

The



Law

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November 2008

OUR PLEDGE TO ESSEX

ESSEX Police has become the first force in the country to sign up to the official Policing Pledge for England and Wales.

And it was marked by a launch with Home Secretary Jacqui Smith in Basildon.

Chief Constable Roger Baker said he was delighted Ms Smith had chosen to visit Essex to announce priorities which deliver a service that puts the public at the heart of everything we do.

He said: "We fully support the pledge, which has a real focus on face-to-face contact, providing reassurance through positive and consistent feedback and ensuring the needs of the public are met.

"We in Essex are working hard, not only to achieve and maintain these standards of service but we also aim to exceed public expectations where we can."

Each of our neighbourhoods will have a local pledge by December 1.

Mr Baker and Ms Smith, accompanied by Neighbourhood Crime and Justice advisor Louise Casey, visited the All About Centre in Laindon and sat in on a meeting of the Lee Chapel North Neighbourhood Action Panel (NAP).

Local residents discussed local policing priorities for the area before witnessing the signing of the Policing Pledge.

It sets out for the public a clear minimum standard of service, including that neighbourhood policing teams will spend at least 80 per cent of their time visibly working on behalf of the public in their neighbourhood and the right to meet their local team and others in the community to agree priorities.

The pledge sets out clear priorities for all forces and shapes the way the police will deal with issues and concerns.

It also informs the public of the standard of service they should expect from their local neighbourhood policing teams.

This includes forces attending all



● Insp Simon Anslow explains Essex Police's approach to Neighbourhood Policing to Home Secretary Jacqui Smith, accompanied by Neighbourhood Crime and Justice advisor Louise Casey, Basildon and East Thurrock MP Angela Smith, PCSO Kat Paternoster and Pc Lisa Cooke

Picture by Laura Anderson

reported crimes – a move Essex Police introduced in April 2007.

In addition, the force has already increased its number of police officers by 440 in the last three years and has promised to continue to increase police officer visibility.

Front-line staff numbers have increased by 998 officers in total – which also includes an additional 269 PCSOs and 289 additional special constables.

Mr Baker added: "We have recently announced plans to place a further 600 police officers on the front line in a three to five-year programme, because that is what the public consistently tell us they want and we are committed to delivering it.

"The public are our biggest partner and deserve the best possible service we can provide."

Ms Smith said during her visit on November 4: "The public are our strongest weapon in tackling crime and I passionately believe that empowering them to get a good deal

through the Policing Pledge will play a powerful role in driving up the quality of policing for our citizens and in our communities.

"I congratulate Essex Police for being the first force to fully implement the pledge for its public.

"For the first time, the public will know the minimum standard of service they should receive and I look forward to all forces making the same, visible commitment to their local communities."

Mr Baker added: "Generally, people prefer to do business face to face.

"We believe that attending every crime is vital in reassuring our communities that positive action is being taken and that we are committed to reducing crime, nuisance and disorder and bringing offenders to justice.

"Essex is a low-crime area. We are not complacent but we are going in the right direction to make Essex the safest county in the country."



● Essex Chief Constable Roger Baker with Home Secretary Jacqui Smith in Basildon

Picture courtesy of Echo Newspapers



We will remember them

NINETY years ago this month, on the 11th hour of the 11th day of the 11th month – after four years of intense warfare in appalling conditions – the Great War was over.

In terms of human sacrifice, more than one million British and Commonwealth soldiers had been killed.

And among those who had served their country and paid the ultimate sacrifice were 33 police officers who had previously served their communities while patrolling streets in Essex.

Twenty two had served with Essex County Constabulary, nine with Southend on Sea County Borough Constabulary and two with Colchester Borough Police.

Over the years, these brave men have been remembered and, each year, wreaths are laid in their honour and memory.

Plaques listing their names are displayed at the Shire Hall in Chelmsford, in Essex Police HQ Reception, outside Southend police station and inside Colchester police station.

A stone of remembrance on the lawn at the front of Essex Police HQ is a further tribute to the men who died in the Great War and their colleagues killed in the Second World War.

Sadly, as time has passed, it became apparent that little was known about those police officers whose names are listed on the respective memorials and who we 'remember' each year or of the circumstances in which they met their deaths.

Unfortunately, there are few police records relating to the officers and contact with their families has been lost.

And there are no records of any visits being made to the graves of those who are buried or to the memorials on which others are commemorated.

Research, based primarily on local newspaper records, regimental records and

by **Jim Dickinson**

battalion diaries, has enabled the compilation of accounts relating to each of the officers which give some insight into the circumstances in which they each met their deaths.

The information relating to Southend County Borough officers was published in 2005 in a limited edition booklet, *In Search of Tug's Dad*, and it is hoped that accounts relating to all 33 officers will be included on the Essex Police Memorial Trust website in the near future.

Of the 33 officers, 13 were reservists, recalled to their regiments at the outbreak of war in August 1914 to join the British Expeditionary Force.

The other 20 responded to Lord Kitchener's appeal for volunteers.

The youngest of these was Walter George Sutch, who died from diabetes in 1916 when he was just 20, and the eldest was 40-year-old Ernest Wedlock, a married man with 10 children from Epping Upland.

At least 15 officers were married and it is known that seven of them had children.

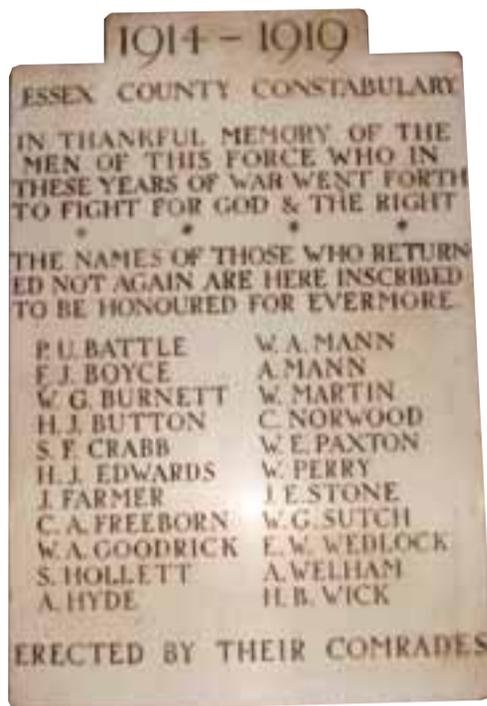
The first officer to die was Alfred Welham, who had only been a policeman for three weeks. He was still undergoing training at Chelmsford when he was recalled to 2nd Battalion, Suffolk Regiment, on the day war was declared – August 4, 1914.

He was killed just 22 days later in a rear-guard action fought at Le Cateau.

Joseph Farmer, a reservist guardsman, was taken prisoner in the first month of war during the Battle of The Aisne.

He suffered terrible deprivation and starvation and was forced to work, under fire, in the German front-line trenches before his death in April 1917 on the Eastern Front near Mitau, in what is now Latvia.

George Brenchley saw considerably more action. He had left the Army in 1913 to join



Essex County Constabulary before transferring to Southend County Borough the following year.

He too was recalled in August 1914 and served with the Grenadier Guards, being wounded on three occasions before being killed in August 1918 whilst advancing on the village of St Leger in the Pas de Calais region.

Behind each of the names of the 33 police officers is a tragic story which helps us appreciate more the sacrifices they made.

Eighteen Essex officers are buried in Commonwealth war graves – 15 on the Western Front, which stretched from Switzerland, through France and Belgium to

● **Clockwise, from left: the memorial at Shire Hall; the memorial at Southend police station – the name of T G Joyce was added in 2002; and the stone of remembrance at Essex Police HQ**



the North Sea. The bodies of the other 15, if recovered, were never identified and their names are commemorated on memorials to the missing on the Western Front. Four of them are commemorated on the Memorial to the Missing on the Somme at Thiepval.

● Copies of *In Search of Tug's Dad* – price £5 plus postage and packing – can be obtained from the Essex Police Federation office on 01245 452215, Essex Police Museum on 01245 457150 or Jim Dickinson on 01702 585657.

All profits are donated to the Essex Police Memorial Trust. For more information, visit www.essex.police.uk/memorial

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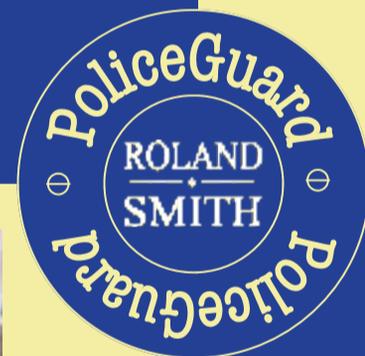
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● Chief Constable Roger Baker, above right and left centre, and ACC Derek Benson, above left, with police officers and members of the public awarded Chief Constable's Commendations

Pictures by Robert Soanes

Chief commends brave actions and quick thought

THE bravery and quick thinking of police officers and members of the public was recognised by Chief Constable Roger Baker last month.

Detective sergeants Grahame Hadley, of Brentwood Major Investigation Team, and Joanne Williams, from Essex Police College, received Chief Constable's Commendations for their hard work and dedication throughout the investigation into the murder of Bryan Spenner in Waltham Abbey on June 16, 2005.

Their professionalism was also recognised by Judge Philip Clegg, who awarded them a Court Commendation after the trial.

Pc Adam Barry, from Clacton, and Pc Stacey Howe, based at Stanway, were commended for their bravery during a flat fire at Ellis Road in Clacton on December 27, 2007.

Having seen smoke coming from the flat doorway, without considering their own safety they forced their way in and found a man slumped on the floor.

They dragged him to safety and reassured him, whilst briefing fellow officers and

firefighters on the situation. Pc Louise Martin and Pc Jonathan McLeod, from South Ockendon, and Pc David Wilkinson and Pc Ian Coman, from Grays, were presented with commendations for their actions on October 21, 2007, after a mentally-ill suspect started to wield a knife and a baseball bat.

The man threatened officers after stabbing himself, causing serious injuries to his face and arms.

The man was arrested and later sectioned under the Mental Health Act.

And Robert Hewitt and Russell Willson, both members of the public, were commended by Mr Baker for their fast reactions and first aid skills on January 20, 2008, after three people were stabbed at Southend Airport.

Mr Hewitt and Mr Willson gave all three victims first aid while waiting for an ambulance to arrive.

One victim had such severe stab wounds, he fell unconscious.

As a result of Mr Hewitt's and Mr Willson's actions, all three survived their ordeal.

Apologies to all our readers who receive *The Law* by post. As you will have spotted, our printer matched up the wrong names and addresses – so everyone got their copy as usual but with the wrong name on the address label. We hope the glitch has been corrected and that it did not mar your enjoyment of the October 2008 issue of *The Law*.

Less red tape – more beat time

Our front-line meets chief officers at Fed meeting

THE Essex Police Federation Open meeting saw a disappointing turnout of local officers.

Fewer than 30 Essex Federation members attended the event at the Hilton Hotel, Stansted Airport on October 30.

Members were joined by invited guests and were significantly out-numbered by other Federation representatives from across the country who were interested in Operation APEX – the Ambition for policing in Essex, which plans to bring an additional 600 officers to the force in the next three to five years – as well as other developments within Essex Police.

The chief officer team received a warm welcome from members and the event gave them an opportunity to discuss issues with front-line officers that are of current interest.

DCC Andy Bliss said afterwards: "It was a shame that more Essex officers did not attend what was a productive event, which the Federation had put a lot of time and effort into organising."

"It was great to see Federation colleagues who had travelled from all over the country and who were particularly interested to learn about Operation APEX."

"Whilst chief officers do not agree with all the points made by the Federation, it provided an opportunity for some stimulating debate."

"The chance for chief officers to hear the concerns of our front-line colleagues is always an opportunity that I welcome and I would urge officers to attend such events in the future."

The event was also attended by Shadow Police Minister David Ruffley and members of Essex Police Authority.

THE force has embarked on a pilot to reduce officers' paperwork giving them more time on the streets.

We are one of ten forces taking part in the Home Office-led scheme to change the use of Stop and Account, as part of the drive to reduce bureaucracy.

The change is evident when an officer stops a member of the public to ask them to account for why they are in a particular place.

Where there is no requirement to search that person, and no intelligence has been obtained following the stop, officers will no longer have any paperwork to fill in.

In the past, officers have spent between five and ten minutes filling out a stops form for each person they have

by Donna Veasey

spoken to under Stop and Account rules. Forms only now need to be completed if the person is searched.

Insp Chris Willis of the HQ Territorial Policing department explained: "This is a welcome end to filling in a really lengthy form which I know officers across the county will be pleased to see withdrawn."

"There will still be times when officers will ask for a person's details, but the removal of the form returns discretion to the individual officer to decide on a case by case basis when it is necessary to do so."

Officers still need to record the ethnicity of the person they have stopped. They do this by using their airwave radio to log an ethnicity code with the Force Information Room.

And so the member of the public has a

record they have been stopped, officers will be provided with a book of 'receipts' in which they will simply have to note their name and collar number.

ACC Peter Lowton, head of Territorial Policing, said: "In recent years we've heard a lot about the need for Police to reduce bureaucracy and this is a good example."

"This is an excellent opportunity for Essex Police. The removal of this form will allow officers to be even more effective in the way they deal with members of the public and significantly reduce the amount of time spent filling out paperwork."

"I anticipate this will be welcomed by our officers and hopefully by the community."

It is estimated that the changes will produce a saving of more than 5,000 hours of police officer and police staff time a year.

0300 333 4444 proves a hit with the public

MORE than 40 per cent of the non-emergency calls received by Essex Police now come through the 24-hour non-emergency number 0300 333 4444.

Previously, callers used the number of their local police station. Satisfaction with the service received is at its highest level.

The number of people using the new number has steadily increased since the number went live in March, with an average of 1,400 calls a day during the week and 700 a day at the weekend. Just over 216,000 calls have been made to the number since it went live.

The non-emergency number is a 24-hour, seven-day-a-week service that connects callers from across the county to the force switchboard. Calls are then directed to the most appropriate person, department or station.

Project manager Ian Jenkins said: "The non-emergency number has been designed to give residents of Essex convenient access to the police 24 hours a day and ensures calls are dealt with quickly and effectively. It is great to see that more callers are using the number every day."

The non-emergency number should be used for all enquiries made to Essex Police but does not replace the 999 emergency number.

Callers to 0300 333 4444 will be charged the same or less than calls to 01 (eg 01245) and 02 (eg 0208) prefixed numbers and will be included as part of any inclusive minutes or discount packages.

Making a break

THEY drank lots of tea, ate lots of cake and met a few new people.

And Essex Police officers and staff managed to raise a fantastic £2,895 for Macmillan Cancer Support by taking part in the World's Biggest Coffee Morning.

They rallied together, making cakes, biscuits, and cups of tea and coffee. Some even approached local businesses and national chains for donations to make the event a real success.

Staff in the Criminal Justice Department raised £1,391 with a number of coffee mornings in Billericay, Rayleigh and Harlow.

PCSOs from Braintree, South Woodham Ferrers, Stansted and Springfield invited members of the public to help them raise £906.16 through quizzes, raffles and second-hand book sales.

HQ Crime Division, the Force Information Room, and Media & PR raised a total of £616.2 and Brentwood Major Investigation Team £131.

Internal Communications co-ordinator Claire Elliott said: "I would like to thank everyone who organised a Macmillan coffee morning and everyone who took the time out of their busy schedule to attend."

"All the money raised will go towards improving the lives of people who are living with cancer."

Federation news by Roy Scanes

Police Federation secures best public-sector pay deal for police

ON October 16, the Police Federation of England and Wales agreed to an historic three-year pay deal, after a week of crisis talks with the Home Office and independent economic advisers.

The talks, which took place against an extremely volatile economic backdrop, became ever more urgent as independent advisers predicted inflation could drop as low as one per cent over the next year and warned of the effects this would have on negotiated pay deals, particularly under a pay review body.

The three-year deal – backdated to September 1, 2008 – will run through to August 31, 2011.

It ensures that all UK police officers will receive annual rises of 2.65 per cent, 2.6 per cent and 2.55 per cent, respectively, to see them through these fragile economic times.

Why did the Federation agree to this deal? What's changed?

The economic environment has changed dramatically over the last few weeks.

In light of this and the independent advice received, the Police Federation entered discussions with the constituent parts of the Staff Side of the Police Negotiating Board (PNB), the Home Office and the Official Side to explore whether an agreeable settlement could still be reached.

Independent economists advised the Federation that a pay review body would potentially bring substantially lower settlements than the multi-year deal offered by the Official Side and that, if a three-year deal was still available, it should be secured as soon as possible.

Forecasters also predict that over the coming year inflation is likely to fall to around one per cent and that if we fought for a pay deal based on inflationary averages – indexation – the percentage would be lower than the deal of 1.9 per cent we found unacceptable last year.

The Federation firmly believes that, bearing these and other economic factors in mind, this deal will provide members with some stability in very uncertain times.

The below quote is from Bob Elliot, Professor of Economics – his specialism is public sector pay – at the University of Aberdeen and economic adviser to the Joint Central Committee (JCC).

“Inflation will fall from present levels in 2009 and 2010 on, so that these settlements compared to inflation will look much more favourable in 2009, 2010 and 2011.

“Government finances will deteriorate as a result of the interventions in financial markets over the last few days.

“Accordingly their ability to award large settlements to public servants will be much reduced.

“Any settlements above 2.3 per cent will look good over the next three years.”

The advantages of the three-year deal

In the current economic climate, this is a good deal and, in real terms, the settlement is worth more than it was in July.

This is the best multi-year deal offered to any workers in the public sector.

The settlement will be backdated to September 1 and every effort will be made to ensure payment is received by officers before Christmas.

There is also a re-opening clause, which means that if there is a substantial change in economic and labour market conditions and they are impacting on police officer recruitment then, either in August 2009 or August 2010, the Staff Side of the PNB can go to the Police Arbitration Tribunal (PAT) to seek the re-opening of pay negotiations.

If the PAT agrees that the conditions of the re-opening clause have been satisfied, then the decision to re-open negotiation will be binding on the Home Secretary.

Home Secretary Jacqui Smith has agreed, with immediate effect, that she will end the consultation process on a police officers' pay review body and has given written assurance that, in the lifetime of this current Parliament,

the government will not seek to legislate for a pay review body to determine police pay and conditions.

This deal ensures that the PNB will continue to be the negotiating machinery for police officer pay and conditions of service.

Why were Federation members not consulted about this?

The Police Federation is just one component of the Staff Side of the PNB and the decision on this agreement was taken by Staff Side.

With limited time before the PAT meeting to recommend a one-year settlement figure, the eight-week consultation on the introduction of a pay review body and the changing economic climate, the Police Federation of England and Wales, together with the Staff Side, had to move quickly if the best possible financial deal for all members was to be secured.

Is the Federation still fighting for binding arbitration or industrial rights?

The Police Federation is still following the mandate given by its members earlier this year in a poll – to pursue industrial rights if binding arbitration is not granted.

To gain industrial rights will require a change in legislation. A letter was sent to Ms Smith in September giving a deadline of the Queen's Speech on December 4 for binding arbitration on the government in statute to be announced.

Should this not be announced on or before December 4, then the Federation will progress actions needed to attempt to introduce industrial rights for police officers.

Please note that this process will be lengthy.

Essex Police Federation open meeting

THE Essex Police Federation's annual open meeting was held on October 30.

Chairman Tony Rayner started by praising Chief Constable Roger Baker and Essex Police Authority for recruiting 200 officers in the last two to three years and for their plans to take on 600 more in the next five years.

“Credit where credit is due,” he said. “Across England and Wales, police forces are reducing

the number of sworn officers in order to balance their books. But not here – not in Essex – and we should congratulate the Chief Constable and the police authority for what they are doing to add 800 officers to the establishment of Essex Police since the summer of 2005.”

However, Mr Rayner told Shadow Police Minister David Ruffley and others in the audience that officers are suffering stress due to the pressure of the target-driven culture in which they are working.

And he gave a stark warning to managers, saying that if Police Regulations designed to protect officers and their working conditions were not honoured, the Federation would report them to the Professional Standards department or the Independent Police Complaints Commission (IPCC).

Also at the meeting were DCC Andy Bliss, national Police Federation secretary Ian Rennie and representatives of Essex Police Federation and other federations nationwide.

Mr Rayner said some inspectors were averaging 60-plus hours a week. Efforts to get the Health and Safety Executive to intervene had been fruitless, he explained, because the government had told it not to enforce the regulations with respect to the police.

He went on to criticise the lack of discretion available to officers when dealing with incidents because of the need to meet targets.

After a response from Mr Bliss, Mr Rennie gave an update on the three-year police pay deal and explained that it was a good deal given the current economic climate.

It means officers will receive a 2.65 per cent increase this year – crucially, it is backdated to September. The government's decision not to backdate last year's pay award led to the huge march through London earlier this year.

Officers will receive a 2.6 per cent rise in 2009 and 2.55 per cent in 2010.

The meeting ended with questions from members of the audience on a range of subjects, including the use of discretion, performance targets, pay and elected police commissioners.



Unison news by Mike Frost

Pay, safety and pension – Unison cares!

Although the employers' representatives had previously indicated that it would be possible to make a pay offer to police staff by the end of October that didn't happen.

The Police Staff Service Group Executive meeting in London on October 24 expressed anger and disappointment that no offer had been forthcoming.

However the executive recognised that meaningful negotiations on police staff pay had taken place and were continuing.

It now looks increasingly likely that those negotiations will not be concluded until the next scheduled meeting of the Police Staff Council (PSC) on November 19.

Unison and the other unions represented on the PSC are committed to achieving the best possible deal.

Negotiators will therefore continue to explore the possibility of a three-year deal if that provides the best opportunity for reaching the best deal for police staff members. However that is with the proviso that any such deal would:

- Give police staff a decent rise for every year of the deal
- Contain a re-opener clause in case inflation continues to rise
- Delete the lowest pay points on the PSC pay scale
- Increase the minimum annual leave entitlement
- Lead to a national pay and grading structure for all police staff in England and Wales.

When an offer is received, police staff Unison members will be consulted on the offer, with branches encouraged to conduct branch-wide ballots.

Of equal importance is the level of violence experienced by police staff across the United Kingdom.

A national survey reveals that 15 per cent of police staff have been subjected to violence in the workplace, with some 28 per cent needing medical treatment.

Those most at risk are custody officers, front office staff and PCSOs.

Essex Police takes its duty of care towards police staff very seriously. Unfortunately that doesn't mean that everything in the garden is rosy and that our colleagues do not get abused

and injured from time to time. When it happens, it can be very distressing for everyone involved.

It's at times like these that Unison membership comes into its own. Nationally, the union campaigns for better equipment and training.

At the Unison police staff conference last month, Home Secretary Jacqui Smith acknowledged the “huge contribution that police staff make” and pledged to standardise the powers and uniforms of PCSOs across the country.

That's a major step in the right direction. On a personal basis, though, the support available is more tangible and pragmatic.

Your local Unison representative will do all they can to help you and has your personal welfare in the forefront of their minds.

They will liaise with your managers, assist with any occupational health issues and support you through the attendance policy “minefield”.

In appropriate cases, convalescence can be arranged and legal assistance provided to seek financial redress.

When more than 50 per cent of custody staff nationally have been assaulted and more than 70 per cent have been threatened with violence, such service can be invaluable.

Of course, the same assistance is available to members who suffer industrial injuries or are on sick leave for any other reason.

These are benefits that more than justify the subscriptions and you never know when it will be you who will need your Unison representative.

The time may come when you have a grievance or stand accused of a disciplinary matter but, when you get older, it's your pension that concerns you ...

Pensions report

Unison actively lobbies for public service pensioners, pointing out that far from being “too generous and too expensive” [Pension Policy Institute Report], public-sector pensions actually save the taxpayer billions of pounds.

If public-sector pension values are eroded, a great many retired workers will be forced on to means-tested benefits.

Significantly, the report does not properly address that fact but it will be us – the tax payers – who unwittingly pick up the bill, again.

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Meet new authority members ...

“IT is my pleasure to introduce to you two new independent members of Essex Police Authority.

Firstly, welcome to Linda Belgrove, who lives in the village of Alresford near Colchester and is a parish councillor.

She has worked for a number of law firms as a senior legal secretary and is now self-employed, offering business support services.

Linda is a member of Tendring Rural South Neighbourhood Action Panel.

She will be the Tendring area's link police authority member (ie the member responsible for that area).

And welcome to Stephen Nicholas, who lives near Chelmsford and who, for many years, commuted to London to work for UK and American banks.

For the past five years, he has worked in Essex with Essex Probation Service, Chelmsford Adult Community Learning, Essex County Council, and Southend and Thurrock councils as well as several local companies.

He has been a member of the Independent Monitoring Board for Chelmsford Prison for two years, following his experience teaching in both Chelmsford and Bullwood Hall prisons.

Stephen will be the link member for the Braintree area.

And last, but not least, I am extremely happy to see magistrate Tony Williams has been re-elected to the authority.

Tony retired in 1993 after 32 years working for Lloyds Bank in a variety of roles.

He was appointed as a magistrate in 1995 and has been a member of Essex Police Authority since 1997.

Tony will continue to be the link police authority member for both the Rochford and Castle Point areas.

I am looking forward to working with our 'new recruits' and wish them a happy and successful time at Essex Police Authority.”

Success story 1 – Confiscation order nets £151,000

After a POCA confiscation process lasting almost two years, officers from SOCD – Financial Investigations in September obtained a confiscation order for £151,176.02 against Steve Boyce.

Boyce was jailed for four and a half years in 2006 for possession of a .243 Mauser bolt-action rifle, possession of 69.067g of cocaine, possession with

intent to supply 5.242kg of cannabis resin and 4.387kg of amphetamine.

If Boyce does not pay the confiscation order amount within six months he will serve a further three years in prison, without remission.

Success story 2 – Drug Trafficker ordered to pay £83,000

A judge at Chelmsford Crown Court declared last month that convicted drugs trafficker Stewart Howard had benefited by £121,307.49 from his

crimes and ordered that he pay a confiscation order of £83,384.70.

Howard jumped bail to Spain in January 2005 prior to trial but was rearrested in February 2007 and two months later was jailed for seven years and nine months for drug-trafficking offences.

A financial investigator uncovered property in Spain, which allowed the crown court to make the confiscation order.

Success story 3 – Confiscation order nets £79,000

Anthony Pryor and his wife Quing were convicted and jailed in January 2008 for managing brothels Braintree, Sudbury and Ipswich.

At a confiscation hearing under the Proceeds of Crime Act last month, Anthony was ordered to pay £70,804.44 within six months or serve two years in prison and Quing was ordered to pay £8,489.34.



● Cannabis factories, above, often prove productive in terms of cash seizures

● Unexplained amounts of cash over £1,000, right, can be seized under the 2002 Proceeds of Crime Act

● For help and advice, contact SOCD – Financial Investigations via email or on ext 61675



It all adds up

THE force has embarked on a new campaign to increase the amount of cash it confiscates from criminals under the 2002 Proceeds of Crime Act (POCA).

DCI Keith Davies, head of the Protective Services Improvement Team, has worked with Serious Organised Crime Directorate (SOCD) – Financial Investigations to devise a plan to maximise the potential.

Under the banner of *It all adds up*, the plan aims to get every officer in the force thinking about the possibilities of POCA because it is their responsibility, too.

ACC Derek Benson, the force POCA Champion, said: “This plan should be seen as a useful tool to take the force forward in the fight against crime. POCA should not be seen as a specialist role that is an ‘add-on’ to our policing role but as an everyday part of our duty.

“All front-line officers and police staff should look at every opportunity to consider the disruptive effect that POCA can have on criminality and the opportunity that it provides as a crime-fighting tool.”

SOCD – Financial Investigations can only react to cash found by police officers and PCSOs and can only react to information provided by officers to pursue the confiscation of ‘criminal benefit’.

DI Alan Stevens, of SOCD – Financial Investigations, said: “Virtually every officer in the force is now used to submitting an MG17 – which alerts us to early notification of potential POCA cases – but it is also imperative that they look for financial evidence to assist us to ensure that

‘Embrace the principles of POCA and take the cash out of crime’

criminals do not profit from their crimes.

“This could include the financial questionnaires completed with the suspect in custody, or officers being ‘alive’ to the possibility of finding financial information when conducting house and vehicle searches. Officers should at least take a note of bank account details and expensive items and let us know.”

If an officer or member of police staff finds £1,000 or more in any type of currency, cheques or bonds and suspects that it has come from or is intended to be used to commit crime, they can seize it and detain it.

Each division now has a POCA performance manager (PPM) whose role is to advise operational staff on the seizure of cash and cheques and to collate divisional POCA activity.

These managers will nominate two additional officers to support their role. All are attending POCA training with the Crown Prosecution Service.

DCI Davies said: “This will put them in an excellent position to encourage, guide and motivate their fellow officers and staff and support their divisions, which will be measured on their POCA activity.”

“We will also look at streamlining processes within SOCD – Financial Investigations and improving

processes with the Crown Prosecution Service and the courts to maximise the potential for taking the profit from criminal activity.

“We want to drive home the It all adds up philosophy because it does. We cannot and will not fully improve on our performance without the buy-in and support of all officers and police staff.

“We need you to embrace the principles of POCA and use it in day-to-day policing activity.

“Every cash seizure you make and every penny we take from the criminal fraternity all adds up.”

● If you have an idea which will help the force maximise its ability to seize cash or deprive criminals of their criminally gained assets under POCA, contact DI Alan Stevens, of SOCD – Financial Investigations, via email or on ext 61675.

● For advice or guidance on how to implement POCA, visit the SOCD – Financial Investigations intranet site or contact your divisional POCA performance manager:

- | | |
|-------------------------|-----------------------|
| Central | DI Paul Bartlett |
| Eastern | DI Jim Caulfield |
| South Eastern | DI John Walne |
| South Western | DI Stuart Hooper |
| Western | DI Denise Morrissey |
| Stansted | Det Sgt Hugh Conerney |
| Mobile Support Division | Sgt Paul Wells. |



Ian Mott, of Property Services, tells us paying for energy-saving measures is worth it

The ‘cost’ of energy-saving?

I TRAINED as a commercial electrical engineer with a supply authority selling a high-cost but very efficient form of energy.

So, I have the advantage that I have always dealt with a fuel which required using efficiently.

In addition to my training, I have always lived in an all-electric home.

I therefore always look at ways to minimise my running costs and save energy.

When I moved into my current home in 1970 – an end-of-terrace, 98m² property

with Crittall metal windows, cavity walls and very little roof insulation – it was not long before I started the process of trying to reduce heat loss.

I started with the most cost-effective method, ie loft insulation, but soon moved on to insulating the cavity walls and fitting double-glazing.

When I did this, all the advice was that the savings would never pay for the cost of installation.

However, they have done because the capital cost was the expenditure at the time of installation, while energy and maintenance costs have increased each

year since. So, in fact, the savings over the past 20-plus years have increased year on year and the investment has made me more ‘profit’ than I could have made by investing the £7,000 in the bank.

My total energy bill is some £300 per year less than the national average while I use electricity wisely but extensively.

I therefore take the approach on all projects that the ‘for-life’ cost is the most important one as the servicing and energy costs of everything we do will increase year on year whilst the initial cost is a one-off, if spent wisely and effectively.

Trans police association is formed

THE National Trans Police Association (NTPA) has been formed, following meetings with the National Policing Improvement Agency and the Association of Chief Police Officers.

And the association has a website with the aim of supporting transgender officers, police staff and their forces in order to provide a better service to their communities, both internal and external.

As well as information and contact details, the site contains a forum where people can ask questions.

This will ensure transgender police officers and members of police staff have a space where they can communicate with other transgender people in similar situations within the police service.

However, only NTPA members can access the forum.

Only police service employees with a valid 'pnn.police.uk' email address can become members – unless they are retired employees, who must have a referral from an existing member and be prepared to have their former police connection checked.

● Contact NTPA secretary and communications officer Karen Henderson at karen.henderson@gmp.police.uk or, in Essex, assistant employee relations officer Sara Bridgeman-Clarke on 0300 333 4444 ext 51731 for more information

Southend holiday fund

SOUTHEND Police Club Holiday Fund is seeking applications for 2009.

Application forms will soon be circulated to all existing members and they should be returned by Friday, December 5. The fund provides finance for its members in advance of the summer holidays, with a further December payment for Christmas shopping.

● New members are also welcome and should contact club treasurer Les Seals on 0300 333 4444 ext 30160 or 01702 524654 or via email at les.seals@talktalk.net

- PMAS authorising officer and Eastern Division's operational support inspector **Kevan Griggs, PMAS business development officer Bruce Mallet, DCI Stuart Smith, of Eastern Division command team, and Pc Danielle Bailey with her Sony Vaio computer**



Danielle is a winner

A CLACTON officer has won a computer in a Police Mutual competition.

Pc Danielle Bailey, was presented with her top-of-the-range Sony Vaio laptop by Police Mutual Assurance Society (PMAS) business development officer Bruce Mallet, in front of Insp Kevan Griggs and DCI Stuart Smith, from Eastern Division command team.

Pc Bailey won a national monthly prize draw developed by PMAS for police officers, police staff, PCSOs, Specials and their families.

She said: "I was really surprised when I found out I had won the laptop. I entered online at the Police Mutual website and it only took a couple of minutes."

Mr Mallet said: "It is always nice to meet the winner – the look on Danielle's face was a picture."

● The PMAS website is at www.pmas.co.uk

DCC praises military police for 'drugs work'

DCC Andy Bliss was invited to present medals to Royal Military Police (RMP) officers on their return from Afghanistan last month.

The 50 Colchester-based officers were being honoured for their work during their six-month deployment and Mr Bliss told them how it had helped in tackling drugs and terrorism in the UK.

Mr Bliss joined Colonel Ian Prosser, the Deputy Provost Marshal, in presenting the soldiers from 156 Provost Company RMP with their Operational Service Medals at Goojerat Barracks, Colchester Garrison, on October 31.

When back in Colchester, the RMP officers share the Garrison police station with officers from both Essex Police and the Ministry of Defence Police and they have built up a close relationship with their Essex Police counterparts.

Addressing the troops, Mr Bliss said: "It is an immense privilege to represent Essex Police here today and say a massive thank you and express our great admiration to you for all you've been doing."

"I say this as deputy chief constable of Essex but also I sit nationally on the police committee that deals with the threat of terrorism in the UK and on SOCA, the Serious Organised Crime Agency.



● DCC Andy Bliss presents the Operational Service Medal to a Royal Military Police officer in Colchester

Picture courtesy of the MoD/Cpl Rupert Frere

"The work that you have been doing out in Afghanistan is massively poignant for me as a UK cop because what you have been doing is impacting directly on the UK in terms of terrorism and the drug trade and I say a massive thank you to you."

The RMP had a number of roles in Afghanistan, including supporting infantry on operations, handling detainees, mentoring the Afghan Police,

collecting evidence at the scenes of all the British fatalities and standard policing.

Family and friends were invited to watch the medal presentation.

Also attending was the Deputy Lieutenant of Essex, Dennis Rensch – a retired chief inspector from Essex Police – and approximately 25 members of the Royal Military Police Association Colchester and East Anglia Branch.



● ESSEX Police firearms enquiry officers and Tillingham Clay Club got together for their annual clay-shoot in aid of charity.

The 50-clay shoot saw more than 200 members and guests smash clays from various stands, raising more than £100 for the club's nominated charity, the Foundation for Sudden Infant Death, which is close to many members' hearts. Even predicted appalling weather broke for the four-hour event, which saw the police win for the third year running.

The organisers, senior firearms enquiry officer John Hopes and Tillingham Clay Club secretary Chris Harvey, thanked both teams for putting on "another great safe shoot and great grub". Mr Harvey added: "Also a big thank you goes to the Essex Police firearms team, who do a sterling job helping us to enjoy our sport – so it's nice to give something back."

What does the public want from the force?

ESSEX Police Authority aims to spread festive cheer across the county – with its All I Want For Christmas campaign.

Authority staff and members will visit each district or unitary authority between Friday, November 28, and Christmas Eve to ask the public what they want from policing in Essex in 2009.

And officers from local neighbourhood policing teams will be there to offer crime prevention advice.

At each event, the public will have the opportunity to fill in a Christmas 'wish list' stating the top three things they want from policing next year. The answers will be reviewed and where possible, appropriate action taken.

Essex Police Authority chairman Robert Chambers said: "Christmas is such a wonderful time of year, so there is no better time for us to get out and meet the local people of Essex."

"Not only will the public be able to talk to us about any issues, concerns or ideas that they may have, they will also have the opportunity to help shape the future of policing in Essex by telling us exactly what they want from policing in 2009."

"The views of the public are integral to the police service we deliver, so a campaign like this will help us determine what the public really want."

"I look forward to meeting as many people as possible throughout the campaign."

The campaign first hits the streets of Colchester on Friday, November 28, where the stand will be at Lion Walk Shopping Centre between 11am and 2pm and finishes up at Great Dunmow Tesco.

Support the museum's work in the community

WITH Christmas not too far away, it's time to start thinking about those extra stocking fillers.

How about a policeman fridge magnet?

The Essex Police Museum charity is selling the magnets to raise money for a new transportable exhibition which will be available to use at station open days, etc.

The quirky magnets are 12cm tall and hand-painted, with nylon 'rope' arms and legs.

They will stick to most metal items, not just the fridge, and cost just £1 each.

● To order your magnets, either ring Essex Police Museum curator Becky Latchford on 0300 333 4444 ext 50771 or email her at becky.latchford@essex.pnn.police.uk and arrange collection from the museum at HQ or send a cheque, made payable to Essex Police Museum, to Becky Latchford at Essex Police Museum, Essex Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA

Educating tomorrow's drivers today

YOUNG motorists are at the greatest risk of being involved in collisions and suffering from car theft and damage but they are also strongly attracted to car driving.

To help improve tomorrow's drivers, Essex Police has been supporting Essex County Council Road Safety's RoadRunner scheme for many years – this year's campaign was launched at Ford Motor Company's Dunton Technical Centre last month.

The project aims to reduce the incidence of road collisions and traffic offences involving young drivers by giving them the opportunity to learn about responsible, safe and legal driving.

It also tries to ensure young motorists will be less likely to be victims of crime and divert them from potential criminal activity, particularly car crime.

Year 12 students are invited to attend a one-day event where they are given a taster driving lesson.

They also take part in other events which give them practical experience of road safety and there is input from Essex Fire and Rescue Service, the Driving Standards Agency, Essex Young People's Drug and Alcohol Service and local driving school Alan's School of Motoring.

Sgt Cliff Boon, of Chigwell Road Policing Unit, has attended the RoadRunner scheme in the Brentwood district.

He stressed: "It's important to speak to the youngsters before they get their licence and once they start going out as passengers in the car of a friend who has recently passed their test."

"We do not want to scare them but they need to know the facts," said Sgt Boon. "We talk to them about the effects of



● Chief Supt Mick Thwaites, of Mobile Support Division, Insp Stephen Pearce, of Chigwell Road Policing Unit, Brentwood mayor Cllr Dudley Payne and mayoress Lyn Payne with students during a taster driving lesson at the launch of RoadRunner 2008

Picture courtesy of Essex County Council

drugs and alcohol and, while they may know the limit is 35 microgrammes of alcohol in 100 millilitres of breath, they usually have no idea how many drinks that is – in fact, our message is don't drink at all.

"We show Irish road-safety messages – which have a greater impact as they won't have seen these already – and photographs of crash scenes and then we talk

about the personal experiences of young drivers."

Essex has seen a large reduction in the number of people killed or seriously injured on its roads so far this year and it is hoped that these courses will continue to keep the statistics on a downward trend as they help young people develop a responsible attitude to driving and vehicles.

Criminals told: Not in our neighbourhoods

A NUMBER of initiatives took place throughout the county during Not in my Neighbourhood Week.

And they all highlighted the work being done locally to tackle crime. Not in my Neighbourhood Week is a national campaign promoted by the Home Office – this year it ran from October 13-17.

Speaking last month, ACC Peter Lowton said: "Neighbourhood Policing is about working with our communities to address their needs, making stronger bonds with residents and partner agencies."

"Not in my Neighbourhood Week is a great opportunity to highlight the activities we undertake with our partners on a daily basis to make Essex a safer place in which to live and work," added Mr Lowton, who holds the force's Territorial Policing portfolio.

The key objective of Not in my Neighbourhood Week is to inform local people of the action being taken in their area to tackle crime and anti-social behaviour and to make their communities safer.

With too many initiatives across the county to mention, *The Law* has focused on the Brentwood and Basildon districts.

Brentwood Association of Safer Licensed Premises (BASLE) introduced the joint Essex Police and Pubwatch *Behave Or Be Banned* scheme (BOBB).

And BOBB immediately demonstrated its 'no nonsense' approach with five men, aged between 18 and 32, being banned from the town's pubs and clubs as a result of their involvement in three separate incidents in licensed premises there.

And a 'ring of steel' was placed around Brentwood with the introduction of automatic number plate recognition (ANPR) cameras in various locations around the town, with the aim of denying criminals the use of the roads.



● ACC Peter Lowton – working with our communities to address their needs

ANPR cameras are linked to the Police National Computer and can scan vehicle number-plates within seconds and inform the ANPR Intercept Team whether the car is stolen or has been used in crime.

Fully supported by the Brentwood Crime and Disorder Reduction Partnership and the borough council, five ANPR signs are now displayed in strategic locations informing people travelling into Brentwood on main roads that they will be subject to ANPR and CCTV recording.

These two measures introduced during Not in my Neighbourhood Week were additional to an alcohol exclusion order, metal detector gates at the railway station and four dispersal orders which were already in place.

It is believed it is the first time in Essex that four dispersal orders have been managed in different zones simultaneously.

So now, working in partnership with Brentwood Borough Council and its CCTV operators, police in the town have more powers to disperse groups causing a nuisance within the community.

Meanwhile, Essex High Sheriff Sarah Courage and her husband Charles paid a whistle-stop tour to South Western Division.

They met the newly-formed anti-social behaviour team, where PCSOs have been funded by Thurrock Council to combat the problem, and took a trip to Grays Beach mobile police station to see the successes the team has enjoyed so far.

Thurrock Asian Association provided the opportunity for the couple to meet

Our Spanish visitor takes home some tips from Kelvedon

INTERNATIONAL neighbourhood policing best practice was shared when Antonio Gimenez Guerrero went out with Pc John Hallworth, the neighbourhood specialist officer (NSO) for Kelvedon.

Antonio, a Policia Locale officer, had previously taken John – his brother-in-law – out in his neighbourhood in the semi-rural Tíjola region of Andalucia in Spain.

John said: "When I visited Spain, Antonio came up with lots of good ideas for community engagement that I now employ in my daily work."

"The geographics and demographics of our neighbourhoods are very similar – small villages surrounded by rural areas and main arterial roads dissecting them."

"The problems are the same, nuisance youths in particular, but many of the solutions are drastically different."

"Last month, when we came across some youths causing a bit of bother in Silver End, he was amazed that they referred to me by name and were willing to speak to me."

"I gave the youths words of advice, which surprised Antonio as he would have acted in a more official capacity because the youths in his area, although they know him well, will not speak to him when he is in uniform as there is a total lack of respect for the police in Spain."

The Policia Locale is essentially political as officers are direct employees of the town or regional mayor and the council, who set performance targets, and they have to follow local government objectives and priorities.

John said: "Antonio found it fascinating that we police by consent in this country and felt that being as well-equipped and smartly turned out as we are added to our authority and how the public view us."

"He also thought that our system of policing with a neighbourhood policing team and a neighbourhood specialist team was an effective way of managing resources."

"He felt we had a way to go before being seen as truly local officers, accountable and identifiable in the way they are in Spain."

"But he thought NSOs were a great step in the right direction, and that them being allowed to remain free from 'outside of neighbourhood' operational constraints, as appropriate, was important."

John added that Antonio thought officer morale and team spirit were "well-fostered" in Witham police station and that there was a real sense of everyone pulling in the same direction and helping each other out.

And what did Antonio take back home from his Essex experience?

John said: "He was going to thank his superior officer for his shift pattern and then tell him how much better equipped and trained Essex Police were and that the police in Tíjola need to improve their team spirit and lines of communications with their local youths!"

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 be no longer than 300 words and must include your full name and home town. The deadline is the 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.

Make time for new Comrades

Can you replace my valuable photograph?

WHILE avidly reading the September 2008 issue of *The Law*, I was mildly surprised to see that I had written a letter regarding Essex Police Comrades Association annual lunch.

It seems my ultra-efficient secretary, Marian Godwin, had done it on my behalf!

However, it made me think that the time has come to publicise the association itself again.

Membership is open to all police

officers with ten or more years service and to all police pensioners.

Ever since I have been a member, I have been in a very small minority as a serving officer – the overwhelming bulk of our members are retired colleagues.

This is a terrible shame because, once someone has achieved ten years in the job, it is amazing how many people you know, either serving or retired.

It really is a wonderful experience to meet old friends who retired years ago and hear the interminable stories of what it was

like in their day – only to realise that I was there as well!

Annual membership is only £2 so why not join?

There are two functions each year: a spring buffet with partners on a Saturday in May, and the autumn luncheon on a Friday in October for the members. Attending these will not break the bank.

If you are retired and are not a member, why not?

Life membership is available for £20.

With your pension going up in line with the Retail Price Index,

you will soon be getting more than those of us still serving.

If you are tempted, please contact Marian in the Essex Police Federation office on 0300 333 4444 ext 54502 and she will send you the joining form.

I am not telling her that I have written this letter to repay the compliment!

Tony Rayner
Secretary to Essex Police Comrades Association
Chairman of the Joint Branch Board
Secretary to the Inspectors' Branch Board

I AM trying to track down a copy of a photograph taken at a memorial football match for Brian 'Bill' Bishop at Layer Road, Colchester, in 1990.

I played in the All Stars team against the police and the final score was 8-1 to All Stars.

Players included Mick Mills, Alan Brazil, Brian Talbot, Steve Coppel, Kevin Beattie and Paul Mariner.

A photograph of my team was taken but my copy has been destroyed.

If anyone has a copy and can help me, I would be very grateful if they could contact me at k_a_smith02@btinternet.com

John Hillard
Braintree

Down Memory Lane ...

● If you have information about the photographs on this page, Essex Police Museum Curator Becky Latchford will be interested in what you have to say. Becky can be contacted at the Essex Police Museum on 01245 457150 or on ext 50771, via email at becky.latchford@essex.pnn.police.uk or by writing to her at the Essex Police Museum, Essex Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA.



THE rough-looking characters in this picture are members of the Armed Besieged Criminals (ABC) Squad, formed shortly after the Harry Roberts affair in London

Later, this developed into the Central Firearms Unit (CFU) and then today's Force Support Unit, which incorporates the Tactical Firearms Group.

The picture was taken on a training session at Middlewick Ranges, Colchester, but I have no idea as to date.

I am in the centre, with dark glasses, and the man without a hat is Graham Richmond.

Does anyone know who the others are?

Equipment was rather rudimentary, as can be seen, and the weapons ex-military. Handguns, I remember, were 1939-vintage Webley and Enfield .380 revolvers. The ammunition was so weak that at anything over 20 yards, if you hit the target, the bullet would hardly penetrate the plywood or it would bounce off.

Regards to all ex-members of the ABC Squad and CFU.

Mick Bringham
Wickham Bishops



THE Admiral McHardy Walk was set up in 1990 to commemorate 150 years of policing in Essex.

The 11-mile circuit between Essex Police College and Little Baddow was named after the first Chief Constable of Essex, Admiral John Bunch Bonnemasion McHardy, who was appointed in 1840.

Our picture above shows Support Unit and Diving Section officers ready for the Admiral McHardy Walk on April 7, 1990.

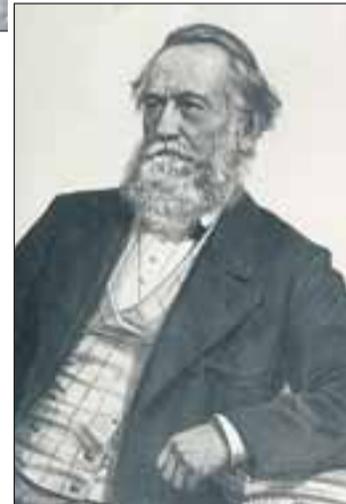
Supt Ian Wright is on the far left and Supt Bob Ward is second right.

Essex Police Museum curator Becky Latchford would like to know who the other officers are.

Coincidentally, this year, Essex Police Sports Association made a donation for new signs along the walk and in May, officers and police staff undertook a fund raising walk in aid of the Arron Williams Trust Fund and the British Heart Foundation.

Admiral McHardy was in charge of the force from its founding in 1840 until his retirement some 41 years later, aged 81. He died in 1882 and is buried at Holy Trinity Church, Springfield.

Two of his 15 children became chief constables of Scottish forces, making the McHardy name one of the most important in the early development of modern policing.



● **Admiral John Bunch Bonnemasion McHardy, the first Chief Constable of Essex**



ESSEX Police Museum volunteer David Symes has been going through the museum's film archives and has cleverly managed to put these three stills together.

What he and curator Becky Latchford would like to know is who the people are.

The stills were taken from a film called *Good and Safe* and show a number of regular and trainee police officers from Essex County Constabulary's Driving School, probably circa 1959 – the Vauxhall car in use in the film was a new model at around this time.

The commentary on the film is spoken, at least in the main, by Insp F R Priestley.



● **These officers all appeared in the film *Good and Safe* in the late 1950s. Do you know them?**

● **Royal Military Police, Royal Military Police Association and Essex Police officers form a guard of honour for former DCC Peter Simpson's coffin as it enters All Saints' Church, Springfield**



Picture courtesy of the Essex Chronicle Series

Thank you for your support

MY family and I would like to thank everyone who attended the funeral of my husband, former DCC Peter Simpson OBE, on October 15 at All Saints' Church, Springfield.

May we take this opportunity also to thank the hundreds of people who sent letters and cards to us and donations to the Prostate Cancer Charity.

Special thanks go to former ACC Geoffrey Markham for his moving eulogy, to former chief constable Sir Robert Bunyard for reading the lesson and to the Essex Police Choir for singing two of Peter's favourite pieces so beautifully.

Thank you also to Chief Constable Roger Baker for providing the guard of honour alongside the Royal Military Police Association and also for the traffic control outside the church.

I wish I could reply to them all personally but please accept this as our thank you.

Peter was indeed a very special and much-loved man.

**Marjorie Simpson
Springfield**



Letters of appreciation



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

TO Pc David Tann and Pc Richard Barker:

The Essex Air Ambulance team would like to express our sincere thanks for the excellent job you did when we attended an incident where a 15-year-old boy had fallen from a tree.

The number of people around made scene safety a real challenge for us.

The patient needed an emergency anaesthetic and this would not have been possible if you had not kept the large crowd well clear for us.

Unfortunately the young man was seriously injured, however, your assistance at the scene meant we were able to give him the best possible chance of survival and recovery.

The Essex Air Ambulance team

TO Chief Constable Roger Baker:

As senior firearms officer for the British Association for Shooting and Conservation, I deal with all police forces in the UK in relation to the shooting sports.

We have more than 127,000 members and our experience of the Essex Police Firearms Licensing team over the past nine or ten years has been excellent.

Our members often report problems they experience with individual police forces when dealing with firearms-related matters and, in Essex we find that these can often be resolved by a simple phone call to the department.

In any system there will always be problems to be resolved and it is greatly to the credit of Essex to report that whilst your force has 3.5 per cent of all the certificates on issue in England and Wales, you have only 0.5 per cent of all the problems reported by our members.

And here is an email from one of our members:

"Re Essex Police - I'd be grateful if you'd record how unfailingly helpful and cour-

teous the team are.

"When my wife and I lodged our shotgun certificate renewals earlier this year, fairly close to the expiry/renewal date, the firearms officer came out two days later, arranged for temporary certificates in case of any delay - they came the next day and he rang to check safe arrival - and we had our new certificates within a week."

**Senior firearms officer
British Association for Shooting
and Conservation**

TO Chief Insp Mark Wheeler, Sc Myles Laverty, Pc Luke Bevan, Pc Melinda Thomas, Adam Brew, Pc Darren Fountain, Sgt Michael Wilkinson, Pc James Prior, Pc Victoria Leese, Pc Emma Henderson, Pc Matthew Waters and Pc Mark Fulbrook:

I would like to thank all of you involved in the search for my missing son.

Although he is 19 and had only been out of the family home for a short time, the response to his and our needs was exceptional.

I cannot fault the response or the understanding and professionalism shown during this time.

**M W
Pitsea**

TO Chief Supt Graeme Bull: I am writing to express our gratitude for the excellent assistance provided by your officers in relation to one of our cases, following liaison with DI Glenn Maleary.

Pc Jamie Mills and Pc Verity Lunn also recovered some important documents in relation to the case.

I have been told that your officers acted with an impressive level of skill and professionalism throughout the operation and that success could definitely not have been achieved without them.

**Legal Enforcement Directorate
Child Support Agency**

TO Chief Insp Alan Gooden: I would like to thank your officers for all their hard work at the Templars Fun Day in Witham.

PCSO Danny Spence, PCSO Rosie Kinman, PCSO Jenny Adams, Sc Jeremy Summers

and Sc Lorraine Taylor worked hard to interact with the residents, particularly the children, and, as a result, I am sure the community spirit has continued to develop.

Particular credit must be given to PCSO Danny Spence who made a side-stall where he placed his head through a hole and allowed those present - for a charity contribution - to throw wet sponges at him.

This type of commitment, shown by Danny and the other officers, should be rewarded as the partnership working is a benefit to the quality of life for estate residents.

**Greenfields Community Housing
Witham area**

ON behalf of my wife and daughter-in-law, I would like to express our gratitude and admiration for all the help given to us on the day we lost our son in a motorbike accident, especially Pc Paul Marks and Pc Danny Bellingham, for their driving and their compassionate attitude.

Their presence at the hospital was very comforting as was their reassurance about us getting home on that terrible day - their reaction was so quick.

And not forgetting Pc Zoe Insell, who gave us the bad news.

**Mr & Mrs C
Braintree**

TO Pc Mark Hewitt, Pc Janine Spokes and PCSO David Kateley: Thank you for finding my husband.

He has severe dementia and does not know what he is doing. I can only say I'm sorry he puts you to so much trouble.

God bless and keep up the good work.

**J L
Westcliff on Sea**

OUR vehicle was stolen from the front of our house.

We reported this to police at 7.45am and by 9.30am a forensic officer was present, followed shortly by two CID officers.

Both my wife and I were very upset but I would like to congratulate you not only on the speed of the police response but on the profes-

sionalism and courtesy of all the officers with whom we have been in contact.

The forensic officer carried out his investigation thoroughly but still had time to answer questions.

Dc Tanya Steele was very patient, understanding and helpful and managed to reassure my wife.

Dc Chris Sydric carried out a house-to-house investigation and returned to talk us through the procedures.

We were very impressed, not only with the initial investigation but with follow-up calls to Brentwood police station, where again we had excellent service from Dc Steele and Ian Krout.

After this incident, I can only say how good we felt with the actions of Essex Police - you must be very proud of such an excellent force.

**J K
Kelvedon Hatch**

I AM writing in praise of Pc Aaron Heard, who interviewed me concerning a fraud, where my partner was the victim.

The statement was transcribed perfectly and to the point, which is a skill on its own.

I was treated with the right amount of empathy for the situation and with total respect. Combined with that comfortable feeling of trust and confidence in Pc Heard, it made me feel that our case matters.

Barry Johnson left a reassuring message for me, welcoming a call to him, should I have any concerns. His call was very informative and again made me feel that we matter.

My work brings me into contact with the police and so I am very aware of their extremely busy workloads.

My partner and I really appreciate the sensitivity with which our case has been treated.

He had saved up to surprise me so to think he had been a 'scam' victim was devastating to him but to know that your officers have acted in such a reassuring way has really softened the blow.

**V T
Stebbing**

I AM writing to express my appreciation for the help which was given to my bedridden neighbour.

Unfortunately, the deadlock had been activated on her front door, which denied entry to anyone. She had been without personal care or comfort for 24 hours and was in a very distressed state.

I phoned Essex Police and explained the situation and, within half an hour, Pc Ricky Rodd and Pc Mark Yorke-Wade arrived and forced the front door.

They also went upstairs to see my neighbour and comforted her with their presence. Very thoughtfully, they also arranged for paramedics to carry out a physical check and also for someone to reinstate the lock.

Everything is back to normal, including my neighbour. Thanks not only for their practical help but for the comfort they gave.

**H C
Southend**

I SUFFERED a loss of jewellery and Pc Paul Tuckerman has been wonderful.

Through his work, my son is now wearing a ring from his grandad, which we thought was gone forever.

Pc Tuckerman was very kind and I know it was only his hard work and determination which recovered the ring.

Although small and not of much value, it is priceless to my family, so I will always be grateful to him.

He is the sort of officer to be proud of - my grandad was a copper for 25 years and I'm sure he would be looking down and smiling now.

**C R
Basildon**

TO Chief Constable Roger Baker: South Yorkshire Police is reviewing serious, undetected cold cases from its archives and, to date, we have had considerable success.

My offices had cause to conduct a hunt for an offender identified as a suspect for a rape and assault in the early 1990s.

Enquiries identified that he might well have family in Essex.

I would like to thank you and your officers, particularly Dc Jerry Gay and Ds Peter McCormack for the outstanding support and assistance provided throughout this enquiry.

Every time my officers have contacted your force, they commented on how they received an enthusiastic and helpful response.

**Det Supt Richard Fewkes
Major Crime
South Yorkshire Police**

I WISH to place on record my appreciation to the police officers who came to my assistance when my house was burgled - the operator who answered my emergency call, Pc Cathy Slade and Pc Luke Dangerfield, the scenes of crime officer and Pc Mike Buckingham.

They were all very kind and considerate towards me while, at the same time, being very efficient and concerned for my welfare. They are a credit to the force.

**S N
Southend**

NINE ACTION awards were made by the Bonus and Honoraria Panel last month.

The work of officers and staff put forward for the awards demonstrated at least one of ACTION's six strands: Achievement focus; Customer first; Taking responsibility for performance; Inspiring high standards; Overcoming hurdles; Never accepting second-best.



The recipients of £100 awards were: DI Paul Dibell, of Professional Standards;

Pc Leigh Day, of South Western Division; PCSO Marion Keenan and Jo Putt, of Central Division; Karen Gooch, of Financial Services; and Pc Mark Burey, Ann Hendry and Angela Milton, of Mobile Support Division. Grant Eaton, of IT, received a £50 award.

Holiday lets

CARCASSONE, one of the best B+B's in the south of France. See for yourself at www.domainestgeorge.com or contact John Taylor on +33 468 201 105.

COSTA Blanca, Almoradi, lovely Spanish town, three-bedroom, two-bathroom, second-floor apartment, communal pool, terrace, sleeps six. From £200/week. Ring Dave Ashpole on 07912 506620 or 01702 201694 or email dashpole@hotmail.com

COSTA Brava, Empuriabrava. Delightful two-bed waterfront apartment, close to long sandy beach. Fly to Girona or Perpignan. Friends rates. Call Fiona on 07817 821316.

FLORIDA, Disney, four-bedroom villa, three bathrooms. Private pool, air conditioning, cable TVs, DVD, CD, PlayStation, games room. Golf five mins, Disney 15 mins. Ring Karen or Chris McAulay on 01625 431373 or 07881 614045, or email mcaulay60@hotmail.com

FLORIDA, Disney Haven, four-bed villa, three baths – two en suite, TVs, games room, heated pool, minutes from Disney. Contact Terry on 01245 468600 or email judithwh@googlemail.com

FLORIDA, luxury, four-bed villa, private heated pool near Disney and golf. Christmas still available. Free brochure. Contact Jill on 01702 586092 or visit www.my-florida-villa.net

FLORIDA, new, luxury five-bed villa, sleeps 12, three bedrooms en suite, fully air-conditioned, games room, private pool with Jacuzzi. Disney ten mins. Ten per cent discount for police staff. Contact Paul Howard on 01268 244011 or visit www.floridianretreat.com

NORTHERN France, modern, nicely-furnished Gite with modern comforts situated in beautiful countryside close to market towns of Arras and Amiens. Ring 01375 483045 or visit www.le-petit-hameau.com

LAKESIDE chalet, Cotswold Water Parks. Exclusive, fully-equipped, two bedrooms, one bathroom, kitchen, lounge and terrace. Leisure centre on site. From £150 to £300 per week. Ring Stuart on 07973 639342.

LANZAROTE, Costa Teguisse. New two twin-bed, one-bath apartment. Kitchen, large dining room/lounge, large terrace for sunbathing and al fresco dining. Ring Karen or Chris McAulay on 01625 431373 or 07881 614045 or visit www.lanzarotesun.net

WANT to unwind be away, but not

isolated. Wonderful converted barns sleeps two or six. Excellent rural location, wildlife and convenient for Norwich and the Broads. Pets by arrangement. Ring Gwen on 01508 489754.

ORLANDO, luxury villa, four bedrooms, three bathrooms, sleeps up to ten. Private, screened pool near Disney and other central Florida attractions. Contact Alison and Michael on 01245 266949 or 01376 573406.

SIDE, Turkey. Luxury two-bedroom, two-bathroom, ground-floor apartments on 5* complex. Outdoor and indoor pools, gym and tennis. Close to beach and local amenities. Contact Matt on 07957 151820 or visit www.oasisturkey.net

WINTER holiday? Tenerife villa, two-bed, two-bath with a sea view. Could sleep 5-6. Temperature is 20°C-plus all year. £300 per week £450 maximum for longer stays. Contact Dave Britton on 01702 201701.

Homes & flats for rent

DOUBLE room to let. Non-smoker, shared facilities close to Chelmsford Town. Reference guarantor required, professional person. £450 inclusive per calendar month. Contact Claire Deedman on 07801 550768.

FLAT to rent in Constance Close, Witham – spacious, one double bedroom, large bathroom, separate kitchen, £525 per month plus utilities and Council Tax. Contact Chris Evans on 07876 542535.

For sale

LADIES' golf clubs, trolley and bag Mark Pierce 3, 5, 6, 7, 8, 9 irons, 1 wood, putter, Tigress 3 wood, Mizuno 5 wood. Wide-wheel trolley, bag and carry bag. Ideal for beginner. £40 ono. Contact Helen on 07939 144030.

VAUXHALL Vectra for sale 2000 reg silver CDX 2.5 V6. Full service history, tax, MoT, two owners from new, 95,000 miles. £1,200 ovno. Phone 07975 678363.

Miscellaneous

WEDDING car hire. White Rolls Royce Silver Shadow II. Discounted rate for police employees. Visit www.specialdaycarhire.co.uk email info@specialdaycarhire.co.uk or contact Dave or Sally Swann on 01277 364626.

Force pays its final respects to three dedicated employees

THE force was saddened to learn of the deaths of three serving employees during the month of October.

Pc **Mark Hylands**, of the Force Support Unit (FSU), died suddenly at home on October 28. He was 43.

Before joining the force, Pc Hylands saw active service in Northern Ireland, Germany and Cyprus while serving with the RAF Regiment, during which time he was seriously injured in an explosion while out on patrol.

He was extremely proud to be a police officer, a profession which he shared with his father David and brother Matt, who is also in FSU.

Pc Hylands served as a special constable from 1990 to 1993 at Chelmsford and then joined the regular force as a constable, serving at Southend from 1993 to 1998, when he became a valued member of FSU.

Colleague Sgt Phill Smith, of FSU, said: "To everyone who knew him, Mark was a hard-working, loyal and dedicated officer, who had a positive effect on those he met.

"Mark was a larger-than-life character who was a gentle giant to his friends. Nothing was too much trouble for Mark. He was always willing to help others, both inside and outside of work.

"He loved the banter of the office and was always laughing and joking, whether at his own expense or at that of others. He was proud of what he achieved and of those he served with.

"Most importantly, Mark was a proud husband to Sue and father to Oliver and Luke. He often spoke about his family at work.

"His loss will be felt within the police service and within his local community of Maldon, where he was involved with Maldon Rugby Club as a coach. He also willingly gave his time to coach local lads at football."

Following a private family cremation on Tuesday, November 11, a service of thanksgiving for Pc Hylands' life will be held at 1.30pm at All Saints' Church, High Street, Maldon, which colleagues and friends are invited to attend.

Donations may be made in his memory can be made to Help for Heroes and sent c/o AG Smith Funeral Service, 7 Spital Road, Maldon CM9 6DY.

Pc **Joanna Atkins** (née Campbell), of Writtle Neighbourhood Policing Team, died on October 6, aged 29.

She leaves a widower, Sgt Jim Atkins, of Chelmsford NPT, whom she married just days before her death from cancer.

Pc Atkins joined the force on January 9, 2006, and spent her whole career in Central Division.

Her funeral service was held on October 15 at Colchester Crematorium.

Donations were made in her memory for The Willow Foundation, a charity dedicated to bringing special days to seriously-ill people aged between 16 and 40.

Corringham police station's clerical assistant **Lorraine Allen** died on October 12, aged 51, following a short battle with cancer.

She leaves a widower, Klaus, and a



● Pc Mark Hylands



● Lorraine Allen

daughter Sarah. Mrs Allen joined the force on a permanent basis six years ago – and for the four years prior to that she had several temporary placements in various administrative roles.

Kate Taylor, South Western clerical and services manager, said: "Lorraine started her career with Essex Police as a member of the staff bank working at both Grays and Tilbury police stations before becoming a section administrator at Corringham police station in September 2002.

"Lorraine was a loyal and well-liked member of staff who will be sadly missed by all her friends and colleagues."

Former sergeant **Stanley Smith**, of Chelmsford, has died, aged 85. He leaves a widow, Stella.

Mr Smith served from 1947 to 1976 at Rayleigh, Brentwood, Basildon, Hockley, Rochford and HQ.

Donations can be made in his memory to the Alzheimer's Society and sent c/o Chelmsford Star Co-Operative Funeral Services, 78 Broomfield Road, Chelmsford CM1 1SS.

Ex-sergeant **Keith Mann**, of Chelmsford, has died, aged 75.

He served between 1961 and 1991 at Basildon and Billericay.

Donations can be made in his memory to Cancer Research UK and sent c/o Chelmsford Star Co-Operative Funeral Services, 78 Broomfield Road, Chelmsford CM1 1SS.

Ex-Pc **Frank Harvey**, of Chelmsford, has died, aged 84. He leaves a widow, Muriel.

Mr Harvey served from 1946 to 1976 at Rainham, East Horndon, Brentwood, and HQ Information Room.

Donations in his memory can be made to Essex Police Benevolent Fund and sent c/o Chelmsford Star Co-Operative Funeral Services, 78 Broomfield Road, Chelmsford CM1 1SS.

Former constable **Robert Collett**, of Basildon, has died, aged 82. He leaves a widow, Rita.

Mr Collett served from 1952 to 1977 at Romford, Basildon, Finchingfield and Basildon

His funeral service is due to take place on Tuesday, November 11 at noon at Pitsea Crematorium.

Ex-Pc **Michael Anderson**, of Southend, has died, aged 78.

Mr Anderson served between 1951 and 1981, first with the Southend-on-Sea County Borough Constabulary and then with Essex Police

Donations can be made in his memory to CADGERS – a urology charity at Southend Hospital – and sent c/o FP Guiver & Sons Ltd, 641 Southchurch Road, Southend SS1 2PN.

Former constable **David Keys**, of Chelmsford, has died, aged 76. He leaves a widow, Mari.

Mr Keys served between 1954 and 1980 at Moulsham, Galleywood, HQ and Chelmsford.

Donations in his memory can be made to Great Baddow Voluntary Transport, and sent c/o T Pennack and Sons funeral directors, 1-3 Maldon Road, Great Baddow CM2 7DW.

Retirements

Supt **Graham Carey**, 51, retires at the end of this month after almost 33 years with the force.

He was first posted to Westcliff and then to Westcliff CID. Following a spell at HQ CID, Supt Carey moved to Basildon Division, where he spent the bulk of his career. He spent two years with the Force Support Unit, three years on secondment at Essex University and three years with the ACPO secretariat.

Supt Carey also spent time in Grays after his promotion to inspector.

After a spell at HQ with IT as a chief inspector, he returned to Basildon as support manager and transferred to Western Division in 2006 as neighbourhood and partnerships superintendent, he returned to South Western in the same role last year.

Sgt **Paddy O'Toole**, 48, is retiring after 30 years with Essex Police.

She has served in Colchester and Clacton divisions, at Essex Police College, with Executive Support and in Western and Eastern divisions, finishing as custody sergeant at Colchester.

Dc **Julie Baker**, 49, retires this month after 30 years' service.

After a career with the Metropolitan Police, she transferred to Essex. Her final posting was with Crime Division.

Dc **Gary Dockerill**, 48, is retiring just short of 30 years with the force.

Currently with Professional Standards, he has also spent time with the national and regional crime squads at Epping, Hainault and Brentwood, at Grays and HQ CIDs and at Basildon and Rayleigh.

Pc **Philip Passfield**, 48, retires at the end of this month after 30 years.

He has served at Saffron Walden, Colchester, West Mersea, and with Colchester, Bocking and Central dog units as a handler and as a Dog Section trainer.

Pc **Bernard Brooker**, 54, retires after 30 years service. H has served at Canvey Island and in Southend and with Laindon Traffic and Rayleigh Traffic.

And Pc **Peter Chown**, 51, retired last month after 30 years.

He has spent his entire career in uniform in Basildon and Laindon, latterly as licensing officer.

BLOCK LETTERS PLEASE – ONE WORD PER BOX

Name and rank:

Station: Home tel:

Date: Signed:

Send to The Editor, The Law, Internal Communications, Essex Police HQ. Advertisers should be aware that The Law is now published on the internet and any telephone numbers given will be in the public domain. No internal or direct-dial work phone numbers should be given as contacts in the adverts. Only adverts from those directly connected to Essex Police (either serving or retired) will be accepted. Adverts should be restricted to a maximum of 24 words and repeat ads should be re-submitted on a monthly basis. The deadline is the 20th of each month. The Law team reserves the right to edit or omit any advert.



Team walks off with 10km national title

THE five-man team of Essex walkers had a rollercoaster ride in the PSUK 10km Walking Championships.

Being keen to improve on their third-placing in last year's competition, they were delighted to be named runners-up this year – missing out on overall victory by a single point.

However, there had been a miscalculation and Essex were named champions, ahead of Lancashire and the West Midlands.

The team were up against strong opposition from other police forces, from walkers competing for the Civil Service in the annual Police v Civil Service match and some guest walkers. The Civil Service walkers were also holding their own competition within the race.

Steve King, of Colchester CID, finished in 63mins 59secs, placed 21st overall and sixth in the police championships, closely followed by Lance Williams, retired (25th & 8th), and Chris Holmes, of Leigh on Sea (30th & tenth).

Both Andrew Eves, of Harlow Scenes of Crime, and newcomer PCSO Dominic Ross, of Eastwood, had a close battle throughout with a West Midlands walker, all finishing within 15 seconds of each other. Eves finished 37th overall and 14th in the police competition, closely followed by Ross (38th & 15th).

Looking for basketballers

KEEN basketball player Adam Clarke, of Southend, wants to form a force team.

He is looking for sportsmen and women to compete in both regional and national competitions.

Adam, 25, hasn't played for five years but represented Essex schools, playing at small forward.

Basketball is recognised by Police Sport UK (PSUK), with regional qualifiers being played in January.

If the team is successful there, they will be able to compete in the national championships in Sheffield in May.

● Contact Adam via email or by ringing 0300 333 4444 ext 30111

Golf honours go South West

SOUTH Western took the honours at the Croker Cup golf tournament staged at Warley Park, Brentwood.

On an individual basis, the Stableford competition was won by Paul Whittingham, of Laindon Road Policing Unit, on countback, with 40 points.

Results were: 1 South Western 10 points; 2 Eastern 7pts; 3 HQ 5pts; 4 Central 3pts; 5 South Eastern 2pts; 6 Western 1pt.

The latest Croker Cup table reads:

HQ	42
South Eastern	31
Eastern	17
Central	14
Western	14
South Western	13.

Essex must settle for second at season's start

ESSEX had to settle for second place in each category in the first regional cross-country fixture at Stanborough Lakes, Welwyn Garden City.

They were beaten by a strong Hertfordshire side, boosted by home advantage – but IT administrator Wendy King made history for Essex in the women's race, becoming the first ever outright winner of a PSUK event.

King led the 2.7-mile race from start to finish, crossing the line some two minutes ahead of the second-placed runner

from Norfolk. There was great support from Amanda Pollard in fifth place and Pauline Bowers in 11th – Bowers having recently claimed the over-50 title at the PSUK Triathlon championships – see report below.

The men's race of 5.4 miles saw Essex put up a good show, despite being minus a number of their usual leading men.

However they displayed the strength in depth needed to challenge over the whole season.

Russ Welch led the Essex men in fifth

place, closely followed by veteran over-50 (V50) Mick Bond in sixth.

Ninth-placed V40 Dave Wood is now a consistent top ten performer at this level but the performance of the day went to Ian Jezzard in 13th place, gaining his highest placing. He was chased home by the improving V40 John Jackson (14th place).

V50 John Mackenzie (16) held off V45 Jim Ling (18), whilst the determined Mike Monkton (21) and V45 Steve King (24) completed the results.

One game, one community

ESSEX Police not only helped to promote a family fun day to celebrate Black History Month and to endorse the Kick It Out – stamp racism out of football campaign, they also entered a team in the five-a-side football tournament.

Essex Police Sports Association chief executive Christian Robinson was also called in to manage the Ex-Professional XI which took on the Ex-Chelmsford City XI in a special celebrity football match.

The match was preceded by a family fun day with Caribbean food and drum workshops, a display of ball-juggling skills by Jeremy Lynch – a *Britain's Got Talent* finalist – and the five-a-side competition.

The ex-professionals team included England International Luther Blissett, former England under-19s player Micky Bennett, ex-Millwall and Southend Utd stalwart Dave Cusack. And the team was bolstered with members of the force's five-a-side team and the winners of the five-a-side competition.

The ex-Chelmsford City squad contained Micky Bright, John Burney, Kevin Foster, Robbie Garvey, Keith Goodwin, Paul Goyette, Matt Jones, John Potter, Phil Thrift, Peter Gillott and Steve Moseley.

The kick-off was taken by Chelmsford City's all-time leading goal-scorer Tony Butcher.

In a hard-fought game, the ex-Chelmsford City players went 2-1 up and so Robinson brought on Jeremy Lynch and the score



● The Essex Police five-a-side team and supporters

improved. With just two minutes to go, he brought on Lawrence Shipman, of Essex Police IT department, who scored the final goal for the ex-professionals, who won 6-2.

Many organisations from across Chelmsford and Essex were involved in the event, which was part of the One Game, One Community Week of Action to celebrate diversity and inclusion.

Pauline takes the title at her first attempt

PAULINE Bowers proved she has what it takes when she won the PSUK Olympic Triathlon Championships for her age-group.

The day after her 50th birthday she crossed the line to become the national champion at her first attempt over the course.

Pauline, of South Eastern, is already to planning to defend her title in 2009 with a faster time.

She said: "It was a triumph but a slow one, being an overall time of 4hrs 7mins but I am hoping to shave 30 minutes off that next year as my swimming comes on."

Ten members of Essex Police Triathlon competed in the championships, held at the Tallington Lakes watersports centre, Lincolnshire, in September.

The race involved a 1,500m swim in the cold waters of the watersports centre lake, followed by a 40km cycle on local roads and finished with a 10km run on tracks at the centre.

The 160 competitors completed each part of the race without rest, covering a total distance of more than 30 miles.

The first part of the swim was very crowded and physical as the athletes



● Pauline Bowers in triathlon action

made their way to the first turn buoy but the field soon spread out.

As usual Chris Mathlin, of South Western, was first the Essex team member out of the water in 22mins 41secs, closely followed by Paul Eveleigh, of South Eastern, and Andy

Jopson, of Central. The whole Essex team completed the swim and began the cycle section.

Unplanned roadworks had altered the race to five laps of 4¾ miles, which made it very crowded but the cool, windless day and unavoidable bunching led to some very fast times.

Unfortunately, Jopson, the Essex team's pre-race favourite for a top placing, dropped out during the bike ride through illness and Mark Harman, of Mobile Support Division (MSD), was forced to retire from the run through injury.

Mathlin ran very strongly to finish as Essex champion in 37th place overall, in 2hrs 15min. Eveleigh, Tony Benjamin, of Central, and Mark Schofield, of MSD, finished very close together.

Pete Bryan, retired, Terry Balding, of HQ, and Mark Jones, of Western, all finished strongly – in fact, a good proportion of the Essex team produced personal best performances.

● The race brought the season to an end but the team is now preparing for 2009. Anyone interested in trying the sport of triathlon can contact Mark Harman via email at mark.harman@essex.pnn.police.uk

Harlow detective scoops lottery first prize

OCTOBER'S force lottery first prize of £3,000 went to Dc Paul Ritchie, of Harlow, Pc Mark Thomas, of Laindon Road Policing Unit (RPU) won the second prize of £1,000 and Pc Lee Ward, of Colchester, took home the £500 third prize. Winners of £100 prizes were:

Lynda May, of Legal Services; Carol Jones, of Southend; Trudie Livermore, of HQ Crime Bureau; Keith Boutell, of IT; Alan Platt, of Thurrock; Keith Wooderson, of the Force Information Room (FIR);

Wendy McAnally, of Thurrock; Chief Supt Michael Thwaites, of Mobile Support Division; Ds Andrew Smith, of HQ Crime Division; Pc Martin Ackers, of Chelmsford RPU; Pc Chris Smith, of the Force Support Unit; and Pc Fiona Clements, of Stansted.

The winners of £50 prizes were: Ross McDonald, of Stansted; Paul Evenden, of FIR; Dc Sarah Mayo, of Fryerns and Pitsea; Geoffrey Markham, retired; Andrew Moquet, of the Criminal

Justice Department; Pc Paul Singleton, of East Tilbury; Pc Gemma Harvey, of Loughton; Pc Michael Brown, of Harlow Professional Development Unit; Susan Lucas, of Stansted Airport; Pc Amanda Pollard, of Chigwell Dog Unit; Christopher Hovells, retired; Stephen Holloway, retired; Jenny Hillyard, of Legal Services; Dc Jane Gladding, of Stanway Major Investigation Team; Pc Graham Bassett, of Essex Police College; and Pc John Fellows, of Clacton.

Gemma's PSUK trials chance

WOMEN'S volleyball player Gemma Gunn, of South Eastern, has been asked to attend selection training for the PSUK team in the new year – which could see her being asked to play for the England police team.

This follows her performance at the PSUK championships.

Men's volleyball team members Dan Thracle, of Pitsea, and Mark Thomas, of Laindon Road Policing Unit, were also asked to trial for the England squad following the championships.



● Christian Robinson ext 58883

Dear diary ...

A week in the life of an Essex Police Sports Association member

Monday

I owe, I owe, it's off to work I go for an early shift.

Teatime – sign up with BUPA healthcare scheme and save 39 per cent.

Evening – Odeon cinema with partner and two children. Normal cost £28, cost as EPSA member £14.

Tuesday

Off to work again.

Teatime – Sort out car insurance with Abbey Insurance and save cash.

Evening – La Tasca with partner because I forgot our anniversary. Normal cost £40, cost as EPSA member £30.

Wednesday

Usual work story.

Teatime – check EPSA lottery results in *The Law* and find I have won the £3,000 first prize.

Evening – book villa in Orlando for two weeks next summer. Normal cost £1,000, cost as EPSA member £800.

Thursday

More work.

After work – pop into EPSA Sports Shop at HQ. Buy new work boots (normal cost £60, EPSA member cost £40) and Colchester Zoo tickets (normal cost £50, EPSA member cost £34).

Rush to put deposit down on mother-in-law's Fiesta Zetec. Normal price £11,185, price for EPSA member £8,500.

Friday

End of a busy week at work.

Lunchtime – leave early thanks to time off in lieu (TOIL) for three-night weekend break at Warners Thoresby Hall in Nottinghamshire. Normal cost £280, EPSA member cost £100.

● Dear diary ... if all this sounds a little far-fetched, remember to look on the EPSA intranet site – under the Divisions & Departments menu – for more details on the array of benefits available to EPSA members



● Press officer Nishan Wijeratne monitors an incident on Airwave

Governing the adults of the future

SCHOOLS up and down Essex are looking for officers and police staff from the force to join their governing bodies in order to enhance the service they offer to their students.

Primary and secondary schools maintain strong governing bodies, which are made up of people from a variety of backgrounds – parents, teachers, residents and business leaders – to ensure head teachers are held to account, budgets are maintained and services delivered to the highest possible quality.

Press officer Nishan Wijeratne joined the governors of Howbridge Junior School in Witham three years ago.

“Many friends and work colleagues raise their eyebrows when I tell them what I do as they wonder why I do it, considering I have no children,” said Nishan, 32.

“I know it sounds cheesy but I love the community I live in and I want to give something back.

“I visit the school on rest days whenever I can to see the teachers and children at work. The three committee meetings, of which I chair one (personnel), take up four hours of my time each term, which is nothing when I take into account the enjoyment I get out of being a governor.

“I’ve offered media skills training to the school so that the children can give quality responses when they’re filmed and interviewed by teachers on field trips.

“And with the help of the school liaison PCSO we’ve also developed the children’s awareness of security and safety.”

The School Governors’ One Stop Shop (SGOSS) is a charity which recruits potential governors and matches them to schools.

Chief executive Steve Acklam said: “Any member of Essex Police would be invaluable to a governing body as knowledge of human resources, finance and school maintenance, as well as the obvious attributes of a police officer or PCSO, play important roles in the successful operation of a school.”

Nishan added: “The job specification of governing bodies has expanded as schools have been given more autonomy.

“They now have a key role in ensuring the school is well-led, developing future leaders to replace senior teachers, and keeping an eye on the curriculum and results.”

● Anyone interested in becoming a school governor can visit the SGOSS website at www.sgoos.org.uk

Local officers beating the villains at their own game

by Bill Stock

NEIGHBOURHOOD police teams are beating villains at their own game by finding vulnerable targets before the thieves do.

Officers and PCSOs in South Western Division are looking for homes to burgle and cars to break into as part of a successful crime prevention campaign that is now being promoted across the county.

And the Metropolitan Police Service has also shown an interest.

Hundreds of people in the Basildon and Thurrock districts have been offered advice after police found that their homes or cars were at risk.

The project – now called the 3VP Plan because it covers vulnerable person, property and premises – was devised by Sgt Scott Cannon of the Basildon Neighbourhood Policing Team (NPT), as part of a crackdown on burglaries and theft.

All vulnerable targets are recorded on a 3VP Plan spreadsheet so that local officers can keep tabs on their area, record what action was taken and ensure that residents take heed of the advice given.

Sgt Cannon said: “The response



from the public has been extremely positive and we know that people are becoming much more security-conscious.

“We launched this plan in areas where burglaries and car crimes were increasing, but we have now reversed these trends dramatically.

“Officers now go out on patrol actively seeking people, premises or property which they identify as vulnerable.

“If windows or doors are left open or if valuables are left on display in vehicles, we find the owners and give advice. If people are not in we send them letters outlining our concerns.

“It is a simple, effective concept backed up with spreadsheet technology to ensure that all call-ons are recorded and followed-up.



● Officers in Basildon speak to a householder about her unlocked door

“In one month alone in Basildon 400 potential targets were identified. In an area where vehicle crime was a problem we found car stereos, sat-navs, sat-nav cradles, jackets, golf clubs and loose change on display.

“All would attract thieves and, in one case, a car needed £300 of repairs where someone had broken in just to steal a sandwich. Our message is for absolutely *nothing* to be left on display.”

The 3VP Plan proved so successful in Basildon that it has been extended

throughout South Western Division where it is being used by NPTs and the 24-hour response teams.

Insp Chris Willis, of HQ Territorial Policing, praised the 3VP Plan and is recommending that it be used throughout the force. “I am very keen to promote the 3VP Plan throughout the county.

“It is absolute gold dust and the key to reducing crime. It is a simple, highly-effective concept, based on traditional coppering.”

Bright ideas are lighting up

BRIGHT ideas are flooding in to the Force Suggestion Scheme.

Last year the scheme attracted 291 suggestions from officers and police staff which ranged from ideas to improve efficiency as well as saving time and money and helping to inform the community.

Now we are set to exceed that amount, having already equalled last year’s total by October.

● Submit your bright ideas to the Force Suggestion Scheme either via the intranet site – which is listed on the intranet’s information menu by emailing Force Suggestion Scheme

Challenging green riders

POLICE in Colchester supported the Colchester Cycle Challenge by helping to reduce carbon emissions.

A number of officers and police staff swapped their car keys for bicycles to cycle to work between September 22 and October 12.

HR officer Emma Fennell and her colleagues all joined in.

She said: “I think it’s a great idea to cycle to work and help reduce carbon emissions as well as keeping fit. Our whole department is taking part in it.”

New team to investigate online paedophiles

WITH an increasing amount of intelligence passed to the force about the activities of online paedophiles, Essex Police is to launch a Paedophile Online Investigation Team.

POLIT will concentrate on tracking down and prosecuting online paedophiles – currently such investigations are carried out by either the Child Abuse Investigation Unit (CAIU) or by officers on division.

Ds John Woodley, six detective constables and an intelligence officer will aim to maximise the use of intelligence passed to the force from the national Child Exploitation and Online Protection Centre (CEOP), other forces and our own Hi-Tech Crime Unit (HTCU).

They will be based at Laindon CAIU.

Two of the detective constable posts have been funded from the increased investment in Protective Services this financial year – another three new detective constable posts have been funded for the HTCU to double its number of computer experts.

Det Supt Gareth Wilson, director of investigations, said: “With this investment, we can continue to provide a quality response to the increasing amount of intelligence we receive and also take a more proactive stance in our investigations.

“These resources will make it far more difficult for those who use the internet to share or download child

abuse images and will allow us to bring them to face justice.”

The HTCU was set up as a response to the worldwide Operation Ore investigation into online paedophiles in 2002. Its role is to analyse the contents of computers seized as a result of investigations.

The new Protective Services investment in new officers and the setting up of POLIT now means this analysis work can be expanded and POLIT will be able to actively investigate paedophiles exploiting the internet to abuse children.

DCI Ewen Wilson, head of the Public Protection Unit, said the use of the internet by paedophiles pretending to be young people in a bid

to groom potential victims or as a means of networking with like-minded individuals was a global phenomenon.

“We have recently received intelligence referrals from Australia and Germany – there are no boundaries.

“We see POLIT as a vital part in professionalising our investigations in this area and ensuring that our response becomes quicker, more effective and more targeted, to the benefit of victims,” he said.

POLIT detectives will be able to seize computers identified during their investigations and provide advice and assistance to fellow officers called to incidents where they suspect the seizure of a computer is

necessary. Ds Woodley and the team will be able to advise on and deploy specialised search tactics in such cases, in liaison with police search advisers (PoSAs).

HTCU investigators will then forensically examine the computers and hand the results back to POLIT, who will continue the enquiry – which may include the use of covert policing tactics, both on and offline.

As Ds Woodley puts it: “Improving our intelligence will increase the number of cases we progress to a positive result at court.

● Contact Ds John Woodley on ext 52016 for further information about the seizure of computers during an investigation