



New system in use at crash sites is accurate to one centimetre

## HIGH-TECH METHODS

## KEEPING ROADS SAFE

by **Bill Stock**

**ROAD crash investigators in Essex are using high-tech satellite-navigation surveying equipment to help them carry out faster and more detailed examinations at the scene of fatal and serious injury incidents.**

The £60,000 global positioning system (GPS) technology, which is accurate to within one centimetre, has been given to the Traffic Investigation Unit (TIU) by the Highways Agency.

GPS allows officers to make detailed measurements while crashed vehicles are still in situ, whereas in the past they had to wait for wreckage to be cleared to make line-of-sight calculations.

The time saving means that investigations at large crash scenes on motorways and trunk roads can be carried out more quickly and reduce road-closure times.

TIU officers are also hoping to be able to use further advanced technology soon to produce animations showing how crashes happen. Advanced computer software, currently being pioneered by Humberside Police, will allow officers to turn data gathered at crash scenes into 'video' clips which can be shown in court.

And TIU officers are due to visit Humberside this month to find out more about the system, which will also further enhance their complex work at crashes.

When called to crash scenes, TIU officers gather physical evidence, survey the site, record skids marks and gouges in the road surface, consider weather conditions and check vehicles for defects. Later, the team might re-create an accident or carry out skid tests on a specialist track at Dunton.

Although officers have the grim task of viewing bodies at crash scenes, their work helps to prevent other accidents.

Sgt Richard Raker, who heads the team, said: "We have to get to crash scenes quickly to preserve evidence and usually take three to four hours to do our work. But recently, one fail-to-stop fatal crash called for a 24-hour road closure.

"Members of the public do not appreciate why roads are closed for such a long time. But when it does happen, we are the officers on scene and we hope that our work and investigations will ultimately help to make our roads safer."

The TIU normally recruits road policing officers from Mobile Support Division but this year, for the first time, applications have been opened up to officers anywhere in Essex.

Sgt Raker added: "We are looking for motivated people. A background in engineering or any sort of technical degree would be an advantage but is not essential."

• To apply to join, contact Sgt Raker at the TIU at Boreham



**Sgt Richard Raker, of the Traffic Investigation Unit at Boreham**

Picture by Duncan Thurlwell



# New recruits are aiming high

## OPERATION APEX

Ambition for policing in Essex

**OPERATION Apex** – the ambition for policing in Essex – has already secured £4.7million to recruit an additional 110 police officers between September 2008 and the end of this month – with a further 490 to come in the next three or four years.

Some of the new officers have already finished their basic training and are serving the public on the front line.

Media and communications manager Kate Batson asks them why they joined Essex Police and what they hope to achieve while working with us.

NOW based at South Woodham Ferrers, **Pc Jamie Toleman** previously worked for 22 months as a PCSO in the Braintree district.

Before that he was a student studying law, economics and psychology.

He says: "I joined Essex Police because it is one of the very few jobs that still offer a lifetime career."

"The opportunities in the police are second to none. A commonly-used cliché but one that is true is that every day is different and I



● Pc Jamie Toleman

wanted variety in a job.

"The police service gives the opportunity of working with people in the community to make a difference."

"I chose Essex Police because I felt that, as I am part of the community of Essex, it was my best opportunity to offer a service to that community and to help make Essex a safer county in which to live."

**Operation Apex has given Essex Police the opportunity to recruit these officers, but how is the programme of work perceived?**

Pc Toleman says: "Operation Apex has vastly boosted opportunities in policing."

"Not only has it opened the doors for promotion and specialist roles but it has also provided the opportunity for those who wish to be police officers to get out there on front-line police duties to offer the people of



● Pc Richard English

Essex the standard of neighbourhood policing and customer service they deserve.

"I hope to assist by working to achieve the aims of Operation Apex and offer the best standard of policing to Essex communities as much as I can, providing professionalism and good customer service, so that Essex residents can have a police service to be proud of."

**Pc Richard English** is based in Colchester, having previously worked as an advertising field sales representative for the *East Anglian Daily Times* and *Evening Star* newspapers, based in Ipswich.

He joined Essex Police to "help the community and to make a difference."

He added that the announcement of Operation Apex had been a "great boost".

He said: "Not only will Operation Apex ensure that police resources are



● Pc James Rist

not put under unnecessary strain but it will also provide greater opportunities to recruits like me who are looking to move up the promotional ladder or specialise.

colleagues is to ensure that Essex Police achieves the best standards of any force in the UK and to further improve public satisfaction and confidence by ensuring that Essex Police builds upon its successful foundations, especially those provided by its successful ACTION initiative."

**Pc James Rist** has been posted to Pitsea. Before joining the force, he worked in customer services for energy firm E.ON and was also a special constable in South Western Division for two and a half years.

He joined Essex Police as he was aware of the force's reputation as one of the best in the UK and decided that "I wanted to be part of it".

He said: "I wasn't able to juggle the work-life balance of being a special and working shifts with E.ON."

"Following my first 18 weeks of training, I aim to reach a high level of skill which will assist me to work effectively in the vast, changing communities of Essex."

He added: "The recruitment of 600 extra officers by Essex Police will help to strengthen shifts and act positively in allowing us to provide a more visible and reassuring presence on the streets."

"I feel that the knock-on effect of this presence will make offenders think twice before committing crime on our patch."



● Pc Samuel Board

Former actor and drama teacher **Pc Samuel Board** has been posted to Loughton.

He chose to join the force "because of its large recruitment drive and the fact that Essex Police is a well-respected force in the UK and I wanted to be part of a strong team with a strong drive."

"I also like the location and the rural, coastal and urban areas that make up the county. On a personal level, I thought it would offer me the opportunity to challenge myself."

"I am boosted by the large intake of 600 officers because it shows that Essex Police has the drive and commitment to reduce crime and increase public safety in all areas. Being at Essex Police College for my training and seeing a new intake of officers start every six weeks is very reassuring because it shows that the facts and figures are being implemented."

Pc Board's ambitions include one to join the Dog Unit.

He added: "Through training, I hope to achieve the knowledge and understanding to start my career with confidence. I know I will be learning every day for the rest of my life when it comes to policing so to have a good start is essential."

"In the future I would like to explore different areas of policing and aim to be part of the Dog Unit one day."

## Operational security is priority for this former SOCA officer

A NEW officer has been recruited by Essex Police to give advice and guidance on maintaining high standards during investigations and operations.

Leigh Kirkby, a former senior officer in the Serious and Organised Crime Agency (SOCA), has been appointed as the force's first OPSY or Operational Security Officer.

Mr Kirkby previously served 20 years in Essex Police at Southend, Harlow and Grays in uniform and with divisional/sub-divisional CID. He was also posted to the Force Support Unit, the Crime Operations Unit, the Child Abuse Investigation Unit and the Major Investigation Section.

His job is to advise divisional units, command teams, specialist units and senior officers over issues of legality, integrity, ethical conduct and standards of covert and overt operations, while also contributing to the overall effectiveness of those operations.

Mr Kirkby, who retired from SOCA in November as head of operations counter-corruption, at a rank equivalent to detective superintendent, said: "It is a completely new role for Essex and many officers might not know what the role entails."

"But many other forces have OPSYs after they were given the approval of Her Majesty's Inspectorate for Constabulary."

As the OPSY, he must look objectively at the handling of investigations regarding such issues as covert resource management, intelligence-gathering, the quality of intelligence, the security of the case and the security of file-keeping and documents.

He will focus on, identify and take forward best practice in intelligence-handling and operational security, thus providing a quality-assurance role in respect of both covert and overt operational activity.

Mr Kirkby said he was used to the concept, having worked with OPSYs in many of the operations he ran while working for SOCA and its forerunner, the National Crime Squad.

"I will be able to provide a fresh set of independent eyes to look at incidents and operations and highlight best practice and provide advice and guidance when it might be necessary," he said.

"If there is a problem or an area where officers might need independent advice I will be able to help and give advice on tactics regarding legislation and operational security compliance."

Mr Kirkby will also liaise with other OPSYs around the country and hold regular meetings to pass on ideas and tactics so that good practice is shared around a national network.

● Contact Leigh Kirkby at HQ on ext 54101 or via email



● OPSY Leigh Kirkby

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You can help youngsters out of Catch22 situations

THE force is working with national charity Catch22 to help young people who find themselves in difficult situations.

Catch22 representatives are based in police stations across the county and are trained to work with young people and their families to prevent them getting into worse situations.

One arm of the charity is the React and Rapid Action Project, which places outreach workers in police stations so they can provide rapid assistance to young people aged between ten and 16 who have no involvement with other agencies.

It only operates in Essex and two other areas of the country – Greenwich and Lewisham and on the Isle of Wight – and is funded by the Big Lottery Fund.

When a Catch22 representative is contacted, they endeavour to meet the young person within five working days and learn about their problems and the reasons behind them. They find out about that person's worries and aspirations and help them to develop an action plan to get them back on track.

They aim to help young people build confidence and skills and make positive choices for their future.

Families are also supported in ways which might include mediation between them and the young person, provision of access to drop-in services and advice on how to strengthen relationships.

Referrals can be made to Catch22 by police officers as well as by parents or the young person themselves, schools, children's services and Victim Support.

● For more information about Catch22 its work, visit [www.catch-22.org.uk](http://www.catch-22.org.uk)  
**React project contacts:**  
Chelmsford district – Glen Winterbourne 07764 810732 or Hilary Morgan (Mondays) 07795 447202

Clacton district – vacant, contact Glen Winterbourne  
**Rapid Action Project (RAP) contacts:**  
Rochford and Castle Point districts – Alex Ketley 07766 508678

Basildon district – Jayne Woodruff 07738 040787  
Uttlesford district – Jane Wilson 07796 442975  
Harlow and Epping Forest districts – Tracey Smith 07739 687510

## PCSO sheds light on the world of work

A HARWICH PCSO is taking time out of his busy schedule to pass on life skills to a group of teenagers. PCSO Ray Aylott is holding workshops for Year 11 pupils at The Harwich School, designed to help them get on the college course they want or bag the job they fancy.

PCSO Aylott is drawing on his experience as a company director for a software house in Ipswich, before he joined the force. He said: "I am trying to help pupils improve their interviewing skills for when they go out in to the big wide world, so I'm working with them on mock interviews and giving them feedback.

"This will help them with applying for college courses as well as getting work when they leave."

Assistant headteacher Brenda Westwood said the workshops had proved a success and had proved very helpful.

"It also helps to build up a positive relationship between the police and the young people," she added.



● PCSO Ray Aylott is sharing his life experience with pupils in Harwich

## 'Our policy is to reduce policies by two-thirds'

by Heather Watts

**GENERAL policy guidelines will be easier to find and use following the streamlining process currently taking place by the new Policy Development Section.**

New groupings and a numbered index have been created for General Policy Guidelines and any procedure supporting the policy has an index number label, which will always keep the same number.

As part of the streamlining process the Policy Development Section – part of the Corporate Development Department – has identified all Policy Guidelines (Greens) and all sections within General Policy Guidelines and given each of them an 'owner'.

The 'owners' will then be contacted to find out if the policy 'belongs' to them, is still relevant or is out of date and whether it needs restructuring, rewriting or deleting.

The finished result should be a broad policy, with a number of procedures listed beneath, which identifies exactly what police officers and staff need to do to provide a quality service to the public.

The aim is to provide a less bureaucratic system with an approximate two-thirds reduction in the number of policies necessary.

All policies and procedures will be reviewed as and when necessary but at least every three years.

Future developments will include a new document storage system software, capable of flagging up when the reviews are due – it is hoped the software will also be able to identify policies or procedures according to an individual's role within the force, which could prove



● Policy development manager Peter Hood reviewing policy late into the night

Cartoon by Simon Coxall

particularly useful when getting up to speed on the first day in a new job.

Where appropriate, the revamped policy will be available to the public on the internet – along with any new procedural guidelines – giving them details of what service we provide and how we do it.

Policy development manager Peter Hood said: "Officers need to be aware that we say what we do so we need to do what we say."

The Policy Development Section is

there to help. Mr Hood said: "Please come and see us early on if you feel you need to write a policy or procedure as we can give you guidance that may save you unnecessary work before the policy gets to the consultation process."

● Templates for writing policies and procedures, along with guidance notes, can be found on the Corporate Development intranet site – click on Programme, Planning, Policy and then on Policy Development

## Crime reduction advice is a hi-tech 'first'

A NEW podcast webpage, containing informative crime reduction messages in the form of downloadable 'radio ad-style' podcasts has been launched by Southend's Crime and Disorder Reduction Partnership (CDRP).

This innovative and unique approach to promoting crime reduction messages is a first for Essex and is also understood to be a first for any CDRP in the UK.

Three podcasts are so far available, on the subjects of staying safe, knife crime and bogus callers. Each podcast involves a short dramatisation and lasts between 60 and 90 seconds.

They were the brainchild of 18-year-old Jack Warren, a final-year BND Radio Production student at South East Essex College.

He approached the media communications team at Southend police station about producing the podcasts as part of his project work and Southend CDRP agreed to accommodate the podcasts on its website.

Jack said he approached the police "because the work they do is exciting and interesting".

South Eastern media communications co-ordinator Julia Pack said the aim was to convey crime reduction messages in a way that's different and appealing to the target audiences.

● Listen to the podcasts by visiting [www.southendcdrp.co.uk](http://www.southendcdrp.co.uk) and clicking on Podcasts  
● AND Castle Point district is blazing a trail for improved communication between police and the public with a hi-tech messaging service.

The district is trialling the service – which keeps residents up to date about crime and policing issues in their area – for three months to test its feasibility. If the pilot scheme is a success, the force will look at rolling it out across the county.

Members of Castle Point Neighbourhood Watch and other interested people can register and receive news and updates from the local police.

The service is free and subscribers choose how

they want to receive the alerts: by email to a computer, by text to a mobile phone, or by landline telephone.

Information provided will include the latest crime and crime reduction trends, crime reduction advice and alerts, such as the presence of bogus callers in the neighbourhood.

Subscribers will also receive news of their local neighbourhood policing team.

Castle Point district commander Chief Insp Paul Eveleigh said: "Communication with the community is fundamental to good policing and this development takes our relationship with the public to an entirely new level.

"It supplements our existing lines of communication and will provide additional, timely updates about crime and community issues.

"As a result, we are hoping more people will come forward with information to help us solve crimes and improve the quality of life for our citizens."





## Federation news by Roy Scanes



### On-call claim – Home Secretary ‘hangs up’

Four years after a claim for an on-call allowance was proposed by the Police Federation of England and Wales, we have reached a stalemate with the government.

A failure to agree has been registered and our claim will now be referred to the independent Police Arbitration Tribunal.

Over the last two years, attention has focused mainly on the fight for fair pay.

However, when agreeing the three-year pay settlement, the Home Secretary indicated that she and the government would look more favourably on the Federation's claim for an on-call allowance, particularly as some forces already recognise and compensate a requirement for on-call by way of a Special Priority or Bonus payment and this money could be re-distributed to fund a specific on-call allowance.

Regrettably, a series of working groups where on-call was discussed failed to move the matter forward, with the government failing to acknowledge that it should be a nationally-agreed payment reflecting any occasion where there is a requirement to be on call.

Following a meeting on February 10, the Federation has registered a failure to agree and now awaits the matter being referred to independent arbiters.

In order to provide the necessary front-line resilience, police forces and officers must be flexible but this voluntary flexibility by officers must be recognised. We're not asking for any new money to fund the on-call allowance; there are sufficient funds within the Special Priority Payments to cover this.

This is about recognising the commitment that officers make to the public and the 'sacrifices' made by being on-call during off-duty time.

Police officers understand that 24/7 policing will have an impact upon their personal lives but it is only right that anything that goes beyond what is considered 'reasonable' that impacts on their family life should be financially recompensed.

### Government challenges injury compensation

The Government is proposing a change to the injury compensation system. Currently, the

families of officers killed while travelling to and from home and work receive benefit payments equal to the officer's pension contributions.

However, the Home Office has proposed changes to the system that would see officers travelling home and to work re-classified as being off duty – reducing the amount of benefits their families receive if they are killed.

Since 2000, 93 officers have been killed in road traffic accidents, 50 of them travelling to or from work. Deaths while travelling to or from work account for 38 per cent of all officer deaths since 2000 and 54 per cent of road accident deaths – making the drive to and from work the most common way in which UK police officers are killed.

The Federation believes this is purely a fiscal way of looking at the problem and will look at our shift survey results before responding.

**Reducing Bureaucracy in Policing – interim report**  
Jan Berry, the former chair of the Police Federation of England and Wales, released her interim report *Reducing Bureaucracy in Policing* on February 16.

The national Federation has congratulated her for such a reassuringly thorough report and praised the work done thus far.

Mrs Berry was well-placed to tackle the ongoing problem of bureaucracy and we only hope her report is more successful in cutting red tape than the many previous reports, which have seemingly fallen by the wayside.

The report contains six recommendations and goes beyond just removing pieces of paper. The paper is often the result and not the cause of the problem. We need to look at some of the practices and procedures which create this often unnecessary mountain of paperwork and question the reasoning and need for it all.

Bureaucracy has long been the blight of bobbies on the beat, acting as a frustrating barricade between the expectation and delivery of front-line policing.

This report is a starting point from which we must make inroads to achieving success for our both members and the public.

The full report is due in the spring and Mrs Berry says it will be more 'challenging'.

## Unison news by Mike Frost



### Unison matters – and so do you!

IT may not feel like it but spring is on the way and, surprisingly, you may be better off financially than you think!

For those with mortgages and other loans, low interest rates may be beneficial and, if you are a net saver, although interest rates may seem disastrous, things are not all bad.

Of course, those with 'fixed' mortgages may or may not be so happy.

The question is should you try to get out of your deal and fix again at a lower rate?

The answer is to be very careful indeed. Look at your 'small print' with care and take good independent advice from someone you trust before you do anything.

Paying a financial penalty to break a deal may not make sense.

And always remember that if a new deal sounds too good to be true, then it very probably is.

For those lucky enough to have a little more money left at the end of the month, there is an argument that now is a very good time to save for the future. Savings interest rates may seem low but the truth is that, relative to inflation rates, things are not that bad.

In the middle of last year, you could have got an interest rate of about 6.5 per cent before tax on your savings but the effects of inflation at five per cent reduced real savings interest dramatically and, in real terms over a year, each £1,000 you saved only made you about £2 profit. Yes, really!

As inflation comes down, your £1,000 buys you comparatively more so, although savings interest rates may seem low, in real terms less can mean more.

So don't stick it under the mattress in despair, take advantage of low inflation and save what you can now, especially if you haven't used your tax free ISA allowance for this year yet.

Unison members have access to trustworthy independent advice and savings schemes that are hard to beat.

Now is a very good time use your membership benefits to review your finances and plan

for the future.

Speaking of which,  $f2p = p2f$  (failing to plan is planning to fail) and whilst our members may have a more secure employment future than a lot of people in both the private and public sectors, there is no such thing as certainty.

In these difficult times, no employer is immune from the effects of the economic situation and 'jobs for life' are a long-forgotten dream.

Spring is a great time of the year to look ahead at what you would like to be doing in, say, five years' time and plotting a course to get yourself there.

As the world comes out of recession, there will be tremendous opportunities for anyone with the skills and abilities to take advantage of them.

In the shorter term, however, doing whatever you can to make yourself even more valuable to your employer can only be sensible.

If you have any concerns about your present job or your working conditions, local Unison stewards are always close at hand with practical advice and support for our members, wherever you are.

Speaking of stewards and officers, the Unison AGM was a lively evening with plenty of interesting and frank discussion about a number of workplace issues.

Regional officers gave the bigger picture whilst branch secretary Barry Faber presented a pragmatic and positive review of the year.

Again, membership has increased and even more colleagues were helped through a variety of trials and tribulations, from the stress of criminal allegations to the provision of timely personal welfare support.

We were proud, once more, to be referred to as the "blue ribbon" branch that sets the example in the region.

So, thanks to everyone from your executive for all your hard work and support. Now it's upwards and onwards and again – spread the word amongst your colleagues because the more members we have, the more we can do to help!

## Essex Black Police Association news

by Jennifer Doré



THE Essex Black Police Association (EBPA) has grown in size and in the way it operates and delivers for Essex Police.

Our key aims are to promote a quality of opportunity for visibly minority ethnic staff within the organisation, as well as ensuring better links are made within the local communities in order to continue to build trust and confidence.

In October 2008, the EBPA elected a new executive committee: chair DCI Pauline Bowers; deputy chair Nishan Wijeratne; secretary Christian Robinson; and co-ordinator Jennifer Doré.

We know the EBPA will ultimately be assessed by how we help lead our staff and police officers to a higher standard.

Our efforts have made tangible improvements in the lives of many internal and external parties.

We are an organisation built on change. We have long fought for progressive organisational change but we also believe in social change that enhances our effectiveness.

We have always demonstrated a willingness to look within and challenge ourselves as members to be better so that we can encourage

Essex Police to be better.

The EBPA's executive board is committed to making our organisation stronger and to working with our senior officers, our members and various community partners to ensure that we are guided by a forward-looking perspective enriched by the lessons of our past.

We live in a world that values evolution and improvement but, unfortunately, our network still faces many of the same challenges now that we have faced throughout our history.

The nuances may shift but the core objectives remain unchanged: improving recruitment, retention and progression of black and minority ethnic (BME) personnel, promoting cultural diversity, fostering good relationships between minority ethnic organisation and Essex Police, being a support mechanism and developing policies through consultation on race and cultural issues.

As long as these issues exist, the EBPA will exist as an assertive and progressive force to improve positive change.

● Anyone interested in becoming a member of EBPA or who requires further information, can contact the EBPA office at HQ via email or on ext 50666

## Delegates find a different culture

MORE than 50 police officers and staff attended an Islamic Awareness workshop in Colchester.

Organised by Essex University's Islamic Society, the workshop aimed to inform delegates about Islam as a religion and about aspects of its culture.

Speaker Shahid Akmal, a member of the UK Interfaith Network, explained the main teachings of Islam and debunked a few myths.

He also addressed topical issues through a question and answer session to help develop a better understanding of Muslims living in today's multi-faith and multi-cultural society.

Internal communications officer Heather Turner felt the workshop had been extremely useful. "It is not often one gets the chance to

ask frank questions about the attitudes and beliefs of other cultures and I learned a lot – until then I had no idea how little I knew about Islam," she said.

Essex Police College diversity and community engagement officer Heather Gill said: "It was fantastic to receive a vast amount of positive responses from Essex Police employees wanting to develop their understanding of Islam. I am very grateful to Dr Mateen Durrani, of the Islamic Society at the University of Essex for extending the invitation to Essex Police."

● There is the prospect to organise another workshop, this time at Essex Police College. If you would be interested in attending, on a date yet to be decided, contact Heather Gill via email or on ext 56173

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### Are you special enough?

“I WAS delighted to see that eight members of Essex police staff and two members of the local community have now completed the new three-week special constable training course.

I am very proud that our police staff are volunteering to make such a difference.

In fact, anyone volunteering their time to be a special constable is already special in my eyes.

It is such a brilliant opportunity to be part of the Essex Police family and really does make a difference to the communities of Essex.

Operating with full police powers, the Essex Police Special Constabulary is made up of wonderful men and women from different walks of life who work with regular officers and members of police staff to continue making Essex an even safer place in which to live and work and to visit.

By introducing this new, condensed training course, the force has ensured that its own police staff can easily apply to join Essex Police Special Constabulary and carry out their training without having to worry about having time off from their day job.

I really hope that employees interested in applying to be a special constable will grasp this opportunity.

Our special constables already serving are doing an absolutely sterling job and are highly-regarded – but we could always do with more!

So please, take time to visit the Essex Police website at [www.essex.police.uk](http://www.essex.police.uk) and click on Recruitment and then on Special Constabulary to find out about ordinary people doing extraordinary work.

Or you are welcome to attend one of our periodic open evenings, ring the special recruitment hotline or chat with a colleague who is a special constable – some of them are named on the Special Constabulary intranet site, listed under Divisions & Departments. Click on Police Staff Support the Special Constabulary.

And if you do decide to apply, I look forward to seeing you out on patrol in the future! ”

## Experience the benefit of new e-PDR

THE new electronic performance development review (e-PDR) system goes forcewide on April 6.

It has been piloted successfully on South Eastern Division and in HQ Corporate Development ahead of the implementation date.

e-PDR is the latest element of a nationally-developed software system supported by the National Policing Improvement Agency and will integrate with the existing Origin HR systems in Essex: Police Personnel (PP); Training Administration (TAS); and Health and Safety.

On all divisions and departments not involved in the pilot, the move to e-PDR will be in two stages.

Current PDRs – for 2008/09 – will be

signed off in the paper format.

Then the objectives for the new year, 2009/10, will be entered on the electronic system – from that point onward only the electronic system will be used.

Assistant Chief Constable Sue Harrison, who is responsible for Operational Support, said she fully supported the new e-PDR system.

“An effective PDR system is a vital part of managing and developing our employees,” she said.

“The new e-PDR is both more effective and less bureaucratic than the old paper system.

“It is important that officers, police staff and their supervisors make full use of the new system and achieve the significant benefits this system can provide.”

Benefits of e-PDR include better access and administration, easier on-going recording of evidence and the reduced time it takes to sign off at the end of the PDR year.

● Guidance on how to use the e-PDR application can be found via the ORIGIN HR tab on Portal, the intranet home page, then click on e-PDR guidance. A number of 60-second guidance clips provide step-by-step instructions and are supplemented by short crib-sheets listing key actions required.

Or visit the HR Department intranet site and click on e-PDR Is Coming, under News and Features.

● For more information, contact your own HR team

## Significant results in difficult court cases



● Dc Nicky Whiting and DI Lucy Robinson on the Major Investigation Section stand

### ‘Life of crime’ awaits those who join up

EMPLOYEES are being encouraged to find out about the opportunities to join Crime Division.

An open day was held at HQ last month to give officers and police staff information about a career in the division.

The day allowed people to gain insights into some of the division’s specialist units – including the newly-established Police Online Investigation Team (POLIT), child abuse investigation units (CAIUs) and Special Branch.

People who attended were given information about the different departments and encouraged to apply for a number of vacant positions.

Deirdre Nowell, of Crime Division, said: “The day was a success and a number of people came along wanting to find out more about moving into a career within Crime Division.

“However, we would still love to hear from anyone who was not able to attend and who wants more information.”

● Contact Deirdre Nowell, head of MICAS, on ext 52270



**Ian Mott, of Property Services, asks us all to remember to switch off lights, computer monitors and photocopiers**

### Looking after Essex Police and the environment

WE use a considerable amount of electricity in our offices to enable us to perform our operational duties.

However, there are many areas where we could save and reduce our costs and environmental impact. Property Services has carried out a number of trials on lighting controls and shown

that we can save in excess of half the energy used.

Sadly, the cost of installing these controls is currently not as cost-effective as we would like.

The trials have also shown that some of us are not very good at ‘housekeeping’ and tend to leave equipment, lights etc on when they are not required.

This was confirmed recently when I paid a late-evening call to one police station and

noted computer screens and lights left on in areas where officers and police staff had left for the day, several hours earlier.

I would therefore request once again that everyone makes the effort to turn off lights, photocopiers, computer monitors etc when they are not required. Every little helps, as they say, and if we are going to save money we need all the help we can get.

### THE force achieved some significant results at court last month.

A multiple rapist was jailed for 16 years, a mother was jailed for four years for the manslaughter of her baby son and a teenager was found guilty of murdering his father.

Samir Daya, 23, of Thorpe Bay, was jailed after being found guilty at Basildon Crown Court for four rapes on two women in Thorpe Bay and Southend in June and July 2007.

Daya was called “arrogant, selfish and dangerous” by Judge Overbury and will have to serve a minimum sentence of just under seven years.

Ds Ian Collins, of Southend CID, said afterwards it had been a long, drawn-out but thorough investigation which culminated in a violent man being brought to justice.

He added: “This case has been extremely difficult for the two victims but hopefully they now have some closure and can start to re-build their lives.”

Meanwhile, Tilbury mother Joanne Mallinder was sentenced at St Alban’s Crown Court after being found guilty of the manslaughter of her 15-month-old son Jack.

He died on March 20, 2007 following a year in hospital where he was taken after receiving injuries at home.

Detectives from the Child Abuse Investigation Unit at Brentwood undertook a comprehensive investigation and last month Mallinder was sentenced to four years in jail plus two years on an extended licence.

Ds Lorna Henderson said afterwards Jack had been admitted to hospital aged three months, having suffered injuries including subdural and retinal haemorrhages and numerous fractures, which were not accidental.

“His mother has never given a reasonable explanation as to how he came to have these injuries”.

And Edward Belben, of Colchester, was found guilty at Chelmsford Crown Court, of murdering his father Gary, when he was just 15, and of attempting to murder his mother. He will be sentenced later in the spring.

Outside court, DCI David Peplow said: “The attack on Gary Belben was motiveless and sustained leaving him with more than 30 injuries, predominantly to his head.”

## Have a pint with the IPA

OFFICERS are invited to join the Essex region of the International Police Association (IPA).

Find out more about the IPA – which fosters friendship and liaison between serving and retired officers in the UK and 59 other countries – by attending one of the upcoming annual meetings: North East Essex Branch – Thursday, March 12, Colchester police station bar, 7.30pm; 10 Region – Wednesday, March 25, at the HQ Sports, Pavilion, 8pm.

Among items for discussion will be a proposal to extend membership to police staff.

● Contact regional vice-chairman Peter Culligan on 01268 780274 or 07802 213034 for details

## Band raises £1,550 from its concerts

ESSEX Police Band helped to raise a substantial amount of charity cash from two Christmas concerts.

The Parachute Regiment received £1,000 from the Christmas Cracker concert at Charter Hall in Colchester.

And the band sent £550 from the door collection at its own annual Christmas concert to the Prostate Cancer Charity, in memory of former DCC Peter Simpson, who died from the cancer last September, aged 69.

Mr Simpson was a founder member and past president of the Essex Police Choir and was its chairman when he died. He was also instrumental in setting up the force’s museum and was chairman of the trustees, as well as being president of Essex Police Musical Society and a past-president of the Essex Police Band

The annual Christmas Cracker concert is hosted by police in Colchester and Neighbourhood Watch. In December, 750 attended to hear music played by the Essex Police Band and the Military Band of the Parachute Regiment.

And the band’s own annual Christmas concert was held at the Marconi Club in Beehive Lane, Chelmsford.

## College trainer is champion at first aid

ESSEX Police College first aid trainer Sgt Sam Smith has won a national police first aid competition.

Sgt Smith won the competition for team reserves, ahead of 14 others.

She was reserve for the Essex team, comprising Pc Tracey Bishop, of Chigwell Road Policing Unit, and Natalie Watkins, also an EPC trainer, who came ninth in the team event.

Sgt Smith has been first aid training for seven years and took her advanced medics course when she was on the firearms team, teaching firearms officers about immediate trauma and support. She has been teaching first aid for two years.

During the Police National First Aid Competition, held in Cheshire, Sgt Smith had to take an exam and deal with casualty scenarios, assessed under the St John first aid manual.

She had to deal with a casualty who had not only fallen and injured their shoulder but who was then found to be diabetic.

## Seeking former Pc Ian Birch

DC Linda Kemp, of Crime Division, is trying to contact former constable Ian Birch.

Mr Birch was stationed at Harwich Police Station and left the force in August 2006.

● If you are Mr Birch or if you have contact details for him, please contact Dc Kemp on 0300 333 4444 ext 35215





● Sgt Russ Woolford, Capt Steve Isacke and Pc Mark Shelley ready to fly QH99, left  
● Rear observer Sgt Russ Woolford, above, navigates the helicopter as it flies over Clacton

# Teamwork gets results

**THE Essex Police helicopter – call sign QH99 – is flying longer and later shifts following the launch of a sharing agreement with Kent Police. The dark blue and yellow Eurocopter EC 135's flying hours have increased by more than 30 per cent and its speed and manoeuvrability, gadgets – including a thermal image camera and searchlight – and highly-trained crews have brought excellent results in pursuits, searches and intelligence-gathering operations on both sides of the Thames. Press officer Bill Stock reports on a typical night shift at the Air Support Unit (ASU).**

**THE first thing that is obvious when flying in QH99 is that so much is going on in such a small space.**

'Flying Eye', 'Spy in the Sky' ... call it what you will. But in reality the 3m x 1.5m cockpit of QH99 is like a 'flying FIR' – a mini-Force Information Room which can quickly reach the scene of incidents in Essex, Kent and neighbouring forces.

The helicopter can nip from one job to another at up to 160mph, use GPS (global positioning system) navigation to find a target location within seconds, monitor activity on the ground with day- or night-vision zoom cameras and turn night into day with a searchlight appropriately called a NightSun. It can also relay live pictures back to FIR at Essex Police HQ.

The radio system is linked to FIR, local units, other forces and emergency services and also to air traffic control frequencies and its public address system can be used for crowd control.

Add in the flight controls plus instrument panels in front of and above the pilot and you can see there's a vast array of electronics and avionics crammed into the cockpit.

The crew for tonight is chief pilot Capt Steve Isacke, Pc Mark Shelley, the front-seat observer who operates the TI (thermal-imaging) camera and also helps Steve with flight and safety checks, and Sgt Russ Woolford, who, as rear observer, is in charge of the navigation and communications systems.

**7pm:** The phone rings in the ASU flight office, situated in a former control tower used by wartime bomber squadrons at Boreham Airfield, just outside Chelmsford.



● Chief pilot Capt Steve Isacke keeps up to date with paperwork

Pictures by Bill Stock

The call is to help a search for a high-risk missing person thought to be in a car near the River Crouch. QH99 is airborne in minutes but the call is cancelled en route and it returns to base 15 minutes later.

**8pm:** A call to a burglary in Colchester. One suspect is arrested and another is thought to be hiding in dense undergrowth. The helicopter hovers at about 1,500ft as Mark scans the TI camera over a wide area. There is no trace of the man.

**8.30pm:** We turn for base but there is an urgent call from Kent Police and QH99 is tasked to Rochester to help search for another missing person, who has threatened to jump into the River Medway.

Russ plots the flightpath direct from Colchester. Over Kent, he changes the screen display to a map of Rochester docks and then takes a thermal-image close-up of a pier where the man was thought to be. We search a large area but are called off when the man is found safe.

Heading back to Essex, we fly towards Clacton where some intelligence-gathering tasks need to be carried out. But a call comes over the radio about a suspicious vehicle on a former quarry south of Colchester.

**9.35pm:** "As if by magic, we are almost overhead,"

Russ tells the FIR controller. Steve holds the aircraft in a hover as Mark sweeps the area with the TI camera. He finds a heat source from the switched-off engine and local units are directed to the scene. A man is arrested on suspicion of possession of an offensive weapon.

**10pm:** We are running low on fuel and land at Wattisham Airfield. Suffolk ASU staff 'refuel' the crew of QH99 with tea while the aircraft is topped up with aviation fuel.

**10.25pm:** Back to Clacton for the pre-planned intelligence-gathering tasks.

**10.55pm:** We land back at Boreham Airfield and the crew catches up with paperwork. It is surprisingly quiet until 1.15am where they receive a call to a stolen car making off from Epping. We find the car in Woodford Green. The vehicle stops nearby and four occupants are arrested.

**1.40am:** Minutes later, FIR asks us to help search for a woman thought to be wandering the extensive grounds of Audley End House, near Saffron Walden – there are concerns for her welfare.

We listen to a commentary from police vehicles on the ground as we fly northwards. But then there are

more unusual radio messages between air traffic controllers and Ryanair and Easyjet pilots. Steve was on an air traffic frequency to arrange our transit through a zone used by aircraft taking off from Stansted Airport.

Above Audley End Park, the TI camera shows numerous heat sources. Mark zooms in on some of the images to reveal deer, foxes and badgers. The park search proves negative but the woman was later found safe in a nearby town.

**2.25am:** We land back at base. The rest of the shift is quiet and there is time to complete reports about the night's activities.

Between April 1, 2008 and February 28 this year, QH99 flew for 1,187 hours, attending 2,560 incidents. The flights led to 300 arrests, 60 stolen vehicles being traced and 31 missing people found.

The flights also included nearly 400 evidence-gathering sorties where photographs were taken to prepare for raids and court cases, at the scenes of road crashes and at major incidents, such as the serious flooding across the county early last month.

"We have never been so busy," said Russ, who is the ASU's second in command.

"We used to average three to four hours of flying a day but now it can be seven to nine hours, because we are working longer day and night shifts and also covering Kent.

"There are Civil Aviation Authority and operational limits on the hours and weather conditions we can fly in. Safety is paramount – if you have a crash in a police car you will probably walk away from it but if you crash in the helicopter you probably won't."

Mark has flown with the Essex ASU for 18 years, making him the longest-serving police air observer in the country.

He said: "It is a fantastic job and nothing gives us greater pleasure than when we find missing people or villains on the run. We are delivering front-line policing and work in total harmony with our ground-based colleagues."

Steve is an ex-Navy pilot who flew in the Falklands War and instructed Prince Andrew. He has flown more than 7,000 hours on helicopters and says flying QH99 is similar to his duties on Sea King Air Sea Rescue operations.

He said: "It's about precise flying, making judgements on the spot and teamwork. Most of our pilots are ex-military and fit that role easily."

"The pilot's job is to get the scene of an incident as quickly as possible and put the aircraft where the observers want it. We achieve it through excellent teamwork."

evidence has been gained. Just the sight of them can be enough to prevent many situations from spiralling."

The seven cameras will initially be trialled by Tendring neighbourhood policing teams on Friday and Saturday nights to combat crime and anti-social behaviour. Officers in Colchester are also set to be fitted with the devices.

# Damion flies high after turning his life around

by Jenna Smith

A REFORMED schoolboy was awarded top prize at the Essex Police Young People of the Year awards.

The £1,000 Young Person of the Year (YOPEY) award was won by 16-year-old air cadet Damion Chadwick, of Canvey Island, who has turned his life around after being excluded from a previous school for bad behaviour and is now a role model for his peers.

Damion said he was 'so surprised' to have won. Announcing him as the winner at the awards ceremony on March 1, ACC Peter Lowton said: "Damion sets a fine example to other young people by demonstrating that it really is possible to recover from a bad beginning and lead a better life."

"There is far too much negative feeling towards young people today and looking around at what these young people here have achieved really does make myself and Essex Police proud to be sponsoring such inspirational awards."

The ceremony – sponsored by Essex Police, Essex Police Authority and Jefferies Solicitors – at the Raddison SAS hotel, Stansted Airport, was attended by nearly 300 people, many of them with inspirational tales to tell.

Damion was nominated for the award by Zahna Hull, manager of Years 10 and 11 at Furtherwick Park School, Canvey Island, for the way he has improved and changed. He was facing permanent exclusion from another school just two years ago but was given a chance by Furtherwick Park.

Damion embraced it and really began to change his life – he made new friends and has been voted in as a prefect by staff and fellow students.

Damion believes that being a member of the Air Training Corps (ATC) contributed greatly to his turnaround in attitude and overall behaviour. He said: "Being in the ATC has taught me a lot about discipline, particularly self-discipline and leadership skills."

He also praised Furtherwick Park for giving him that chance to prove himself and really change. "The fact that the new school was so willing to give me a second chance was great," he said.

Damion will be giving half his £1,000 prize to the Canvey Island ATC, where he is a corporal. Being an air cadet has also given Damion a career goal as he now hopes to join the RAF Police.

The £500 junior winners were 13-year-olds Moses Burrell and Alex Penn, who will be donating £250 to Little Havens children's hospice and were nominated for their countless volunteering work.

Alex and Moses, both of Southend, are best friends who spend their spare time helping others and raising funds for many good causes.

Their projects have included organising a talent show and setting up a gardening project to help the elderly and those with no spare time to maintain their gardens.

They also volunteer every Tuesday to clean vehicles used



by private ambulance service Abacus, to name but a few. Essex Police Authority chairman Cllr Robert Chambers said: "Having young, talented people such as Alex and Moses living in Essex makes me extremely proud to be living in this county."

"I only wish that when I was younger I had been inspired to do the same for my community as they do."

The runners up in each category each received £250. Colchester 20-year-old Daniel Day is at the forefront of a community project, the SOS bus, to which he will be donating £125.

Daniel's award was announced by Sarah Mitchell, managing partner of Westcliff on Sea law firm Jefferies Solicitors. She said: "It is amazing to think just how much time he devotes to helping with the bus and at his local youth club – despite needs of his own."

And 23-year-old dedicated St John Ambulance volunteer Kerys Bessell, of Basildon, was announced as the other runner-up by the Lord Lieutenant of Essex, Lord Petre of Ingatstone.

Kerys, who also works as a technician for Thames Ambulance service, will be donating half her win to the St John Ambulance cadet group in Corringham and Stanford Le Hope, which she runs.

Lord Petre said: "Kerys is to be applauded for running a youth organisation that teaches young people vital first-aid skills while also having a demanding full-time job in the health industry."

"We need more adults like Kerys to give up some of their time to help run youth organisations. There are not enough such people in Essex."

All other finalists were also presented with surprise £50 cheques for good causes:

Anah and Sana Rangoonwala, aged 14 and 11 respectively, of Chafford Hundred, who are carers to disabled grandparents; Nathalie Boakye and Shingi Chabva-Shoppera, both 16, of Harlow, for breaking down race barriers by holding a food event; Sam Colwill, 16, a Chelmsford Sea Cadet who supports another cadet with



● Top, Damion Chadwick, far right, with the other YOPEY winners, from left, Moses Burrell, Alex Penn, Daniel Day, Kerys Bessell and, inset, with cheques for himself and Canvey Island Air Cadets

Pictures by Terry Turner

learning difficulties; foster children Philip Gordon and Kerry Thacker, both 17, of Dumfrow, who are throwing off the stereotype of failure; Kyle Balcombe, 18, of Maldon, young carer who finds time to fundraise for others; Angie Diggins, 21, of Wivenhoe, for spreading passion for entertainment by putting on shows; Erin Burrows, 16, a former Southend Youth Mayor, for leading her generation to a better reputation; Joanne O'Driscoll, 18, a leading light in her Colchester church's youth activities; and Daniel Vinson, 17, a Saffron Walden school-leaver who goes back to help look after farm animals.

YOPEY founder Tony Gearing, a former national newspaper journalist who became fed-up with the bad press young people receive, said: "Seeing all of these wonderful young people here today really does show that the bad press youngsters receive is most definitely not justified."

Mr Gearing has held 29 YOPEY contests across Britain but he singled out Essex Police as the first force to recognise "it too has a role to play in correcting the unfair bad press that young people receive".

He said: "Everyone in society will benefit when we all recognise that we have more to gain than fear from the vast majority of young people."

## Success on first outing for Clacton's new head-cams

POLICE in Clacton issued with head-cameras just a few weeks ago say the equipment is already proving to be a great help.

Pc Andy Aguda said that the technology helps officers to make the town a safer place at night.

Just days after receiving the new equipment, Pc Hayley Rook was faced with a

man in Rosemary Road who was breaching the town's dispersal order.

Pc Aguda said: "The man had been involved in an altercation at a bar, was argumentative and refused to leave – all of which, of course, was recorded on Pc Rook's headcam."

"This now means that we will have excellent evidence against this individual

when he comes to court." A 37-year-old Clacton man was subsequently charged with failing to comply with a direction to leave an exclusion zone. He is due to face Colchester Magistrates' Court on March 12.

Pc Aguda said the head-cams had also proved a very strong deterrent to anti-social behaviour, early on. "Where offences occurred, valuable







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

TO Chief Constable Roger Baker: In the past and of late I had lost all confidence in the force but I had a problem in July and De Fred Crawley, of Pitsea, attended but, due to other circumstances, could not continue to handle the case and it was passed to De Andrew Rowe, of Billericay. These two officers have restored my faith in your force.

They were very kind and compassionate towards me and I think and believe that you should recognise that.

**SA  
Basildon**

TO Insp Rachel Wood: I want to thank you and your colleagues for allowing me to work the ground with the team in a unique and fascinating area.

Once again I was hugely impressed with the professionalism, commitment and deep understanding of local policing provided by all those I met.

Pc Nick May was generous with his time and patience in the way he answered all my questions and left me with an impression of a committed and very capable officer.

It was good to see you and your team of PCSOs Debbie Lister, Warren Venables and Phil Long, along with Pcs

Chris Kench and Steve Cross. Their understanding of the strong link between their day-to-day policing of a neighbourhood with the vision your Chief Constable shared with me in the morning, combined with their enthusiasm and commitment to the ground, is evidence of your very capable leadership.

Thank you for allowing me a few hours of being in the company of those who serve the people of Tilbury.

The neighbourhood policing team remains a special team in my mind and I wish you all the best for the future.

**Chief information officer  
National Policing Improvement  
Agency**

TO Pc Nadia El Hatimi: When I first spoke to you about the problems with youths, you were very concerned and, with your hard work and time, I feel that you have hopefully solved the problem.

My family and I can now relax in the evening, not having to worry about what was going to happen next.

For all you have done, I would like to express my sincere gratitude and appreciation. Keep up the good work.

**SB  
Benfleet**

TO Chief Insp Alan Cotgrove: My son had his mobile phone stolen by a boy during enrolment at his new school.

My husband and I phoned the police and my son gave a statement to Pc Karen Pownall.

The case has since gone to

court and the boy responsible has been dealt with accordingly. We are happy with the outcome.

Our son and the boy responsible have met through Victim Support, which has helped him to get closure.

I would like you to know Pc Pownall gave our son and the family a lot of support: she was friendly and professional.

She also kept us informed and updated at all times.

**SA  
Grays**

TO Chief Constable Roger Baker: We were unfortunate to suffer a burglary which is currently under investigation.

We were initially seen by Pcs Gavin Timms and Alex Bossom and, although we have not had a resolution to the incident, felt compelled to write.

The care, courtesy and professionalism demonstrated by all the officers handling the case, including Pc Timms and Pc Bossom, Pc Michael Budd and your scenes of crime officers, has been outstanding and went a long way to easing the trauma.

Throughout, your whole team based in Southend and Leigh has been supportive and excellent; true examples of what the public expects from the police.

**B & A B  
Southend**

TO Chief Constable Roger Baker: I wrote to you previously regarding anti-social behaviour on Footpath 129 and the need for a Gating Order.

After a year we now have the Gating Order and the gates

have gone up. We would like to thank you and your staff for all your help: all the police in Grays who have been involved in the anti-social behaviour reports, and also to Pc Kelly Turnage and Pc Kingsley Edore who have been a lot of help to us.

Over the past few years of dealing with the gating of Footpath 129, we have been in contact with many police personnel and all have been courteous and helpful.

**MH  
Grays**

TO Chief Supt Dave Folkard: I would like to commend the quality of service being provided in the St Nicholas Secondary Specialist School on behalf of the force by Pc Gary Collard.

He supports our work and understands and empathises with the students. He has moved steadily from a point of nasty ridicule by the misguided, to a point of being accepted and listened to and allowed to help.

It has been good to see such vital work. He has also been most helpful with many very challenging situations.

Thank you also for all the efforts of you and your team on behalf of us all to keep us all safe.

**St Nicholas Secondary Specialist  
School  
Southend**

TO PCSOs Lesley Bentley and John Thorne:

Thanks for all your support over the last year, and also for your help at our Christmas lunch at Green Court. We are always happy to see you.

**Green Court Tenants' Association  
Earls Colne**

I HAVE recently been advised of the closure of investigations into a crime I reported following the successful apprehension of the person responsible.

I should like to convey my appreciation to Essex Police for the prompt resolution of this matter and especially Pc Andrew Unsworth, who handled this case.

I should also like to thank everyone concerned for the progress updates provided during the investigation.

I was very much impressed with both the outcome of enquiries and the efficiency displayed by Essex Police in resolving this incident in the shortest time.

**MS  
Basildon**

TO Chief Constable Roger Baker: In November my car was stolen from Vange Cemetery and my husband phoned 999 and a very sympathetic person took details of the car.

The next morning my son and my husband decided to make a systematic tour of the back streets of Vange and found the stolen car, which my husband drove home.

Later that day, Pc Lucy Smart took a statement and a list of the property which had been stolen from the car. While she was there, De Jeremy Spencer, from Scenes

of Crime arrived to see if he could find any fingerprints and they were both extremely kind and sympathetic.

In the early evening, Pc Dave Bridge arrived with a photograph on his phone of some recovered stolen property but sadly it was not ours.

I was really impressed with Essex Police and the response we received. We were treated with kindness and not made to feel like a statistic. Sadly, none of the stolen property was recovered but that is not the fault of the police.

**MH  
Corringham**

TO Pc Duncan McMaster: I am writing to express our thanks for the excellent relationship building up between you and St Giles School.

Your visits have proved very beneficial to the children's understanding and appreciation of the work of the police force.

In addition, it has helped the children gain an awareness of how to keep safe and behave in a responsible manner, which is an important part of their Citizenship education.

I know that the children feel they can ask questions and respond in a positive way to your talks.

I do hope that this close relationship can continue in the future as we very much value your visits to our school.

**St Giles Primary School  
Great Maplestead**

I WAS involved in a road collision, suffered what doctors believe was an epileptic fit and lost consciousness while driving.

Luckily no other car was involved but my vehicle did collide with some roadside equipment on the A127, which resulted in considerable damage to the vehicle and injuries to me.

When I regained consciousness, I was being looked after by Pc Mark Yorke-Wade and Pc John Swann.

Can I take this opportunity to thank the officers who I thought acted superbly in what was for me a very distressing situation.

Their actions were exemplary and they are a credit to the police force in general and, more particularly, to police in Rayleigh.

Please pass on my utmost thanks to officers. I cannot praise them highly enough.

**SR  
Benfleet**

TO Chief Constable Roger Baker: We wish to express our thanks for the excellent work by Pc Stacey Howe when her prompt actions contributed to saving the life of an elderly woman in Highwoods, Colchester.

Despite many phone calls to the woman, we were unable to establish contact and had to ask Colchester Helpline to assist.

They sent one of their patrol staff to the property, who was unable to gain access, resulting in your officers attending. Pc Howe had to smash a

window at the rear of the bungalow and climb inside, in the course of which she injured herself on the smashed glass.

She found the woman suffering from hypothermia. The woman was taken to hospital in a very grave condition. We are pleased to say that she has recovered from the hypothermia, however her condition is quite frail.

In an age where it is increasingly fashionable for police to be criticised, it is reassuring to know of such dedicated officers as Pc Howe.

**T&T  
Hockley**

TO PCSO Brian Edwards: I would like to thank you for your continued support of Trinity House.

There are so many varied and valuable contributions made in support of the project which helps towards our work with our residents.

My gratitude is extended to those who are able to attend our quarterly support and advice group meetings as I am only too aware how limited time is. I look forward to continuing working with you in the future.

**Nacro Housing  
Halstead**

RECENTLY, an animal cruelty conviction was achieved through the hard work and perseverance by Pc Sarah Latchford, from Harwich police station.

We at Swan Rescue would like to thank her for all her hard work and dedication.

I realise that cruelty to a swan may not seem like a big crime in the scheme of things, but I can assure you this has affected a great many people within our community, and made the front page in our local newspaper.

If it hadn't been for your officer's sterling work, none of this would have been achieved and I can assure you a great many of our community are extremely happy to have such a committed officer working to keep our town safe.

We felt therefore that it was only right that you be informed of this officer's work, which to our mind was above and beyond the call of duty.

**Harwich Environmental Action  
Team (HEAT) and  
Swan Rescue Harwich**

TO Pc Duncan McMaster: We want to thank you for all the tremendous support and community contact you have given our village and for attending parish council meetings.

Your skill with the young has really helped to restore stability in our village and your softly, softly approach, we are convinced, has proved that the 'old copper' style - being about and talking to everyone - has borne more fruit than any heavy-handedness could ever have achieved.

Everyone in the village knows you know and respects you, which is a great bonus.

**Castle Hedingham Parish Council**

# THE CREDIT UN-CRUNCH!

Police CU has launched three limited period offers for loan applications up to 30 June 2009. Ring us or call into your local PCU branch.

- 1 Police CU is offering a discount of 1% for new Resourcer unsecured, fixed term loans, reducing its typical APR from 9% p.a. to 8% p.a. for the life of the loan and making it easier for borrowers to make regular monthly payments.
- 2 ANY member can apply for a loan of up to £20,000. So no matter how small your savings, you can apply for as much as you can afford to repay.
- 3 And for members with good credit ratings and employment records, Police CU will even consider increasing the available term for new loans over £10,000 to 7 years to make monthly repayments smaller (while increasing the total amount payable).

Loans subject to status, conditions and credit checks to persons aged 18 or over. The Police Credit Union is authorised and regulated by the Financial Services Authority. 0845 telephone numbers are charged at local rate for landlines but may attract a premium from mobile phone providers.

**REGIONAL BRANCH OFFICE,  
ESSEX POLICE FEDERATION OFFICE,  
POLICE HEADQUARTERS, STABLE LODGE,  
PO BOX 2, CHELMSFORD, ESSEX CM2 6DA**

Your force PCU representative: Ian Curley  
Tel: 0845 241 7509  
Email: [essex@policecu.co.uk](mailto:essex@policecu.co.uk)  
or visit: [www.policecu.co.uk](http://www.policecu.co.uk)

Police Credit Union  
Because there's strength in unity  
Honorary President: Lord Stevens of Kirkwhelpington, QPM, DL

FIVE 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: Pc Vania Askew, of HR; Pc Scott Threadgold, of South Western; Raymond Hyde, of Transport Services; Rosemary Dabbs, of Mobile Support; and Alexa Fox, of Corporate Development.





**HAVE YOUR SAY:** Write to Heather Turner, Law Letters, Internal Communications, Police HQ, PO Box 2, Springfield, Chelmsford, Essex CM2 6DA or email [heather.turner@essex.pnn.police.uk](mailto: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.

Experience is invaluable to stroke club members

I AM a retired Essex officer and also worked as a member of police staff until 2000. I am now the volunteer treasurer and transport officer for Southend on Sea Stroke Club.

The club meets twice-monthly to provide social activities for people who have suffered the debilitating effects of a stroke and who live within the boundaries of the Borough of Southend-on-Sea.

Meetings are held at St Mary's Church Hall in Prittlewell, on two Monday evenings each month from 8pm to 10pm, when a variety of activities are arranged.

Transport for members is provided by way of tail-lift minibuses, driven by volunteers.

We are seeking volunteers who may have four hours to spare on a Monday evening to act as drivers or escorts on the club's minibuses to allow members to have an enjoyable evening out.

We find that the experience of former police officers – both of driving minibuses and of dealing with the public – is invaluable.

We will be pleased to hear from you, even if you are not available on a regular basis but can help out occasionally.

Please call me on 01702 474482 or email at [alan.watkins@talktalk.net](mailto:alan.watkins@talktalk.net) or ring Chris on 01702 710714.

**Alan Watkins**  
Leigh-on-Sea

## Tony, thanks for your support when I retired

I WAS medically retired from Essex Police just before Christmas after 14 years of service and I would like to publicly thank Tony Rayner, of Essex Police Federation, for the assistance and support he gave me during this time, on both a professional and personal level.

Despite the considerable demands on his time in his role, Tony was always available to offer help and advice to me during what has been an extremely difficult and stressful period of my life and I am extremely grateful to him for this.

I would also like to take this

opportunity to wish all of the many former colleagues, friends and acquaintances within Essex Police with whom I have had the pleasure of working during my service all the best for the future.

**Richard James**  
Colchester

Call to former colleagues

I AM trying to re-establish contact with some old colleagues with whom I worked during my 19-year career with Essex Police and with whom I have sadly lost contact.

I would like to try and locate the following retired officers to catch up on old times:

Dc Royston Rush, Harlow; Dc Mark Heard, Force Intelligence Bureau (FIB); Dc Jim Panting, Technical Support Unit; Dc Ernie Carr, FIB; and Dc David Webb, Southend.

I would love to hear from them and they can contact me by e-mail at [jon\\_white@cox.net](mailto:jon_white@cox.net)

**Jonathan White**  
Norfolk, Virginia, USA

## Wonderful tributes to Steve made us all feel so proud

I WOULD like to extend my heartfelt thanks to all of my husband Steve's colleagues for the wonderful tribute they all paid him at his funeral on February 17.

We have always been proud of Steve and of his commitment to the force and his colleagues and our celebration of Steve's life will always be remembered as one of

our proudest, albeit saddest, days.

My family and I were amazed and uplifted by the numbers of officers who attended to remember Steve. We thank you all.

The tributes paid to him by the force were truly wonderful and I cannot thank enough all those involved. Knowing how much he was respected and loved is helping us to deal with the devastation and heartbreak his loss has caused.

The support and help our family has

received from Sgt Vince Brown and the force has been such a comfort and will never be forgotten.

I am writing personally to thank Chief Supt Keith Garnish for his wonderful tribute and to express my admiration for the officers on South Eastern Division, who are an outstanding body of men and women and of whom the force should be very proud.

Thank you again.

**Viv Leese**

## Community Service Branch – 30 years on

ON January 1, 1979 the Essex Police Community Service Branch (CSB) was born.

It combined, for the first time, work with children and with elderly people at risk and, a few months later, probably the most comprehensive

schools input seen, before or since. Now, 30 years later, a reunion of those officers who served in the CSB is being held at Essex Police HQ Sports Pavilion on Friday, June 26, from 11.30am.

As this is likely to be the one and only CSB reunion, it

would be good to have as many former CSB officers there as possible.

So far, I am in touch with 20 people who plan to attend the buffet lunch and spend time with former colleagues.

Any former CSB officers interested in attending should

contact me at [tomdeans@btinternet.com](mailto:tomdeans@btinternet.com) or on 07966 428333 as soon as possible and I will send you details of this one off get-together.

It should be a great day so do come and take part!

**Tom Deans**  
Southend

## Retirement do was great

I WOULD like to thank everyone who came to my retirement 'do' at Rayleigh on February 2 and who contributed to give me such wonderful presents.

The bust of a constable was magnificent, the Essex Police shield was the best I've seen and the engraved tankard is not only decorative but useful too.

The weather was not kind and I know that many of you were unable to make it to the party but I've only retired and, whilst I am a dinosaur, I have a phone if anyone would like to stay in touch. Thank you all once again.

**Ex-Insp Iain Fraser**

## Down Memory Lane ...

I HAVE been researching my family history for several years and recently, while talking to a former colleague, I mentioned the Royal Review of Police which took place in Hyde Park, London, in July 1954.

It comprised several thousand uniformed officers from all parts of the UK with their varied, coloured, Best Dress uniforms. Essex had sent along men from each division and I was amongst those sent from Grays. I think Chief Insp F Windsor was in charge.

I do remember someone from HQ taking pictures before the review but, to my

surprise, there does not seem to be any record at HQ or the Essex Police Museum of either the event or the photographs.

The Royal Review was considered to be the first opportunity of the new Queen Elizabeth II to inspect her loyal police forces.

I wondered if any photographs are still in existence of the Essex contingent and whether the owners would be kind enough to send me a copy, either by post or via email to [kenchilvers@talktalk.net](mailto:kenchilvers@talktalk.net)

**Ken Chilvers**  
Colchester



• I RECENTLY came across these old photographs taken in the summer of 1996. My wife and I were spending the day at Heybridge Basin and came across the underwater search team during a training session.

**Jack Faulkner, Southend**

• Do you recognise yourself or know who is in the pictures? Contact *The Law* editor Heather Turner at the address at the top of this page if you have any information

## Modernising your Workforce? Are you set up to succeed?

We recognise that workforce modernisation programs present complex challenges involving the management of multiple issues whilst maintaining performance within critical services.

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## Holiday lets

**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 Blanca**, La Marina, two-bedroom, two-bathroom villa. Sleeps four to six, communal pool, close to beach, shops, bars five minutes. From £200 per week plus police discount. Ring Mick Ager on 07775 676142 or +34 617 110 096 or email casadomi02@hotmail.com

**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**, luxury, four-bed villa, private heated pool near Disney and golf. Free brochure Police discount 01702 586092 or visit www.my-florida-villa.net

**FLORIDA**. Luxury villa 4 bed, private pool cable TV, free WI-FI, free UK calls, games room. Disney 10 mins. We only rent to friends and colleagues for information contact Mary 01245 465 690, 07971482022 mary-jane66@hotmail.co.uk

**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.

**LA Manga**, 2 bed, 2 bath apartment, pool, sea views, seconds from the sea, restaurants, low cost flights. For brochure contact Bernie on 07986 098422 email bernie99-9tompsett@yahoo.co.uk

**LANZAROTE**, Costa Teguis. 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

**MUNDESLEY**, Norfolk, two-bedroom house, sleeps four to six, 400 yards from beach. 20 per cent police discount, from £165. Ring Paul on 07970 107542 or visit www.essex2norfolk.com

**NORTHERN** France, modern, nicely-furnished gîte 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

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

**TUSCANY**, Italy. Fed up with the UK? Beautifully located rustic, romantic medieval village house. Stunning views. Near Pisa, Florence and Riviera. Full weeks or long weekends. Visit www.tuscanlife.co.uk or phone 07976 720022.

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## Wedding services

**ROLLS** Royce wedding car hire. Extra special service for your special day. Police discount available. Call Peter on 07791601591, email info@rwweddings.co.uk or visit www.rwweddings.co.uk

**WEDDING** photography in a relaxed documentary style. Discount rate for Essex Police personnel, visit www.georgepark.co.uk or call George Park 07796 090594 email info@georgepark.co.uk

## Home & room for rent

**HARLOW**, two double-bed house for rent, Church Langley, allocated parking, conservatory, rear garden, shed. £750 per month. Contact Nic 07773 062555.

**TO** rent Redwillow, Harlow. Large room, shared bathroom, downstairs WC, own lounge, driveway, quiet area. Non-smoker £75pw.

## Cars for sale

**FORD** Fiesta 1.3 LX, N reg, good condition, 1 years MOT, taxes. Sun roof, electric windows and doors, power steering and sun roof. £650 ONO, Pat Harle 07703 735269.

**FORD** Focus 1.6 Ghia petrol, MoT October 2009, tax June 2009, 46,600 miles, two owners, dark green. £3,500 ONO contact John 07783 307551.

**FORD** KA two-tone Zetec 2008. Air conditioning, central locking, CD player, electric windows, alloy wheels. Low mileage £4,750 ono. Ring John 07969 952544.

# Promotion to ACC in Central Scotland force

## CHIEF Supt John Mauger has been named the new assistant chief constable of Central Scotland Police.

He had been temporary assistant chief constable at Her Majesty's Inspectorate of Constabulary (HMIC) with a remit for monitoring and the inspection of the introduction of the national Policing Pledge for England and Wales.

Before his secondment to HMIC in January, Chief Supt Mauger, 47, was serving with Executive Support and was responsible for force performance.

Chief Supt Mauger joined the Metropolitan Police in 1983 and served in a number of roles within that force before transferring to Essex in 2000 as a superintendent.

During his time with Essex he has served as a divisional commander at Rayleigh and Western and is a counter-terrorism, public order and sporting events commander.

In Central Scotland, he will have responsibility for all operational policing, including the three area commands and crime management.

Chief Insp Paul Moor leaves the ANPR and Tactical Operations Team in Mobile Support Division to take over as Thurrock district commander while Chief Insp Simon Dobinson has replaced Mark Wheeler at Basildon.

And Chief Insp Glen Westley moves from Basildon on promotion to become Southend district commander.

## Retirements

Sgt Vic Faccini, 52, retires this month after 30 years with the force.

During his career, he has served at HQ, Grays, Harlow and Basildon,

ending it as sergeant for Neighbourhood Policing at HQ Territorial Policing.

Det Sgt Nick Stoneman, 48, retired last month.

He served with Crime Division, in South Eastern and South Western divisions and at HQ during his 30-year police career.

John Croot retired last month on his 65th birthday after 15 years as a facilities assistant at Saffron Walden and latterly at Great Dunmow.

In total, John served the force for more than 45 years, first joining as a constable, aged 19, in south-east Essex in 1963. He retired as a sergeant, based at Dunmow, in 1993.

## Obituaries

Former constable Edward Harll, of Dunmow, has died, aged 94. He leaves a widow, Ruth.

Mr Harll served between 1939 and 1965 at Hadleigh, Pitsea, Harold Hill and Great Easton.

Donations may be made to Essex Air Ambulance in his memory and sent c/o Daniel Robinson & Son funeral directors, Haslers Lane, Great Dunmow CM6 1XS.

Ex-sergeant Roy Saban, of Walton on the Naze, has died, aged 80. He leaves a widow Eleanor.

He served from 1957 to 1983 at Hornchurch, Saffron Walden, Newport, Billericay, and Walton on the Naze.

Donations may be made in his memory to the Essex Wildlife Trust or Essex Air Ambulance and sent c/o P G Oxley funeral directors, 43-47 High Street, Walton on the Naze CO14 8BE.

## Awards

A Colchester officer has been presented with an award for his work in combating retail crime in the town.

Pc Dave Underwood, the town

centre retail crime neighbourhood support officer was honoured by the Colchester Association for the Protection of Property, formed in 1783 and known as 'The Thieves'.

Insp Paul Butcher said Pc Underwood had been nominated because of his exceptional dedication.

"He takes crime committed on his beat personally. He always puts the customer first and will drop everything to assist a member of the public or a colleague," he explained.

DI Alan Stevens, of Crime Division, has been awarded a BTEC professional diploma in financial investigation by the National Policing Improvement Agency.

Insp Alan Beckett and Sgt David Gillies, both of Eastern Division), and Amy Pitt, of Crime Division, have all been awarded a Diploma in Management degree by Colchester Institute.

Insp Beckett and Ms Pitt have also been awarded a Diploma in Management Level 5, while Sgt Gillies and Sgt Christopher Arnold, of South Eastern Division have been awarded a Certificate in Management, Level 3, again by Colchester Institute.

Training support supervisor Philippa Harris, of Essex Police College, has been awarded an NVQ Level 3 in business administration by Braintree College.

While Julie Pritchett, Sheila Collins and Dale Zimmermann, all of Communications Division, have been awarded contact centre Level 3 NVQs in from Braintree College.

And Pc Mick Dunham, of Weapons Training, and Gary Heard, Sgt Paul Hooks, Pc Susan Powl, Sgt Sam Smith and Pc Peter Ward, all of Driver Training, have received A1 awards from Braintree College.

● Chief Constable Roger Baker, third left, with the latest recipients of Chief Constable's Commendations

Picture by Mary Cotter



# Officers commended for actions

OFFICERS from Shoebury, Rochford, Clacton and Colchester have received Chief Constable's Commendations.

Constables Adam Westall and Paul Dines, both from Clacton Neighbourhood Policing Team (NPT) received commendations for their professionalism and determination when a girl suffered respiratory failure after she took an unknown substance.

Both officers and their colleagues saw her health was deteriorating and decided to take her directly to hospital in the back of their car.

However, in the car, the girl suffered numerous cardiac arrests so Pc Westall and Pc Dines stopped at the roadside to continue cardiopulmonary resuscitation (CPR) and wait for assistance.

Due to their quick response, the girl later made a full recovery in hospital.

Constables Alan Proud, from Rochford Neighbourhood Specialist Team, and Gillian Brettell, from Shoebury NPT, both received commendations for their bravery and determination at the scene of a fire in a multi-occupancy building in Westcliff.

When they arrived, they were informed that a woman was still trapped inside the building. Without concern for their own safety, they went up to the landing, which was alight and filled with smoke, and made several attempts to rescue the stranded woman.

Due to the severe heat and smoke, it was only when Essex County Fire

and Rescue Service arrived that she could safely be helped from the building.

Both constables and the woman were treated for smoke inhalation but all made a full recovery.

And sergeants Katie Mead and Andrew Drake, from Colchester NPT, were commended for their professionalism at the scene of a fatal road traffic collision involving a young girl in March last year.

Both officers were off duty when they witnessed the incident and they made valiant attempts to stabilise the condition of the young girl, who had severe head injuries.

Both Sgt Mead and Sgt Drake did all they could to prolong the young girl's life but she later died in hospital as a result of her injuries.

## BLOCK LETTERS PLEASE – ONE WORD PER BOX

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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.





● Half-way round the Tough Guy course, from left to right, **Richie Dulson, Dave Ware, Mark Crouchman and Simon Pech**  
Picture by Louise Ashworth

## Brentwood guys prove they are tougher than most ...

FOUR Brentwood officers took part in the Tough Guy 2009 competition – billed as ‘one of the hardest events a body can take’.

Richie Dulson, Dave Ware, Mark Crouchman and Simon Pech completed the eight-mile course – set across farmland in Perton, Staffordshire – together in 2hrs 28mins at position 1,392 out of more than 4,000 competitors.

Pech said afterwards: “On behalf of all of us, I can say it was the coldest, dirtiest, muddiest, most mentally and physically-challenging thing we have ever done.”

“The day we did it was when Russian winds

decided they were going float over to England and it actually began snowing.

“That and the -4C wind-chill that we had to suffer whilst jumping in and out of freezing water every 30 seconds wasn’t particularly enjoyable.

“There were more than 600 cases of hypothermia and a number of broken bones and sprains, none of which, I’m pleased to say, happened to any of us.

“However, we are all pleased with completing the course and will hopefully be doing it again – probably in the summer though,” added Pech.

## Hello Dolly! is the latest musical production

ESSEX Police Musical Society return with the show *Hello Dolly!*, a musical comedy.

Picture the scene: it’s Yonkers, New York State, at the turn of the 20th century.

Matchmaker and all-round fixer Dolly Levi is in town seeking a wife for widower Horace Vandergelder, the rich local entrepreneur and owner of a local store ... but is she secretly after Horace herself?

Meanwhile, Ambrose, a local artist, hopes to marry Horace’s niece Ermengarde but can he convince Horace he has a future?

And two of Horace’s store assistants, Cornelius and Barnaby, dream of excitement many miles away in New York, and the chance to meet a city girl!

Later, the scene changes to New York City where Cornelius and Barnaby have arrived seeking adventure. They meet hat shop-owner Irene Molloy and her assistant Minnie Fay.

Dolly has previously arranged for Horace to meet Irene as a perspective match.

Cornelius, Barnaby, Irene and Minnie decide to go to dinner at the world-famous Harmonia Gardens Restaurant where, to their surprise, they find Horace, Dolly and – unbeknown to Horace – Ambrose and Ermengarde.

When the Polka starts everything descends into farce! Suffice to say all ends well with all parties happy and there’s loads of fun along the way!

As EPMS fans would expect, the show is full of great songs such as *Put On Your Sunday Clothes*, *Before The Parade Passes By*, *Elegance*, *Ribbons Down My Back*, *It Only Takes A Moment* and, of course, *Hello Dolly!*

Hello Dolly! will be performed in the Assembly Hall at Essex Police HQ, off Sandford Road in Springfield, Chelmsford, from Tuesday, April 21 to Saturday, April 25. Performances start at 7.30pm with a Saturday matinee at 2.30pm.

● Tickets cost £8, £6.50 concessions and there is also a discount for group bookings on some nights.

Please contact the following members for tickets and more information on 0300 333 4444 and key in the relevant extension number: Lynda Barkway ext 50739; Sally Summers ext 480648; or Peter Buckley ext 50893

**We welcome all sports reports – whether of a force competition, such as the Croker Cup or a national police competition, such as PSUK.**

**And if you have been successful in any other competition, whether police-related or not, we would also like to hear. Contact *The Law* editor Heather Turner on ext 54337 or via email**

# Triple champions again!

AS predicted, the force cross-country teams completed an historic clean-sweep of the honours for the second season running.

Following the cancellation of the fifth and final regional cross-country league last month, organisers based their results on the four fixtures which had been completed.

And, as Essex had been leading all the team categories, they successfully retained the men’s, women’s and veterans categories.

Individual results saw Russ Welch come third overall in the men’s category and Dave Wood second in the veterans’ over-40 (V40) section.

Team captain Mick Bond was the top veteran, based on the whole season and also won the V50 competition, with team-mate Don English in runners-up spot, while, demonstrating that commitment can bring its reward, Steve King received the V45 award.

And the most determined Essex runner this season, Amanda Pollard, was second in the women’s category.

Bond said: “Although not amongst the prize-winners, a special mention should also go to John Jackson and Pete Bryan, who both competed in all four races and made valuable contributions to the overall team scores.”

● The Eastern / South East Regional Police Cross-Country Running Championships were held in Kent last month.

Having already retained the men’s, veterans’ and women’s league titles, the challenge for Essex was to repeat that success in the regional championships.

However, they were scuppered at the off when they failed to field any women runners.

Last season, the men and the veterans easily completed the double but three of that winning squad had missed the whole of this winter.

Essex captain Mick Bond saw his London Marathon training pay off with fifth place overall and first in the V50 section as he led his team to victory.

Dave Wood put in the performance of his life, coming sixth overall and second in the V40 section.

Russ Welch, the only non-veteran runner, came seventh overall. He was followed home by V50 Don English in 13th place to complete the men’s and



● Some of the members of the victorious – and historic – Essex cross-country team: **Dave Wood, John Jackson, Don English, Russ Welch, Derek Walker and John Mackenzie with Mick Bond, kneeling**

veterans’ winning teams. Making a return after injury in his only race this winter, Derek Walker (14th) found the course a challenge. V40 John Jackson (22nd) once again battled all the way to

hold off team-mates and V50 John Mackenzie (25th) and V45 Steve King (30th). This month, the team competes in the PSUK championships in Cumbria.

## Football veterans win through to league cup final

ESSEX Police veterans’ football team have reached the final of their league cup.

They beat Ford Basildon Reserves 2-1 away on February 21 in the semi-final of the Essex Veterans League Division Two Cup.

Manager Joe Wrigley said: “It was a very solid display despite the close score-line and Essex Police

came from behind to win after going behind in the first half.

“The second half was a much improved performance and we were rarely under pressure. Goals from Steve Brook and Barry Hooper won us the game.”

Now they face Vichouse Sports in the final, on a

date yet to be arranged.

● The veterans had been due to face Suffolk Police at home in the PSUK regional league on February 18 but Suffolk withdrew.

● In their league match on February 28, the Vets beat Leigh Ramblers 3-2.

## Croker Cup

THE Croker Cup swimming gala was staged on February 1 and South Eastern took the honours.

Results were:  
1 South Eastern; 2 Eastern;  
3 HQ; 4 Western; 5 South Western; 6 Central.

This means that the overall Croker Cup points now stand as:

1 South Eastern 65 points;  
2 HQ 57; 3 Central 31;  
4 Eastern 31; 5 Western 28;  
6 South Western 27.

## Top lottery prize travels to South Eastern

SOUTH Eastern constable Simon Page took the honours in the February force lottery draw, winning first prize of £3,000.

Second prize of £1,000 went to Amy Dean, of HQ Crime Division, and Pc Amanda Staples, of Waltham Abbey, takes the £500 third prize.

Winners of £100 prizes were:

Frederick Stannard, retired; William Pirie, retired; Margaret Coles, of HR; Yvonne De Young, of HQ Crime Division; Rose Kinman, of Witham South Neighbourhood Policing Team

(NPT); Pc Alistair Sims, of Laindon Road Policing Unit (RPU); Kevin Elbrow, of the Force Information Room (FIR); Sgt Robert Dalton, of Stansted; Pc James Gibson, of FIR; Pc Robert Brettell, of Rayleigh RPU; Jacqueline Lovegrove, of HQ Crime Division; and Pc Lorraine Lambert, of Communications Division.

Winners of £50 prizes were:  
Pc Kevin Thomas, of the Force Support Unit; Insp Ian Coleman, of Stansted; Gary Skull, retired; Dc Richard Atkins, of Great Dunmow; Michelle Lehan, of

SOC Financial Investigations; Pc Sarah Trevers, of Chelmsford; James Storey, of Stansted; Pc Jerry White, of Witham North NPT; Pc Lynda Morris, of Burnham NPT; Pc James O’Connell, of Pitsea Neighbourhood Support Team; Angela Guy, of Rayleigh; Dc Alex Webb, of Great Dunmow; Ds Angela Garrard, of HQ Crime Division; Gary Franklin, retired; John Wilson, of HQ Crime Division; and Sgt Steven Parry, of Southend Central NPT.



## Our Council Tax is still the lowest of all shire forces

ESSEX Police Authority has once again set the lowest Council Tax precept of all the shire forces in the country.

From next month, Essex residents will pay an extra 12p a week – or 4.93 per cent – towards policing the county.

Authority members set a revenue budget of £260million for 2009/10 at a meeting last month.

The government provides £178million of this through the police grant, revenue support grant and business rates.

The rest – £82million – is raised through Council Tax.

The figures mean that Essex Police continues to ask for the lowest Council Tax precept of all the shire forces.

The Essex Police precept for a Band D-rated property for 2009/10 will be £128.25, an increase of £6.03 on 2008/09.

Essex Police Authority chairman Robert Chambers said: "I am extremely pleased that we continue to have the lowest precept of all the shire forces.

"With just a 12p increase per week, the people of Essex will be receiving an even better police service with more bobbies on the beat with an increase of approximately 112 police officers, 18 staff and 150 special constables."

The revenue budget includes savings of £9million, of which £6million will be available for reinvestment in the force.

This growth includes full funding for the first 110 police officers recruited this current financial year under Operation Apex, the ambition for policing in Essex.

Operation Apex aims to recruit a total of 600 extra new officers for the force in the next three or four years.

The re-invested savings will also help to:

- increase the number, visibility and effectiveness of uniformed police officers and special constables in neighbourhood policing teams

- fund the maintenance of the new case and custody system – part of a national criminal justice scheme whereby information is electronically transferred from the point of arrest to the point of the case being 'disposed' at court.

Chief Constable Roger Baker said he was delighted the force again had the lowest Council Tax precept of all the shire forces.

Of the small increase in the precept for 2009/10, Mr Baker said: "We are committed to ensuring continued improvement and value for money in our service.

"Not only does this increase allow us to give the people of Essex what they want, which is increased visibility and improved performance, it also ensures that we meet the operational needs of Essex Police."

# Uniform 'makeover' brings PCSOs into line

**PCSOs in Essex are having a mini-makeover to bring them into line with a new national uniform for community support officers.**

The change will also affect Essex Police cadets, who until now have worn a royal blue hatband – the same colour which has been chosen for all PCSOs nationally.

The changes follow the National Policing Improvement Agency's (NPIA) review of the work and powers of PCSOs, which was published in July last year.

One of the main recommendations was that PCSO identifying features should be consistent nationally and include a royal blue cap band, royal blue epaulettes and a royal blue tie.

So, to avoid confusion, Essex Police cadets have shed their blue hatbands and will wear just their cap badge until March 31, when they will switch to a silver hat band – the colour which the Essex PCSOs had been wearing. Cadet

by **Bill Stock**

uniforms will not change. Steve Kettle, the force's Extended Policing Family Co-ordinator, said that it was hoped that all the new identifying marks on PCSO uniforms would be in place by March 31.

He explained: "The NPIA decided that the 43 police forces of England and Wales needed to standardise the uniform of PCSOs and clearly distinguish them from regular officers."

PCSOs will continue to wear royal blue epaulettes on their shirts but these will now also be worn on fluorescent coats and fleeces so there is no doubt the wearer is a PCSO "whatever time of the year".

In addition, the wording displayed on PCSO uniforms will state Police Community Support Officer, in a consistent size and style of typeface.

- CHANGES are also in store for the management of Essex's 460 PCSOs with the creation of a PCSO manager's post.

The new manager will be responsible for implementing national and force

policy and strategy regarding PCSOs, auditing and inspection and providing advice to divisional command teams.

However, the overall supervision of PCSOs will remain with sergeants on neighbourhood policing teams.

Mr Kettle said: "The main purpose of the PCSO manager will be to develop and deliver a programme of work to enhance the role of PCSOs and maximise the delivery of Neighbourhood Policing.

"The new role also demonstrates the important part that PCSOs play in community engagement, providing reassurance policing and high-visibility patrols and delivering a high-quality service to the public."

The extended policing family co-ordinator will continue to be responsible for the Community Service Accreditation Scheme (CSAS), Police Support Volunteers (PSVs), Essex Watch and Neighbourhood Watch groups, street pastors and community crime fighters.



- **Getting in some practice prior to the big day are, from left, PCSO Al Barley, Sgt Matt Garratt, David Fogerty, Supt Jed Stopher, Pc Gary Nash and Sgt Gerry Parker**

**Not pictured: Pc Natacha Nicholson and Pc Matt Hylands**

A TEAM from Essex Police will be running this year's London Marathon – dressed in police uniform, chasing a team of 'robbers'.

The team formed to raise £10,000 for vital equipment in the intensive care unit (ICU) at Broomfield Hospital in Chelmsford.

Members are Supt Jed Stopher, Sgt Gerry Parker, Sgt Matt Garratt and Pc Matt Hylands, of Mobile Support Division, Pc Gary Nash, of Eastern Division, Pc Natacha Nicholson, of Harlow, PCSO Al Barley, of Chelmsford, and TV Unit producer and editor David Fogerty.

Leading them is Supt Stopher, who has previously run five London Marathons and raised thousands of

pounds for various charities. But this time it's personal – his mum almost died from organ failure recently, following a bout of pneumonia.

He says that if it wasn't for the efforts of the ICU team and the level of care and compassion they provided, it is unlikely she would be making a full recovery now.

Supt Stopher and the team will be putting their best foot forward in the marathon on Sunday, April 26. He said: "We are appealing for as much sponsorship as we can – our target of £10,000 is just as much a challenge as the 26.2-mile run but you never know when any of our lives will depend on the ICU."

- To further aid their fundraising efforts, the marathon team are hosting a charity night at the sports pavilion at Essex Police HQ on Saturday, April 4 at 7.30pm.

As well as a raffle and charity auction – including VIP V Festival tickets, tickets to see Coldplay and Oasis at Wembley and tickets to any British touring car championship – live music will be provided by Colchester band *Take The Biscuit*.

- Tickets, costing £5 each, and more information are available by emailing Sgt Matt Garratt at [matt.garratt@essex.pnn.police.uk](mailto:matt.garratt@essex.pnn.police.uk)

- To sponsor the Essex Police team, visit [www.justgiving.com/policemarathon](http://www.justgiving.com/policemarathon)

## Cheque Central to air ambulance fundraising

CENTRAL divisional commander Chief Supt Graeme Bull has handed over a cheque for £900 to the Essex Air Ambulance.

Air ambulance fundraising co-ordinator Nezda Blyth accepted the cheque.

Chief Supt Bull said: "The Essex Air Ambulance provides a fantastic and

often life-saving service to the people of Essex and it gives me great pleasure to present them with this money raised by officers and staff in Central Division.

"I'd particularly like to thank Lorraine Thompson, of our Divisional Intelligence Unit, who worked tirelessly in organising the charity event and ensuring the

money went to the best of possible causes. We had a great time, made even more satisfying by the knowledge we were helping Essex Air Ambulance."

The maximum flying time to the nearest hospital from anywhere in Essex is eight minutes. The air ambulance is funded entirely by donations.

## Prison for pair who conspired to cultivate cannabis

TWO men have been jailed for a total of 15 years for conspiring to cultivate cannabis.

Phi van Duong, 40, from Southend, was sentenced to nine years' imprisonment and Tap van Duong, 31, from Laindon, received six years when they appeared at Basildon Crown Court last month.

The court heard that Phi van Duong was responsible for setting up and running numerous cannabis production farms which, if fully harvested, would have grossed more than £2million in illegal income.

In May 2007, police discovered several cannabis factories in the Southend area and soon recognised a link to Phi van Duong, who had previously been arrested in 2005 in relation to three cannabis factories found in houses in Southend.

However there was insufficient evidence to prosecute him.

A covert operation by the Serious and Organised Crime Directorate was carried out over six months and detectives established that Phi van Duong was linked to 41 cannabis factories in houses and industrial premises in Purfleet, Southend, Basildon and London.

Tap van Duong was working directly for him and evidence was gathered which showed they were setting up the factories, using false names and providing false stories to the landlords of the properties they were renting.

After the case, DCI Terry Haines said: "Essex Police takes a tough stance on criminals who produce and deal in drugs.

"This six-month covert operation was a well-planned and executed example of our commitment to tackling crime head-on and making the streets of Essex safer."

## Punch to face ends in jail

A MAN has been jailed for unlawfully killing a Clacton man with a punch to the face.

Mark Brewer, 22, of East London, last month received a public protection sentence with a notional four-year jail term for unlawfully killing Dominic Barritt. Brewer will also be put on licence for the foreseeable future.

Mr Barritt sustained a head injury after he was punched in the face outside the Food and Drink store in Walton High Street early on August 23 last year and died two days later in hospital.

Brewer, 22, of Leytonstone, was arrested on August 26, and subsequently charged with murder.

He admitted manslaughter when he appeared at Chelmsford Crown Court in December.