**ESSEX Police will bring the first 110 new officers to the county by the end of the financial year.**

This follows a decision by Essex Police Authority on September 8 to support ambitious plans to bring an additional 600 officers to Essex over the next three to five years.

The first of the new officers are due to be recruited this month.

Chief Constable Roger Baker said he was delighted with the authority’s decision.

He said: “My promise to the public, with the authority, has always been to increase police officer visibility on our streets.

“More officers on the beat will provide valuable reassurance to our communities as well as help us in our fight against crime, nuisance and disorder.

“Essex is a safe county, and I am very proud of what the team has achieved.

“However, we can always do more to make people feel even safer and, by putting additional officers on the front line, we will be providing our communities with a first-class service.

The officers comprise 100 police constables and ten police sergeants. They will be split equally between the five territorial policing divisions. The 600 officers will all fill new posts – aimed at bringing the force’s total officer strength to more than 4,000.

The programme of work is named Operation APEX – Ambition for policing in Essex.

The force and the police authority have a strong financial track record and, over the past two and a half years, have identified £8 million of savings under Operation Austin – that cash was also used to recruit more officers.

Operation Austin has now concluded as Operation APEX begins.

Essex Police Authority chairman Robert Chambers said: “We are delighted to be able to support Essex Police with these plans.

“More police officers will give the public the ‘feel good factor’, which should reduce the fear of crime and give them a better customer service.

“We want to make these plans a reality and become the safest county in the country.”
Colleagues rally round Arron to raise £14,000

A 650-MILE sponsored walk by Essex police officers has raised £14,000 for a colleague left disabled in a rugby accident and for the hospital that treated him.

Pc Arron Williams, 26, received a cheque at a special presentation night at HQ, which also raised a further £625 in an auction of sporting memorabilia on the night.

A number of officers, who took part in the relay walk around the coast from Somerset to Dorset this summer, attended, along with two nurses from the team at Stoke Mandeville Hospital who treated Arron after he broke his neck during a rugby match in September last year.

The money will buy equipment for Arron, who now has his own home and a full-time carer, and also specialist equipment for the hospital.

The cheque was presented by ACC Derek Benson who spoke about Arron’s remarkable courage in coming to terms with his disability and his “inspiring” battle to lead an active life, despite being a wheelchair-user.

Colleagues heard how Arron had taken up wheelchair rugby, had been water-skiing and was hoping to drive a specially-adapted sports car around Brands Hatch.

He plays wheelchair rugby once a week and hopes to become a member of the British team at the 2012 London Paralympic Games.

Mr Benson said that, as chairman of Essex Police Sports Association, he would ensure Arron would have the special wheelchair needed to play wheelchair rugby at the highest level. He also gave Arron a message of support from Chief Constable Roger Baker.

The walk and the fund-raising evening, on September 19, were arranged by Insp David Miller, of Basildon, who said Arron’s courage and determination to cope with his disability had been an inspiration to all 50 officers who took part in the sponsored walk during which teams trekked for about 100 miles a week.

Insp Miller said: “The monumental effort on the part of the walkers, combined with the generosity of all those who contributed, culminated in an extremely successful, enjoyable and worthwhile event.”

Arron said he was amazed that so many colleagues throughout the force had been involved in so many fund-raising events to help him. “I would like to say a massive thank you to everyone who has helped. It has meant so much to me,” he said.

“I hope to thank everyone personally when I return to work, I know that I may never walk again unless there are major breakthroughs in medical science but I am determined to get fit enough to return to work at Essex Police.”

mounted unit focused under national spotlight

THE work of the force’s Mounted Unit will come under the national spotlight this month at the ACPO Conflict Management Conference.

Acting Supt Jon Dodman has been invited to speak about the experiences of bringing the horses back to Essex Police – the original Mounted Unit was disbanded in 1999.

Fourteen forces in England and Wales have mounted sections with Essex and North Wales creating theirs within the past 12 months.

Acting Supt Dodman, head of Mobile Support Division special operations, will tell the conference why Essex Police reintroduced its mounted branch last December and the benefits that it can bring to policing in the 21st century.

He said: “Usually we get to hear what horses can do, such as policing football matches and general public order incidents but this year the organisers wanted me to share the reasons why we brought the horses back to Essex as they might be considering doing just that themselves.

“I will speak about how we did it, what went well and what we would do differently.”

Acting Supt Dodman said that since mounted patrols were reinstated in December 2007, he had heard nothing but positive feedback from territorial policing divisions.

“The horses provide public reassurance as they are very approachable and people tend to remember seeing a police horse and rider.

“They are good for crime prevention and their riders have made arrests – not least because they have a better view from the saddle than colleagues on the ground would have,” he said.

The Essex Police Mounted Unit is based at Writtle. It currently consists of six horses, nine police officers, a stable manager and a groom. One officer is on an exchange with the Metropolitan Police Mounted Unit, with two Metropolitan officers also working at Writtle under the programme.

Three horses have just qualified in public order policing – several months ahead of schedule – and can now be used to police football matches.

Previously, the force has had to ‘buy-in’ mounted policing from the City of London Police for certain matches but we will soon be in a position where we can hire out our horses under mutual-aid arrangements with other forces.

When the Mounted Unit is up to full strength – eight horses – its officers will be able to develop specialist knowledge and investigate equine crime, such as the theft of horses, tack and other equipment.

The ACPO Mounted Working Group works towards standardising the policies and procedures surrounding mounted policing in England and Wales. Once, every force had its own mounted branch but numbers dwindled in the 1990s as other public order policing methods developed.

The 2008 ACPO Conflict Management Conference was due to be held on October 7 and 8 in Warwickshire. Its aim is to equip police officers with the latest knowledge and understanding of the key issues in the field of conflict management and to aid the sharing of best practice.

See Page 5 for more news about the Mounted Unit.
Special week builds on Customer First work

IN July, The Law reported how customer satisfaction results were the best ever from people responding in the force’s user-satisfaction surveys.

The focus on customer service and the importance of treating people like individuals and not a case file number remains a high priority.

And, from Monday, October 6 to Sunday, October 12, the force is joining many other organisations to take part in National Customer Service Week.

Customer services manager Debbie Tatey said activities during the week would be aimed at raising staff awareness about the Essex Police Customer Service Standards and providing services which put the customer first.

She said: “We want to give the best service possible, from the moment someone calls us or walks into one of our police stations through to the work of our neighbourhood policing teams (NPTs) and specialist response units. We do so much and it is important that the public knows what we do and how they can contact us.”

“National Customer Service Week will also see the launch of a new officer contact card to give the public full details about how to contact officers dealing with incidents. The cards will give the public the name and contact details of the officer in charge of their enquiry and crime or incident numbers.

“During the week we will be carrying out quality checks on our call-handling areas including police stations front counters, NPT mobiles, phones and non-emergency telephone contacts.

“We will also improve the number of quality checks carried out where by members of the public are telephoned to find out about the service they have received and if there is anything more we can do to improve their contact with us.

“We know from feedback from our satisfaction surveys that it is important for all public information to be up to date, so we will also be working hard to significantly improve the information.”

All employees have a responsibility for ensuring everyone who has contact with us has a positive experience.

Debbie said: “The aim is to make sure that, when the force provides the highest level of customer service to people living and working in Essex.

“Customer service excellence is now one of five for news of the ACPO Excellence in Policing awards and the commendation for Customer First

Motors in sentencing ‘first’ for force

TWO motorists are the first in Essex to be jailed for causing death by dangerous driving under new sentencing guidelines.

Christopher Kibble, 18, of Sible Hedingham, and Sakir Olgun, 27, of Totternhoe, north London, were each sentenced to eight years in prison for causing the deaths of three teenagers following a crash in Halstead.

In August, they were each found guilty of causing the deaths of three 15-year-old boys – Christopher Jolley, of Maplestead, Danny Archer, of Great Leighs, and Richard Warren, of Halstead – who were passengers in a Ford Escort driven by Kibble.

They died when the Ford Escort hit a tree in Sudbury Road on May 6 last year. A Volkswagen Bora, driven by Olgun, also left the road at the same location and struck a lamppost.

Last month, Kibble and Olgun were sentenced at Southend Crown Court on new guidelines relating to causing death by dangerous driving.

Under the new guidelines relating to causing death by dangerous driving, which take into consideration more circumstances surrounding the death of the person killed, the court is given the option of imposing a prison sentence. Under the old guidelines, the court was only able to impose a fine.

The new guidelines relate to all defendants and to all deaths and give the court the entire range of options available to it, including life imprisonment.

The PC and her partner were each given the maximum sentence of eight years for causing death by dangerous driving.

The laws under which the drivers were convicted were changed with effect from December 1, 2008.

The Law, October 2008

Look how big I’ve grown

• The class, from left, Stuart Casserly and King, Sally Morris and Rocky, James O’Connell and Reggie, Andy Kemp and Kaiser and Paul Stubbs and Travis

Pe Paul Stubbs and his dog Travis

POLICE officers and special constables should be aware of changes to the Misconduct and Performance Regulations.

December 1 sees the introduction of a new code of Professional Standards and the improvement of a number of defenses with both complaints against the police and misconduct.

These changes will apply to all regular officers up to, and including, the rank of chief superintendent and to all members of the Essex Police Special Constabulary.

The new regulations, referred to as the Taylor Reforms, have come about from a review of the police discipline procedures by a former HM Chief Inspector of Constabulary of Scotland, Bill Taylor.

He identified the current system as being lengthy, costly, bureaucratic and punitive. From December 1, procedures which are similar to those used in the private sector but which recognise the unique challenges of the office of constable will be introduced.

Chief Insp Darius Perkins, of Professional Standards (PSD), explained: “They aim to be fair, open and proportionate with a focus on learning and improvement instead of blame and punishment.

“This is intended to secure the confidence of officers and the public alike in all officers to take action that seeks to establish improvement in service delivery in a proportionate manner.”

Underpinning the changes will be a new code of Professional Standards, against which officers’ conduct will be measured.

Chief Insp Tomkins stressed: “This represents a change in procedure, not a change in the standards of officers’ behaviour.

“The ten standards will replace the current 12 codes of conduct and, significantly, they also place a positive obligation on officers to challenge colleagues’ misconduct.

“Under the new regulations, misconduct cases may be assessed as falling into one of two categories.

“Misconduct – less serious matters that will be dealt with by local command teams and will carry a maximum penalty of a written warning.

“Gross misconduct – the most serious cases which, if proved, will place the officer’s job in jeopardy.

“PSD will provide support to divisional boards with updates as to the progress of the case.”

Chief Insp Tomkins said: “This will enable a proportion of cases to be undertaken by local managers, who will have a better understanding of the circumstances of the case.”

Training has already started for line-managers, while all other police officers will be required to complete an NCA LT computer-based training (CBT) package in the near future.

Nishan gets on his boat

SENIOR press officer Nishan Wijeratne got stuck in to raise funds for the Anthony Nolan Trust.

Nishan, 32, is a governor of Howbridge Junior School in Witham, who has been joined on a number of occasions by the combined junior and infants’ school in a Dragon Boat racing challenge at Paper Mill Lock, Little Baddow.
Do police staff deserve a fair deal?

UNISON is conducting a national survey, asking members if they think we deserve a fair deal. If you haven’t already done so, please complete the survey by visiting the link below. Your survey responses help us to ensure that our argument is robust and that when it comes to reporting our findings, we will be able to show that our members are united in support of a fair deal.

UNISON is pressing for a 3 per cent pay increase and an end to the 2.5 per cent pay cut. We are also pressing for an end to the Government’s working week policy.

A fair deal – including a 3 per cent pay increase for the year ending October 2008 and an end to the 2.5 per cent pay cut that started in April 2008 – is within reach. It is supported by a majority of. Unison members. The Government will be facing a general election within months. The Conservative Party and the Liberal Democrats are both supporting a fair deal. So join us in fighting for a fair deal.

Advantages of Unison membership

Apart from national pay and local terms and conditions, Unison membership has many other advantages.

For further details, contact the centre on 01245 789595.

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ACPO recognises our excellence in policing

THE force has been named a winner at the ACPO Excellence in Policing Awards for Operation Leopard.

And its Customer First programme was also one of five commendations in the Excellence in Policing category. The inaugural awards last month saw 65 nominations from 30 different forces.

Operation Leopard – which initially targeted known offenders on a Basildon housing estate – was one of four winning entries in the Resolving Community Issues category. The pilot operation, which has been praised by Home Secretary Jacqui Smith and used by other police forces – was initiated after youth-related anti-social behaviour was identified as a priority issue and community intelligence was gained.

Then Forward Intelligence Team officers and local officers went on patrol, carrying out surveillance and knocking on the doors of known offenders to warn them and their parents that anti-social behaviour would not be tolerated.

The officers also photographed and videod known offenders out on the estate to reinforce the zero-tolerance message.

This close monitoring dramatically reduced the amount of burglaries, car crimes and criminal damage for that disorderly area of the estate – and there were no reports of anti-social behaviour or crime during the eight days of the operation.

Around 200 residents were questioned before and after the operation, and said they had an increased level of confidence in the police and a reduced fear of crime.

Acting Insp Jon Burgess said: ‘I am very proud of the results achieved by Operation Leopard for the communities previously troubled and I’m very grateful to all the officers who contributed to making Operation Leopard a success.

‘We have effectively addressed the number one neighbourhood concern and shown that we take very seriously the problems affecting quality of life.

‘As a result of the success of Operation Leopard, further operations are being rolled out across Essex, as well as a pilot Operation Leopard Cub, which will use local officers to record unacceptable behaviour over the last three months.

‘Customer First is a major aspect of our work and to give the public the service they want from us.

‘It aims to increase public satisfaction from the very point of contact, through the way to the aftercare of victims and witnesses.

‘The system, which is designed to be finely-tuned, was a programme board was set up and chaired by the Deputy Chief Constable Andy Blanks.

‘This allowed the head of customer service, Claire Heath, and a super-intendent from each division to identify a system of best practice that could be implemented across the force.

‘As a result of employees’ hard work, Essex Police achieved its best customer satisfaction rating for 2008.

‘The implementation of hand-dryers, the Airblade should cost less energy than warm-air hand-dryers, the Airblade should cost less to run and can help to lower the energy costs. Where hand-dryers are being used, the Airblade should see the force become apparent.

‘The Mounted Unit has already shown that we take very seriously the problems affecting quality of life.

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Officers drive banger to Rome

Officer新建動的 readers are being encouraged to spread the word about the new PDR system.

Those involved in the work of a new scheme carried out by Saab during the construction of the new PDR system, the team was able to get a new way of working and updated services.

Said Paul Mears, a former Saab mechanic: "I encourage all staff to access information, help keep the service running, and ensure that the correct data is updated by all staff."

When calling SOS needs be a problem

SOS calls are handled by the first team in England to improve the new PDR system and to assist local community groups.

In the first SOS call, the team was able to get a better understanding of the situation, and to ensure that the correct data is updated by all staff.

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A selection of letters sent to our divisions and departments thanking us for a job well done.

Dear Sir,

I would like to express my thanks and appreciation of Pc [Name] who came to my home after [I experienced] some criminal damage to my bungalow. The matter was dealt with, with efficiency and skill, which I, as a widow of just over a year, felt very encouraged and reassured by.

It is not easy to have to deal with personal issues after your own marriage but he gave me confidence and assured me that I had done the right thing by contacting the police.

Yours sincerely,

[Name]

TO De Steeple We are writing to express our appreciation for the courtesy and respect given us by the officers of Essex Police.

You and your colleagues, PC Toby Wiseman, PC Crow and PC Dr Paul Restarick, who worked on the case, were very helpful and professional in their approach.

It was a relief to have everything in the correct order.

I am extremely grateful to you for your help in this matter.

Yours sincerely,

[Name]

TO Dc Steve Warry

We are writing to express our thanks for the courtesy and respect that you showed to the [Name] family.

You and your colleagues, PC Toby Wiseman, PC Crow and PC Dr Paul Restarick, who worked on the case, were very helpful and professional in their approach.

It was a relief to have everything in the correct order.

I am extremely grateful to you for your help in this matter.

Yours sincerely,

[Name]

TO Sgt Peter Chivers

Once again, on behalf of my children, I would like to thank you for all you are doing.

You and your colleagues, PC Toby Wiseman, PC Crow and PC Dr Paul Restarick, who worked on the case, were very helpful and professional in their approach.

It was a relief to have everything in the correct order.

I am extremely grateful to you for your help in this matter.

Yours sincerely,

[Name]

TO Chief Insp Alan Gooden

I have come to know PCSO [Name] and I would like to thank you for your help in this matter.

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Yours sincerely,

[Name]

TO Chief Supt Graeme Bull

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Yours sincerely,

[Name]

TO Chief Constable Rodger Harkness

I would like to thank you for your help in this matter.

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It was a relief to have everything in the correct order.

I am extremely grateful to you for your help in this matter.

Yours sincerely,

[Name]

TO Da Youth Officer

We are writing to express our thanks for the courtesy and respect that you showed to the [Name] family.

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It was a relief to have everything in the correct order.

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Yours sincerely,

[Name]

TO Insp Rachel Wood

We are writing to express our thanks for the courtesy and respect that you showed to the [Name] family.

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Yours sincerely,

[Name]
Letters

League

Letters

Have your say

Write to Heather Turner, Law Letters, Publication Unit, Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA or via email to heather.turner@essex.pnn.police.uk

Letters and emails must not be longer than 300 words and must include your full name and home town. The deadline is 20th of each month.

We reserve the right to edit or omit letters. Please be aware The Law is reproduced on the internet and circulated to the media.

Broadstairs

Southend friends invited to reunion

I AM replying to Jack Faulkner who asked a question in last month’s issue of The Law about an incident in a Southend theatre.

Although I was not actually there, I do believe this to be true.

Way back then, I was a member of both the Focus Theatre Workshop and an associate member of the Southend Shakespeare Company (SSC). The SSC were performing at the theatre which has front and back entrances to the theatre.

I know this story because it was a famous event recounted frequently by the persons present. It was around 1980 and some of the actors in it were Clive Platt, Rob Hamilton, Garry Masters and Mike Fry.

Clive was also famed for stepping on to stage during a particularly poorly-attended performance of Richard III and saying “My horse my horse, my kingdom for a... one, two, three, up the pub to the three members of the audience.”

I wanted to speak to him in there. Unfamiliar with the building Clive opened the door, only to find myself in the middle of a midlife crisis of Henry V during the Southend Shakespeare Company’s performance of Henry V.

I stood there, in full view of the audience in the auditorium, a 20th century policeman in full uniform and, although I felt somewhat embarrassed, I knew that I had to uphold the law, so muttered the immortal words: “Excuse me, but if anyone here has parked a car on the pavement outside the theatre would you kindly move them, because I am likely to take some action.”

Sure enough, several members of the audience and at least one 15th century nobleman in full dress hurriedly left the building to carry out my request and, after supervising the removal of the offending cars, I quickly went on my way.

My response to last month’s letter from Jack Faulkner entitled Enter officer, stage right.

I have to put my hands up and admit it is true.

I can’t recall the exact date but guess it must have been about 1985 when I was a new, green probationer serving in Essex. I was out on patrol one cold evening when I was approached by a member of the public expressing concern about the excessive amount of cars parked on the pavement at the corner of Short Street and Queensway, obstructing the area near the Focus Youth Theatre.

I entered the building, which also doubled up as a youth centre, and was shown by two youths to an obscure door.

They said that I might find the people I wanted to speak to in there. Unfamiliar with the building I opened the door, only to find myself in the middle of a midlife crisis in the play of Henry V, which also featured the character of my friend Clive Platt, who would later work with Shakespeare Company (SSC). The incident even featured shortly on a television news programme fronted by Janet Street-Porter, and 18 months later, on a programme called Some You Win, when Lulu interviewed the theatre company producer and a member of the cast.

Until now, apart from a few friends and family, I have managed to remain anonymous, but, in response to Jack’s letter, I know now the time to take centre stage.

To Chief Supt Dave Folks

I AM writing on behalf of my officers who wishes to express their thanks for the support you gave to the police officers involved in the incident at the Pointz Fire in Southchurch.

I attended the incident and I am very grateful for the work that the police force did to deal with a fire in a building. It is a matter of concern that it was a two volume fire for this county.

I have found it very difficult to put into words the courage and commitment of the men and women of Sussex Police who work so hard to keep us safe.

I thought it was worth writing to say how grateful I am to the Sussex Police for their work in keeping us safe and how much I appreciate the fantastic job they do.

I would like to take this opportunity to thank all of my colleagues in Sussex Police who work so hard to keep us safe and to wish them all the best in the future.

TO Mick Fidgeon

Thanks to John Hopes and Peter Lamb for spending the day at the Essex Young Nuts’ event at the University of Kent, I was able to get a better understanding of their work and the impact it has on young people.

It was also nice to see you there and, I believe, another member of the team.

It is tremendous that every year we are able to find young people who are interested in politics and who are interested in making a difference.

The Law

April 11, 2009, it will be 40 years since the amalgamation of Southend on Sea and Essex Constabulary with Essex Constabulary.

There are still a good number of retired officers still active in politics. Please contact me at 42 Ivy Road, Benfleet SS7 4DG, email at fsimpkins@talk21.com or on 01268 459185.

I understand there are a number of groups who are interested in the amalgamation of Southend and Essex Police. Please contact me at 42 Ivy Road, Benfleet SS7 4DG, email at fsimpkins@talk21.com or on 01268 459185.

I would be grateful if you could pass on my sincere thanks to the British Association for Shooting and Conservation and the Essex Police Museum.

I would be pleased to invite anyone who has any interest in the amalgamation of Southend and Essex Police to attend the event and to discuss the future of Police Forces in the region.

TO James Bell

Thank you for your email of 10 January 2009.

I am able to confirm that the incident at the Triton Theatre, Southend on Sea, on 23 January 2009, did not involve firearms.

I wish to thank you for your understanding and support.

kirsty@tibl.co.uk
**Colin’s career takes off in two directions**

**Music fan and composer**

Colin has decided to step down from his position as Chief of Staff at the Police Policy and Practice Directorate to pursue his passion for music. Colin has been composing music in collaboration with Colin Bennett, who writes the lyrics, and the duo have had some recent success, including a No 1 song in the Philippines by A. Side. Colin and Bennett’s music has been described as musical talent, having taken a different direction — to Nashville, USA.

**Chairman of trustees**

Colin has been a long-time supporter of the Essex Police Choir. Now, he has decided to step down from his role as Chief of Staff to focus on his new passion for music. Colin has been a member of the choir for many years and has been involved in the administrative side of the choir, which has allowed him to use his skills in management and leadership. Colin believes that his experience as a musician and a leader will be beneficial in his new role, and he is looking forward to enjoying the benefits of his new passion.

**Ambition for policing in Essex**

Colin believes that music can be a powerful tool in building community and promoting positive values. He is considering starting his own music company, which will focus on producing music that inspires people to make positive changes in their lives. Colin is planning to use his connections in the music industry to promote his new project, and he is looking forward to seeing where his new venture will take him.
**A fabulous evening of entertainment**

**THE Essex Police veterans’ cricket team played the Gentlemen of Essex CID to mark the departure of force sports secretary John Stonehouse.**

The Gents won the toss and elected to bat. After a shaky start they were on 11-2. Lorrie Austin having gone for a duck – Martin Wilcox had him caught by Dean Reilly – and Rachel O’Connor (32nd). Russ Welch – 49th place for Essex – was the next wicket to fall. He reached 68 in 83 balls before falling lbw to the bowling of Dave Griffiths and Lorrie Austin, 3-42 and 3-24 respectively, and the Vets were eventually dismissed for 137 – the Gents winning by ten runs.

The teams are pictured, with Vets players John Croot and Alf Henry both missing. Brian Hargreaves, the separator for the day, saw a busy end to a successful season for the Gentlemen of Essex CID, who won their last three games on the trot.

- It was a great career move? and his boss, Coxall, finished pledged this grand feat and mounted and then he chose three, Pete was first to go. – the eighth on the B-course – Simon Coxall, Paul Kreyling round of golf.
- Three, Pete was first to go. – the eighth on the B-course – Simon Coxall, Paul Kreyling round of golf.
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- Three, Pete was first to go. – the eighth on the B-course – Simon Coxall, Paul Kreyling round of golf.
Outstanding police officers and staff

ESSEX Police officers and members of police staff have been awarded for their achievements at the annual ACTION awards ceremony.

They were recognised for their commitment, dedication, enthusiasm and leadership within the force.

Eleven individual accolades were presented, including Community Police Officer of the Year, PCSO of the Year, Student Officer of the Year, a Lifetime Achievement Award, a Diversity in Action award and Cadet of the Year.

A police officer, a special constable, a PCSO and a member of police staff each received ACTION Achievement Awards.

And the Liam Brigginshaw Award was presented for the first time this year in memory of ACC Liam Brigginshaw, who died last year.

The Lifetime Achievement Award 2008 was presented to former inspector Cheryl Callow.

Throughout her career in policing, Cheryl displayed enthusiasm, dedication and a strong commitment to policing, which was an inspiration to her peers and junior colleagues.

Working closely with key partners and community members, she was a leader on quality of life for all and, in December 2003, she was awarded the Queen’s Police Medal for her outstanding contribution to police diversity issues.

Pc Rob Diss was named Community Police Officer of the Year 2008 in recognition of the outstanding contribution he has made to the quality of life for residents in Frinton and Walton.

Co-ordinating a multi-agency approach, Pc Diss has tackled local issues, establishing better lines of communication between the police and the public and successfully reducing anti-social behaviour.

Through his commitment and dedication to the local community, Pc Diss has developed strong relationships with local schools, shopkeepers and residents.

PCSO of the Year is Jacqueline Tyrrell, who has been involved in the creation of numerous community initiatives across Colchester.

Her outstanding inter-personal skills and enthusiasm for the role has helped to solve neighbourhood issues such as graffiti, thefts and anti-social behaviour.

And Student Officer of the Year 2008 was named as Pc Stuart Bills, who has continued to display an extraordinary degree of enthusiasm, motivation and energy to learning and progressing as a police officer.

Exceeding his arrest target by 40 per cent and initiating first aid when first on the scene following a road collision are just two examples of Pc Bills’ achievements.

Former chief superintendent Win Bernard was presented with the Diversity in Action Award 2008 following his work within the Essex Police Black Association to promote diversity.

Throughout his police career, Win worked tirelessly to promote equality and diversity and to develop cultural understanding within the force.

Engaging his colleagues, Win displayed enthusiasm, motivation and commitment to drive such messages forward.

Cheryl, Pc Diss, PCSO Tyrrell, Pc Bills and Win have now been put forward for the annual Jane’s Police Review gala awards on November 15.

Essex Police Cadet of the Year 2008 was named as Stephanie Thorpe. Since joining as a cadet, Stephanie has developed strong interpersonal skills, demonstrating initiative and professionalism.

Taking pride in force standards, she often volunteers to help at events such as recruitment open days.

Acting Insp Simon Werrett was presented with the 2008 police officer ACTION Achievement Award.

The ACTION Awards are part of the force’s leadership programme. ACTION is an acronym for: Achievement focus; Customer first; Take responsibility for performance; Inspire: high standards; Overcome hurdles; and Never accept second best.

As the neighbourhood inspector in Loughton, Insp Werrett has listened to residents’ concerns and doubled the number of neighbour- hood action panels (NAPs) in the area, introducing the first Transport NAP in Essex.

Last Hallowe’en, Insp Werrett organised an operation to police the area proactively, which resulted in a 50 per cent reduction in the number of calls made to police during the evening.

Insp Werrett works tirelessly with local councillors and partners on a variety of community activities to ensure that the fear of crime is reduced.

The second ACTION Achievement Award for an officer was given to Ssgt John Turnbull for his work in Melbourne, Chelmsford, reducing the number of warrants outstanding and ensuring that every person who was wanted received a visit within seven days of their warrant being issued.

PCSO Stuart Burt, of Harlow Town, was presented with an ACTION Achievement Award for his continued enthusiasm and dedication to policing.

A typical example of his performance was when he gave life-saving cardio-pulmonary resuscitation to a member of public who had collapsed while suffering a heart attack in Harlow town centre last December.

The police staff ACTION Achievement Award was presented to Natalie White, who has consistently been the highest-performing Crime Bureau investigator in Communications Division for the last 12 months.

And Chief Supt Mark Thwaites received the first Liam Brigginshaw Award in recognition of his outstanding commitment to policing in Essex.

As divisional commander of Mobile Support Division, Chief Supt Thwaites has dealt with complex and challenging firearms operations and he has been a key player in many multi-agency operations, such as flooding and fires, including two fires last October – one on the A12 at Eight Ash Green, involving an Essex County Fire and Rescue Service workshop vehicle containing an oxyacetylene cylinder, and one at Petrolius’s Coryton Refinery.

The ACTION awards ceremony was held at Stock Brook Manor Stock on September 24.