with Police Sport UK being concerned with the physical well-being of both Police and Public Mutual looking after the financial well-being of the whole Police Family. We are looking forward to an exciting 12 months supporting Police Sport UK.”

**Golfers rise to challenge**

CHELMSFORD retained the NRPO Golf Challenge Trophy following a close contest against Southend and Colchester.

Brilliant sunshine greeted Witham’s Bentall Golf Club where Chelmsford’s Fred Stannard claimed top spot with a five-under-par round thanks to the support of his playing partner, Southend’s Nick Bradmore.

With Christmas approaching, the choir of garden sheds was formed and Southend’s John Ixer, Claire Homer, Louise Wakelin and Stuart Hooper raised £50.

**Sport Aid for Asian earthquake victims**

NEARLY £1,500 has been raised for the South Asian earthquake appeal by the newest set of trained detectives who undertook a 12-hour charity badminton tournament.

One of the recently-qualified investigators lost a relative in last month’s disaster and her course colleagues wanted to help those families in Pakistan who had lost loved ones and homes in the 7.6 magnitude earthquake, which has left the deaths of more than 50,000 people.

The team of 14, which included trainers Alan Phillips and Nigel Cooper, thought of a game during a 12-hour night shift to give people playing in the tournament.

Led by Alison Cotter, the squad members each played a game of doubles for an hour before rest and allowing the others to take to the court.

She said: “We all brought our sleeping bags in and saw the night through with short rounds of badminton interspersed with equal short stints of sleeping.”

EPTC catering provided the players with breakfast as they awoke or finished their games.

Alison also thanked staff in the Force Information Room, who contributed £200 for the pleasure of wearing casual clothing instead of uniform for two days.

The detectives will be donating a proportion of the money raised to a Colchester GP who is flying out to Pakistan later this month in order to assist the ongoing rescue mission.

**Angling honours**

BASILDON took the honours in the Croker Cup freshwater angling at Witham on October 12.

Southend came second, followed by Braintree, Colchester, Chelmsford and Harlow.

The next fixture is to be held on October 30 at Elms Colne.

**Triathletes back on track**

The Law, November 2005

OFFICERS lay down a soccer challenge

**Sport & Leisure**

A FOOTBALL tournament organised by officers from Rochford Community Policing Team has been an overwhelming success.

The event, at Clements Hall Leisure Centre on October 28, saw six five-a-side teams of local 14 to 16-year-olds go head-to-head.

In addition, a scratch Rochford Community Policing Team (CPT) side took in a selection of the youth players, narrowly winning 2-1.

Prove Joyces, of Rochford CPT, said: “The day was a great success with 30 youth players turning up. We also had a number of visitors, including local councillors and Southend Utd’s Mitchell Cole, who brought a signed ball and football boots.”

The tournament lasted several hours and was followed by food and refreshments.

Prove Joyces added: “It proved a great way to get to know the young people who live in the community, and wouldn’t have been possible without the support of numerous local businesses.”

Thanks to Holmes Place Leisure Centre, Rayleigh Karter, Farm Fresh Meats in Hockley, McDonald’s, Southend Sports Trophies, UC1 Basildon, Southend Utd and St John’s Ambulance.

The tournament came about through Rayleigh division’s footballing officers having the idea of challenging local youth people to a game after complaints about youths littering at Clements Hall.

CPT’s minor report of criminal damage were received by local officers in the CPT’s behind the community centre.

With the assistance of the leisure centre manager, a police team made up of PCAT and ACOV and provided the teenagers and ran out 6-2 winners.

**André comes home sixth in nationals**

TRIATHLETE André Jopson came sixth and sixth overall in the national PSUK triathlon on October 12.

He finished around five minutes behind winning Matthew Rees, of the City of London Police, and completed the 40km run in over 100 minutes. Andé completed the 10km run in a race best of 33:50 but had little off the boil in the 1:56:00 swim, at Tallington Lakes, Lincolnshire, for a time of 25 minutes. And he took 1:16 to complete the 40km bike ride. The race was part of the build-up to the Police Sport European Championships in Switzerland next August.

Andy, 27, had warmed up by winning the Blackwater Sprint Triathlon the week before.

**Running fixtures**

THE next cross-country running fixture is at 2pm at Verulamium Park in St Albans, Hertfordshire, on Wednesday, November 16.

Mini-buses will leave Southend and Colchester police stations at 11am, picking up at convenient stops on route.

The next fixture on December 14 at Basildon, includes the Croker Cup competition.

And the final fixture is at 2pm at Basildon, including the Croker Cup competition.

**Andy gets a second**

AN officer from Maldon recently returned from the national PSUK squash tournament in Nottingham, which featured teams from the fire service, civil service and the Armed Forces.

Andy Hynes was the only Essex officer to represent the six-person police team and helped them to second place but in the Armed Forces.

The winner of the top, £3,000 prize in the Essex Police Sports Association October draw was Mr David McKenzie, of Harlow.

Pc Steven Clay, of Colchester, won second prize of £1,000 and Kathy Robinson, in HQ Uniform Sceptors, won the £500 prize.

Winners of the £100 prizes were:

Steven Rawlings, seconded staff, Police Information Technology Organisation; Det Sgt Kevin Macaw, of Brentwood MIT; Michelle Banham, of HQ Forensic Intelligence Unit; Sgt Paul Keely, of Brentwood; John Coyle, retired; and the winners of £50 were: Michael Beale, of Chelmsford; A R Richards, of Basildon; Jacqueline Lovegrove, of FIR; Vicki Ford, of FIR; Ian Pyke, of HQ Firearms Licensing; Pc Melanie Warren, of Lndon; and Pc Helen Butter, of Chelmsford.

Det Con Andy Marrow, of Rayleigh CAU; Noel Fordham, retired; Pc Andrew Jones, of Brentwood; and Dave Blackburn, of HQ Driving School. Those who won Benenden Healthcare bears were: Pc Chris Rail, of Brentwood; David Keenan, of HQ Corporate Support; Pc Mick Fordwick, of FIR; Ian Pyke, of HQ Firearms Licensing; Pc Melanie Warren, of Lndon; and Pc Helen Butter, of Chelmsford.
ESSEX Police have fared well in the latest set of Home Office performance assessment figures.

Southend in Essex and Wales were assessed in seven categories – reducing crime, increasing public confidence, effective policing, tackling crime, maintaining order, providing a visible police presence and promoting safety, providing assistance, citizen focus (which includes community confidence in the police) and effective local policing – in the figures issued by HM Inspectorate of Constabulary.

The Law, Constabulary.

IN the same week, the Home Office regional manager Miriam Minty, of the Together Action programme, was guest speaker. Shoppers were attracted to exhibitions in and outside the cinema by a variety of organisations working to make Southend a safe place to live.

Several hundred people saw the DVD, which has proved to be so popular that more copies will be produced. It proved to be so popular that more copies will be produced.

A short DVD, screened at Southend as part of a police reduction partnership, was a bonus for the force.

More than 1,500 people flocked in for a tour of the police station before they were welcomed to a special showing of the Together Action programme.

In all other areas the force has maintained its good work. Assistant Chief Constable (Crime) Liam Briggsnaw said: "The HMIC’s baseline assessment of Essex Police demonstrates our commitment to constant improvement and consistency.

"In improvements in volume crime investigation and reduction, call management and the training and development of staff all point towards our determination to take a lead in making Essex safer."

"Our success in doing so is mirrored by HMIC’s assessment that public reassurance is also increasing."

The report notes the excellent work undertaken by the force to reassure communities in providing a highly-visible service. This has led to our consistently high position in the Crime Survey, where we fare best in our family of forces in the public’s perception of anti-social behaviour.

Essex Police Authority chairman Robert Chambers said of the figures: "I am very pleased that the force has continued to perform well and has indeed improved in many areas."

"We will continue to work with the police to ensure the public gets the service it deserves – a more efficient and effective police force."

Crime, Security and Communities Minister Hazel Blears said overall policing performance was very encouraging. She said: 'Crime and the fear of crime are both down and the number of offences brought to justice has gone up."

"Over the last three years we have seen real and sustainable improvements in police performance."

This publication provides a clear picture of police performance designed to enable forces to identify strengths and weaknesses and to help local communities understand the performance of their force.

The Home Office performance assessment coincided with the publication of a report setting out measures which also showed Essex Police in a positive light, particularly in the areas of crime reduction, promoting safety and providing assistance.

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