

The Law



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April 2010

Putting Essex First:

❑ 'Video-cams go ahead'

❑ New training for sergeants starts in May

❑ Group will 'investigate' CID issues

– see Page 3

New force priorities and objectives build on recent successes

MAKING ESSEX THE SAFEST COUNTY

❑ Neighbourhood support officer Pc Kingsley Eadore out on his beat in the centre of Grays

Picture by Pru Kingham



OUR new force priorities and supporting objectives build on our recent successes and reinforce our aim to make Essex the safest place in the country with the best policing.

Recorded crime in Essex fell by 7.5 per cent – 8,263 fewer offences – between April 2009 and March 19, 2010 compared to the previous year.

This exceeds the force reduction target by 2.5 per cent.

Incidents of robbery fell by 17.1 per cent during the same period, while incidents of anti-social behaviour were 4.5 per cent lower – 3,580 fewer incidents (up to March 17).

Meanwhile, Essex is fourth out of 42 forces nationally for the government's Single Confidence Measure.

The percentage of people in Essex who agree that the police and local council are dealing with anti-social behaviour and crime issues that matter in their area is 55.9 per cent – 4.9 percentage points better than the target. This figure is measured by British Crime Survey interviews.

Other important achievements during the ten months to January 31 include:

❑ the sanction detection rate for domestic burglary rose by 4.9 percentage points

❑ victim satisfaction with being kept informed of the progress of their case rose by 4.2 percentage points while victim satisfaction with overall service increased by 2.3 percentage points

❑ an additional 50 police officers recruited for front-line duties plus another 153 special constables.

Chief Constable Jim Barker-McCardle praised police officers and staff, saying: "A lot of hard work has gone into achieving these excellent results and I know that by continuing to pull together we can achieve even more in the coming 12 months."

Our priorities for 2010/11 are contained in the force's new three-year

strategy and annual policing plan, which sets out our desire to deliver a first-class policing service, focusing on the needs of the citizen, inspiring public confidence and meeting the needs of the diverse communities we serve.

The plan takes into account the views and concerns of Essex residents, which were identified through public engagement and consultation and are reflected in our top four policing priorities:

❑ Deliver strong local policing
❑ Protect people from serious harm
❑ Develop and value our staff
❑ Achieve ever better value for money.

Mr Barker-McCardle said he and Essex Police Authority chairman Robert Chambers wanted to improve officers' visibility and face-to-face contact with the public, while making it easier for the public to seek help and information.

"Working closely with communities, we will focus on those crimes and issues which most affect people's quality of life, including anti-social behaviour," said Mr Barker-McCardle.

"Ensuring our communities remain safe is at the heart of what we do. Essex Police will continue to protect the most vulnerable and deal robustly with the threat from organised crime and serious offenders.

"Our ability to tackle serious criminality and deliver a range of other policing services is strengthened by our collaboration programmes with Kent Police and other forces in the region.

"And through collaboration and other initiatives, including Operation APEX, our Ambition for Policing in Essex, we will continue to realise savings for investment in front-line policing and improve efficiency and productivity.

"We are determined to build on our successes so far and are confident of our ability to deliver the ambitious programme we have set out, making Essex an ever safer place for the people we serve," said Mr Barker-McCardle.

Mr Chambers added: "Our plan outlines what we have to look forward to in the future but I would like to take this opportunity to thank all of the staff and officers at Essex Police for their continued hard work and dedication, helping to make this one of the safest counties in the country.

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Force objectives and targets for 2010/2011

1. Improve confidence in policing

– we will work with local councils to increase people's confidence in the way that we are dealing with anti-social behaviour and crime issues that matter locally

2. Deliver our Policing Pledge

– we will be consistent in delivery right across Essex. We will improve satisfaction levels, for all population groups, and reduce the public perception of anti-social behaviour

3. Reduce recorded crime & anti-social behaviour

– by March 31, 2014, we will have reduced recorded crime to below 100,000 a year, with a one per cent reduction in 2010/11. We will focus on a number of specific crime types and on anti-social behaviour. We will also focus on repeat incidents of domestic abuse

4. Reduce the risk of harm to our communities by tackling the supply and misuse of illicit drugs

– we will increase the number of suppliers of Class A drugs who are charged

5. Increase the detection rates for key serious crime types and disrupt or dismantle organised crime groups

– we will target key serious crime types, including serious violent crime, robbery and dwelling burglary. Under the Proceeds of Crime Act, we will have seized £1.75million by March 31, 2011

6. Reduce the risk of harm to our communities by addressing specific areas of our Protective Services capability

– supporting our neighbourhood policing teams is a range of specialist policing services that deal with major challenges to public safety, including serious crimes and critical incidents, described as Protective Services

7. Continue to develop a representative and professional workforce

– we will have a particular emphasis on leadership, learning, first-line supervision and investigators. There will be a coaching programme for senior managers and greater emphasis on recognising good work. We will reduce complaints of incivility

8. Deliver even better value for money

– through collaboration, especially with Kent, and other initiatives, including APEX (the Ambition for Policing in Essex), we will continually improve value for money, efficiency and productivity



Federation news by Roy Scanes



Team Essex – tough times ahead

WE have just had this government's last Budget and are fast approaching a new financial year, which will bring a newly-elected government.

But what does this mean for police officers and the general public in Essex?

On the one hand the Budget states that there will be "sufficient funding provided to enable police authorities to maintain the current number of warranted police officers, police community support officers and other staff exercising police powers" but, on the other, it states "the police will deliver savings of at least £545million by 2012-14".

In Essex, our policing costs per head of population are lower than in similar forces and the third lowest in England and Wales.

We have an ambitious programme to increase our police officer numbers, which have already risen by 239.

With the tightened budgets, the focus this next financial year will be on sustaining the now existing number of officers.

We understand that there are going to be some tough times ahead and some difficult financial decisions to be made but this must not result in the decimation of police officer numbers or a decline in the standard of service delivery.

Operational Standards and Uniform Committee

Chaired by ACC Sue Harrison, this committee goes from strength to strength, considering a wide range of matters whilst hearing the views of operational officers and police staff.

The overarching aim of this committee is to raise standards within Essex Police, regarding how we do things as opposed to what we do.

In its relatively short life, we have considered black/graphite uniform shirts, as worn by our firearms officers; high-visibility jackets; load-bearing TAC vests and the concept of

station sergeants. The committee also fully supports Project Chevron, which is part of Chief Constable Jim Barker-McCardle's agenda for action called *Putting Essex First*.

Project Chevron involves: re-empowering sergeants to make decisions, eg bailing suspects; improving sergeants' visibility; and providing more training, guidance and development in the sergeant's post.

It has already attracted national interest.

Federation response to EHRC review of stop and search

Stop and search can be an effective tool in the fight against crime but it is one that is often the subject of intensive scrutiny by a multitude of agencies.

The recently-published report by the Equality and Human Rights Commission (EHRC), entitled *Stop and Think*, is critical of the processes surrounding stop and search.

However, it is clear that the police service must be more focused and purposeful when using these powers.

We must also ensure that officers understand the law and its practical implementation and are properly trained and supervised.

Modern-day policing is highly complex, with competing demands from society.

On the one hand we have communities requesting strong robust policing, particularly of young people, who are most at risk from the gang, gun and knife culture; on the other, we have those who, at any opportunity, are critical of policing and tactics they perceive to be intrusive.

The implementation of the *Next Steps* programme by the National Policing Improvement Agency (NPIA) is a positive approach.

It sets out guidelines on the role of individuals, the use of intelligence and the briefing process, proper supervision, together with advice on 'reasonable suspicion'.

Unison news by Geoff Wright



National Women's Conference, February 18-20, Gateshead

DEPUTY branch secretary Mel Watts and Pat Smith, a PCSO on Eastern Division, recently returned from the 2010 National Women's Conference.

What follows is an extract from Mel's report with regard to the motions debated, the outcomes of the votes and how the conference was held.

You can get a full copy of her report from Mel in the branch office – contacts are at the end of this article.

Unison has almost one million women members – more than two-thirds of our union. Women still earn a lot less than men and face sex discrimination and harassment at work.

Our members also juggle work and home commitments. Many have caring responsibilities and almost half work part-time.

This is why Unison takes a lead on negotiating and campaigning on women's rights at work and in the community.

The conference started at 2.30pm. Before our first guest speaker, a one-minute silence was held for all the women members who had lost their lives in the past year.

Unison president Gerry Gallagher opened conference before moving on to the first motions.

For those who don't know, the mover of a motion speaks on the topic for five minutes, and then an opportunity is given for delegates to speak for or against the subject and they each have three minutes to speak.

Once all speakers have finished the debate and the mover of the motion has had the right to reply, it goes to a vote. These motions can formulate policy proposals for women's organisation, the National Women's Committee and future conferences.

From 4-5.30pm there were various seminars. Pat and I both chose to attend Understanding

The Economy/Women And The Recession with a representative from the Bank of England to present a talk.

On the second day, Unison general secretary Dave Prentis gave a very passionate talk about Unison and women members in particular.

And in the afternoon Ceri Goddard of the Fawcett society spoke.

Fawcett is the UK's leading campaign for equality between women and men. Where there's an inequality gap between women and men, Fawcett is working to close it.

On day three, Redcar MP Vera Baird, QC, was our only guest speaker. She had been due to speak the previous day but, due to the moth-balling of the Corus steelworks, she had had to delay.

Two motions debated during the conference were:

□ Domestic abuse training: this motion definitely had the most wanting to speak in support – possibly about 15 women

□ Domestic abuse: some very emotional speakers, many of the women speaking had first-hand experience of domestic abuse, including one woman who told how her young son died as the result of her husband beating him while she was in hospital giving birth to their second child.

□ Find out more about Unison's women's sections at www.unison.org.uk/women/index.asp

Pat Smith was elected to the role of women's officer at the Essex Police Unison branch AGM and can be contacted about any issues.

Unison members concerned about collaboration or restructuring and how it will affect their post or role should contact their local steward or the branch office on the details below.

□ The branch office is on the first floor of Kingston House, next to Essex Police College at HQ, ext 55012.

□ Visit www.essexpoliceunison.org

Work-Life Balance Network news



by Nicky Norris

AFTER the success of my first venture into writing a column for *The Law* about the Work-Life Balance network, this is my follow-up piece which hopefully will be informative to officers and staff who have to juggle home life and work.

Our thanks go to graphic designer Tom Knight, of the Media Department, who designed several choices for our network's new logo. The winning one was chosen by members of the group and was launched at the end of last year.

Deputy employee relations manager Angela Jones as drafted an addition to the Leave Policy guidelines to include time off for IVF treatment.

This intentionally does not specify how many days can be taken off as each person reacts differently to treatment. It was felt that it could be detrimental to some people if it was more specific.

The addition will now go before the Operational Support Policy and Programme Board for agreement.

If anyone does have any issues in relation to the implementation of this policy, contact either a member of the network, the Federation or HR, who will assist where possible.

Flexible working continues to be the main issue that our members get involved with, in particular the application process in striking a balance between the needs of the individual and the organisation.

Our co-ordinators often act as 'friends' in the negotiation process with line managers and senior officers – we are only a phone call away and more than willing to provide advice to both supervisors and applicants and will attend meetings if required.

A flexible working seminar took place on March 31 at Writtle College with representatives from the Federation, Unison and employee relations attending.

It is hoped that soon afterwards, a training day will be arranged, aimed at line managers and supervisors to assist them in their part of

the process. To assist managers with risk assessments when women give notification of their pregnancy or on their return to work after giving birth, an e-learning pack has been written and can be found on the Work-Life Balance Network intranet pages, see below.

These risk assessments are legal requirements and it can be detrimental to the organisation if they are not completed.

Childcare vouchers continue to go from strength to strength.

Last October, when Prime Minister Gordon Brown announced his intention to stop tax relief on the scheme, Sodexo launched an on-line 'help save childcare vouchers' petition which our members assisted in publicising throughout the force.

The end result was that the voucher scheme was saved after 92,000 people signed the petition and the government withdrew its plans.

Finally, I would like to add a personal note to this article.

This will be the last time I write for *The Law* as chairman of the Work-Life Balance Network as I officially become a "pensioner" in August – yes, the picture of me was taken a long time ago!

I became a member of the Maternity Network after the birth of my first child in 1993 and became chairman in January 2005.

In 2008 we changed our title to the Work-Life Balance Network, which we considered better reflected the issues with which we were dealing.

I am proud of our achievements so far but I know there is always more to do. I am confident that my successor will continue the good work we already do in supporting both Essex Police and its police officers and staff.

□ The Work-Life Balance Network intranet pages can be found by clicking on Equality/Diversity on the intranet Site Directory's Information menu. Then click on Essex Police Networks, Worklife Balance Network and finally on Risk Assessments



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Daily call has new focuses

THE Chief Officers' daily conference call has been reformed and will have a sharper focus on serious crime – including burglary, robbery, serious violence, serious sexual offences and racially-aggravated crime – public confidence and the Policing Pledge. Critical incidents, missing people and any MARE (murder, abduction, rape and extortion) offences are discussed every day. In addition, on Tuesdays, the call focuses on key incidents, divisional crime and anti-social behaviour, looking at performance against crime reduction and solved crime targets. And on Thursdays, the call features the 'confidence agenda', including our delivery of the Policing Pledge and the new monthly Quality Report Card – which includes customer satisfaction and public confidence data at divisional and district level.

'Video-cams go ahead'

Each month The Law will keep readers informed of progress in Chief Constable Jim Barker-McCardle's Putting Essex First agenda for action. Several projects and workstreams have already been launched. You can also find out about the most recent developments quickly and easily via the first Chief's Blog of every month. The Putting Essex First intranet site has also been set up so you can check on the progress of a particular project at any time. Just click on the link on the blue menu on Portal, the intranet front page.

FIVE body-worn video cameras – commonly known as 'head-cams' – are to be purchased for Harlow district.

The camera, Carmacam RS2, is a body-worn self-contained unit which fixes to existing stab vest clips.

However, the force is waiting for the outcome of a review of national guidance and technical specifications by the National Policing Improvement Agency (NPIA) before rolling out body-worn video countywide.

Districts already using body-worn video cameras can continue using them in accordance with Procedure A 0702 Use of Body Worn Video

HQ Territorial Policing has been working to secure the best options for the force.

Insp Chris Willis, of HQ Territorial Policing, said: "Body-worn video cameras have many benefits, including improved 'best evidence', removing the need for officers to detail words and actions, which have already been clearly captured by the camera, in a written statement.

"Experience also shows that when offenders are confronted by video footage of their actions, they are more likely to admit the offence, thus reducing the time spent completing court papers and the number of officers who need to attend court."

The NPIA review is looking at both the technical specifications for the police use of body-worn



PCSO Warren Venables, of Tilbury Neighbourhood Policing Team, with his body-worn video camera

video and guidance to users. It also wants to secure a national procurement framework so forces can buy equipment from selected suppliers through a shortened procurement process. This should also result in reduced costs, allowing more cameras to be purchased.

Picture by Laura Anderson

Group will 'investigate' CID issues

MOVES are afoot to professionalise the image of CID and make it a career of choice.

Director of investigations Tim Wills and DCI Denise Morrissey have set up a CID Development Group to examine both current

working practices and the remit of CID to ensure that detectives' skills are deployed appropriately and put to best use.

The group will also identify and address issues surrounding the recruitment and retention of

detectives. Representatives across all ranks from divisional CID, Crime Division, Special Branch sit on the group, along with members from HR, who will be canvassing colleagues' views before drawing up an action plan.

New training for sergeants starts in May

A TRAINING programme for front-line sergeants is to start next month.

An integral part of Project Chevron, the course will be delivered at HQ by Essex Police College leadership trainers.

It will focus on critical incident management and strong leadership, with an input on the new investigation model and community resolutions.

This training is in addition to the Core Leadership Development Programme (CLDP) provided to all new supervisors – both police officers and staff.

Leadership manager Insp Jo Byrne said: "Our leadership trainers – Sgt Andy Spink, Sgt Chris Hennessey and Rachel Evans – already provide an excellent input with the CLDP and this training takes this further, reaching out to sergeants who may not have received the training for some time." The majority of the training will start next month, and will last for three months.

Jail for two internet child sex offenders

A MAN being monitored by officers from the force Public Protection Unit (PPU) was jailed last month for 28 months after he admitted five charges concerning the sexual grooming of a 15-year-old girl in Southend.

The sexual grooming offences came to light during a routine visit by PPU officers to the home of registered sex offender Peter May, 48, in Harlow during March 2009.

Investigating officer Dc Phil Merriam, of the Essex Police Online Investigation Team (POLIT), said after the hearing at Basildon Crown Court: "During the visit the officers became suspicious and checked May's computer where they found indecent images of a child.

"May was later arrested and the girl was identified.

"It was found that May had met the girl online when she was 14 and groomed her into sending him indecent pictures of herself.

"He also sent her numerous pictures and videos of himself engaged in sexual acts. Knowing her age, he later travelled to meet her, on a number of occasions, with a view to forming a sexual relationship."

May was jailed for the five sexual grooming offences and also admitted breaching a suspended sentence imposed at in December 2008 for sexual activity in the presence of children.

He will also be subject to a sex offender registration and a sex offender prevention order for ten years.

Dc Merriam added that May had co-operated with the investigation.

"It is satisfying to bring this repeat offender against children to justice without the need for

a trial at which the victim would have had to give evidence," he added.

DESCRIBED as probably the largest number of indecent images of children recovered from one suspect, the case took two years to investigate and resulted in a man receiving a ten-month jail term last month.

A warrant was issued to investigate Paul Elliott, 50, after a Child Exploitation and Online Protection Centre (CEOP) investigation flagged him up.

Dc Dave Acres, of Harlow, said: "Elliott's collection probably started as being on the fringes of legality but developed into one of the largest collections of indecent images found, turning his interest into something more sinister."

On 13 devices – including computers, hard drives, cameras and phones – were hundreds of thousands of images and videos.

Thanks to the Hi-Tech Crime Unit (HTCU), the images were assessed by the Categorisation for Pictures (C4P) program – developed by Dc Paul Chambers during his study for an MSc in cyber-crime forensics and featured in last month's issue of *The Law* – and the evidence presented at court resulted in Elliott entering an early guilty plea.

As well as the jail term, Elliott, formerly of Loughton, must spend ten months on licence and has to sign the Sex Offenders' Register.

Dc Acres said: "The assistance and experience of the HTCU was invaluable in this case in getting a good result for Essex Police.

"It was a test case and a learning experience which will help us in the future."

□ New scheme to check child-sex offenders – Page 6



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New priorities and objectives build on our successes

□ From Page One

Mr Chambers added: “The next three years are set to be both challenging and exciting for Essex Police. We will continue to try and give the public what they want – more face-to-face contact with police through Neighbourhood Policing. “We will also continue to strive to keep the people of Essex safe and deliver an effective, efficient and good value service to them.”

Among the challenges the force faces in the next few years is extensive development – in particular the Thames Gateway and Stansted/M11 corridor. Planning is also well underway to prepare for the impact on Essex of the 2012 Olympic Games and the build-up to them.

□ To read the Essex Policing Plan 2010/11 and three-year strategy, find it listed under the Information menu on the intranet Site Directory □ Or visit www.essex.police.uk and click on About Us, then Publications and then on Policing Plan

A quicker way of charging our prisoners

CHARGING is being modernised, which should lead to decisions on prisoners being made more quickly.

Changes to the way police officers consult with Crown Prosecution Service (CPS) prosecutors were made last month.

A daytime telephone service was launched between 9am and 5pm, Monday to Friday.

Officers can speak directly to prosecutors, who will be able to make charging decisions or authorise conditional cautions for suspects both in custody and on bail.

The service is known as Eastern Daytime and covers four of the eastern region forces: Essex, Suffolk, Norfolk and Cambridgeshire.

Calls from Essex officers will initially go to Essex CPS but could be diverted to one of the other areas if a local prosecutor is unavailable.

Face-to-face consultations with the CPS will still be available for serious offences or complex cases and CPS Direct will operate as normal out of hours – it will still only advise on cases where a suspect is in custody. □ For full guidance and contact details, visit the Criminal Justice Department (CJD) intranet site and click on Modernising Charging

New website

STANSTED traffic warden Martyn Webb has had to change his online donation company.

He is running three marathons in June to raise £1,500 for Help for Heroes and has set up a new page at www.justgiving.com/3marathons3days

Isabella starts her treatment

THE severely-disabled daughter of two of our officers has begun her treatment in the USA thanks to the fund-raising efforts of friends and colleagues.

Four-year-old Isabella Cox is the daughter of Pc Simon Cox, of Stansted Airport, and Dc Christine Bennett, of Chelmsford.

She was born with a rare chromosome disorder and has to be fed through tubes into her stomach. In addition, Isabella has two holes in her heart, suffers epileptic fits and is blind.

Isabella flew to Miami on March 20 for five weeks of intense specialist treatment at the Treatment for Kids Centre, which, it is hoped, will help her with her development.

The treatment has only been made possible by

many fund-raising events held by members of Essex Police, partners in the Criminal Justice System and other friends.

Pc Cox said: “We would like to say a massive thank you to everyone in Essex Police and throughout the county for all their support and efforts. It has been overwhelming.”

□ Isabella’s progress can be viewed on her own blog at www.isabellafund.blogspot.com with pictures uploaded on a regular basis.

□ THE latest round of fund-raising for Isabella took place last month with a charity party night at Chicago’s in Chelmsford.

The event was supported by colleagues and friends from police stations across the county, who had a great time whilst raising £1,010.



□ Isabella Cox

Volunteer to make 4x4 day even more fun

VOLUNTEERS are needed to help the annual 4x4 fun day on Thursday, August 26.

The fun day for disabled children aged between five and 16 is held at Marsh Farm Country Park, South Woodham Ferrers.

There are a few places for siblings, too, because it makes the day a real family event.

Southend training officer Roger Moore is appealing to police officers and staff to help out with a variety of tasks from setting up the previous day, to providing refreshments, teaching children circus skills and marshalling.

Officers with an Essex Police 4x4 off-road permit are also required to help out on the day.

Mr Moore, vice-chairman of the 4x4 fun day committee, would also like to hear from people who know of a child who would benefit from attending the day.

□ To volunteer, to nominate a child or for more information, contact Roger Moore on 0300 333 4444 ext 470046 or via email at roger.moore@essex.pnn.police.uk

Motorcyclists gear up for safety campaign

FORCE motorcyclists are gearing up for the fifth Essex Bike Safe Show on Sunday, April 25, at Millfields in Burnham.

Alongside them will be the Essex Casualty Reduction Board and Maldon Community Safety Partnership – the force is a partner in both – as well as Essex Air Ambulance.

The event promotes road safety and launches the start of the Bike Safe season.

Motorbike dealer Cannon-BMW sponsors Bike Safe and is loaning the force a BMW S1000RR for the Bike Safe season.

Acting Insp Mick Green, of Chigwell Road Policing Unit, said using the BMW on Bike Safe days allowed the force to keep another Essex Police motorcycle on patrol.

□ Bike Safe workshops are held on various Saturdays throughout the year, they cost £50 and can be booked by calling 01245 437347

□ Visit www.bikesafe.co.uk/bikesafe/essex.html for more details

News of charity fund-raising

STANSTED Firearms Response Team B-Shift completed a six-mile run in 52 minutes for Sport Relief.

They hope to exceed their £500 target by £100.

□ HQ Vetting Unit raised £122 for the British Heart Foundation through a cake sale and a quiz. □ THE Disability Network raised £100 in aid of the Helen Rollason Cancer Charity at a Tea for Helen party.

As well as a raffle and the proceeds from refreshments, Tiptree jam was sold for £1 and purchasers were encouraged to collect coins in the empty jar and return them to the charity.

Corner the chairman



□ Essex Police Authority chairman Robert Chambers

Essex has some great young people

“I ATTENDED the Essex Police Young People of the Year (YOPEY) award ceremony on March 30 and what a fantastic evening it was.

I got the chance to meet some of the great young people who live in Essex who are working in the community and doing some terrific things.

It is sad that, more often than not, a lot of press coverage these days paints a very negative image of young people but the YOPEY awards recognise what committed, caring and enthusiastic young people we have living in our county.

I would like to congratulate all those who won and also say well done to all the finalists as well as those who entered the awards and any other young people in Essex who are thinking of others before themselves. It makes me very proud to live in a county where we have so many great young, positive role-models.

The High Sheriff’s awards the day before again showed what fantastic people we have, living and helping others in our county.”

Kirste sets sights on marathon run

ESSEX Police College sergeant Kirste Snellgrove is competing in the London Marathon this month.

Despite being diagnosed with breast cancer in 2005 and now having secondary cancer in her lungs, Kirste is preparing to run her 19th marathon for charity.

She has also completed several triathlons and a 200-mile bike ride, raising thousands of pounds.

Kirste has undergone chemotherapy, radiotherapy and surgery and is now trialling a new drug for breast cancer. □ To support Kirste, contact her on 0300 333 4444 ext 56138 via email at kirste.snellgrove@essex.pnn.police.uk or visit www.justgiving.com/TeamSnellgrove

Commended for bravery at illegal rave

FOURTEEN officers have been commended for their outstanding bravery at the scene of an illegal rave. Chief Constable Jim Barker-McCardle praised them for their bravery, professionalism and courage at the scene of the rave almost four years ago. And he presented them all with Chief Constable’s Commendations at a ceremony last month.

On August 25, 2006, a team of officers were called to the illegal rave which was being held in a farmer’s field in Great Chesterford.

The officers endeavoured to control the situation but the revellers refused to leave and then demonstrated extreme levels of violence towards them.

The revellers tried to deter the officers by throwing projectiles and setting a police van alight.

Despite this, the officers continued



diligently throughout the night to control the situation, even though many feared for their lives.

And, after many hours of hard work, the illegal rave was successfully shut down. During the incident many officers were injured, as well as a police dog.

The following officers, pictured above with Mr Barker-McCardle, received commendations:

Back row, from left: Pc Lee Wilkinson

(now with the Metropolitan Police), Pc Daniel Jeffries, Sgt Stephen Scott-Haynes, Chief Constable Jim Barker-McCardle, Pc Christopher Allwood, Sgt Robert Temme and Pc Lea Westby.

Front row, from left: Pc Amy Rolfe, Pc Paul Rogers, Pc Colin Creelman, Pc Gary Nash, Sgt Brian O’Donnell, Chief Insp Simon Dobinson, Sgt Jonathan Butcher and Pc Alan Lambert.

Chief’s blog highlights



□ Most police officers and staff will be aware that Chief Constable Jim Barker-McCardle is writing a weekly blog on the force intranet. Here are the highlights of March:

“MANY thanks for all the interesting and helpful thoughts on the subject of anti-social behaviour following one of my blogs.

I am going to pick up on some of these thoughts with our MPs.

We’re also going to have some discussion in the Chief Officer team based around some of your suggestions.

A few months ago PCSO Claire Aherne work-shadowed me – so I went on patrol with Claire on her patch at Bocking.

I was really impressed with Claire’s work, how well she knows her patch and how many people know her by name. It was an interesting patrol as well.

It was also good to spend some time with Sgt Chris Higgins and talk about policing in Essex through the eyes of an experienced sergeant.

I met Andy Trotter, Chief Constable of the British Transport Police, with whom I used to work as a chief inspector in Kent.

We spoke about a variety of shared challenges and, of course, my interest in issues touching on the Underground line running into Essex.

Mr Trotter was also very interested in our *Putting Essex First* programme and was quite interested to find out that I do a blog.

At a meeting of the Essex Criminal Justice Board we discussed areas of joint performance, how to improve service to victims and witnesses across the wider Criminal Justice agencies, asset confiscation and our plans for 2010/11 in respect of proceeds of crime.

I was privileged to be both a guest and speaker at the High Sheriff’s Awards when a number of volunteers, who had been doing outstanding work in the name of community safety and crime prevention, were recognised for their work. And I spent some time out on the streets of Thurrock with Cllr Wendy Herd.”

Working for victims of anti-social behaviour

A PARTNERSHIP conference has established the minimum standards for victims of anti-social behaviour in Essex.

At last month’s conference organised by Essex Police it was agreed that work would be carried out to ensure that reporting incidents of anti-social behaviour was made as easy as possible and to keep victims informed of the action taken in their case.

As part of the commitment to tackling anti-social behaviour (ASB) each community disorder reduction partnership (CDRP) was required to establish minimum standards by this month.

The conference was attended by the chairman of Safer Essex as well as the Government Office East (GO-East) and partners including Essex Criminal Justice Board, Essex Trading Standards, Essex Probation, Essex County Fire and Rescue Service, CDRP chairs, ASB coordinators and community safety managers.

The standards state that our partner agencies will ensure victims are treated fairly and with dignity, practical support will be given to address victims’ needs and they will share relevant information and intelligence.

Agreements were made to analyse information in order to identify repeat victims, known perpetrators and affected parties and to work together both to reduce ASB and the perception that ASB is a problem in our communities.

ACC Peter Lowton told the conference at HQ: “Anti-social behaviour can have a tragic impact on people’s lives. “It is vital that Essex Police helps to



□ ACC Peter Lowton – tackling anti-social behaviour

ensure that everyone across the county has a good quality of life by focusing on genuine ASB incidents, recording them accurately and bringing an end to the problem.

“Levels of ASB are falling but Essex Police will continue to work with local communities to bring an end to it.”

Between April 2009 and March 17, 2010, ASB incidents in Essex dropped by 4.5 per cent or 3,580.

ASB Act used to apply for closure order

A HOUSE in Harlow being used for drug-dealing and other offences was closed last month following a ten-minute hearing at Harlow Magistrates’ Court.

The move followed a raid by Harlow Neighbourhood Policing Team, who found used needles and drugs paraphernalia throughout the house in Shawbridge. Two people were arrested for burglary

and abstracting electricity. A man was charged and a woman cautioned.

Then, working with the local authority, they successfully applied for the closure order under the Anti-Social Behaviour Act – which applies to premises associated with persistent disorder or nuisance.

PCSO Megan Skinner said the closure order was only made possible by residents

coming forward with information regarding the property and people who lived in it.

“The anti-social behaviour in this area has caused a strain on the local people and affected their quality of life,” she said.

“They will now have relief and will be able to live their lives without the harassment and distress they suffered previously.”



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

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.

MY husband Bob Craven was retired on ill-health grounds in 1994 diagnosed with post-traumatic stress disorder (PTSD).

He was a detective inspector on the then National Criminal Investigation Service when he was suddenly struck down by PTSD.

He had been seriously assaulted on many occasions a number of years previously but the symptoms did not manifest themselves until much later.

We have been invited to attend a national seminar of health professionals from the Armed Services, NHS and emergency services.

Organised by the Southend and national Mind charity, it is due to be held at The Palace Hotel, Southend, on Wednesday, June 23.

The purpose of our attendance is to give a first-hand knowledge of the affects of PTSD on Bob and our family with the intention of improving the knowledge of this terrible disability, promoting awareness and preventing it at its early stages.

It was a difficult decision to attend but we so want to stop anyone else being devastated by PTSD that we have decided to go.

We would like anyone who suffers from PTSD to contact us by post or email – in the strictest of confidence – with any of their experiences, good or bad, if it does not cause them any distress.

This will enable us to give a better overview of the disability in the police service.

Southend Mind can be contacted on 01702 601123 or email ray.davies@southendmind.org.uk if you require any details of the seminar or some help and advice.

Contact us by writing to us at 20 Marcus Chase, Thorpe Bay, Southend, Essex SS1 3LG or ring 01702 580648 or email rdc169@talktalk.net

**Dorothy and Bob Craven
Thorpe Bay**

I WRITE after reading in *The Law* with great sadness of the deaths of both Harry Fuller and Michael Dray in close proximity.

With both John Hedge-thorne and Linda Harris having pre-deceased them, four people who had a very significant impact on the lives of hundreds of 16-year-olds recruited as police cadets from 1969 onwards are now gone.

I realise that, for many, this is mere history but, at the time, pay and conditions were very poor and the cadet scheme and the then cadet school were a key part of the recruitment strategy.

They shaped many a youngster, me included, and set us on our life and career paths with clear values and a sense of belonging to 'the family'.

Much has changed for the good in operational service delivery terms in the 40 years since but I regret their passing warranted no more than a few lines.

Is it further evidence that the pendulum may have swung too far in search of efficiency and effectiveness and our successors are just in 'a job', I wonder?

I would like to publicly put on record my thanks to them for all they did for us.

**Lee Weavers
Ipswich**



□ **WPC Iris Kemp, née Gay**

I WAS formerly a detective sergeant with Harlow Scenes of Crime.

Since emigrating to Melbourne, Australia, in 1977, I have been in regular contact with former Essex police-woman Iris Kemp, née Gay.

I met her after I started working with her son and we remained friends.

Unfortunately, Iris died and I attended her funeral service on February 11.

Iris was always proud of her time as a policewoman with Essex and enthusiastically received *The Law*.

She spoke fondly of her days in uniform and a few extra things were highlighted at her service.

I had known that she was a contemporary of ex-Supt Oliver Butler and she also spoke of serving with Vera Bayliss, who was a sergeant when I joined Essex Police Cadets in 1963 at Pitsea.

Iris also knew Frank Reed who was a Dc on 'fingerprints' at Pitsea when I joined.

As WPC Iris Elizabeth Hilda Gay, she served under an Insp Kemp. He had a son, Peter. Iris and Peter married and, of course in those days, Iris was required to resign when they had children.

Iris's son Martin sent me some information and it seems she was the first Essex police-woman to receive a permit to drive police vehicles.

I was prompted to write after reading an article on Page 9 of the February issue of *The Law*, if only to highlight that your publication and articles are meaningful and interesting in the Antipodes.

**Martin Graves
Melbourne
Australia**

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

I AM very pleased with the way Pc Paul Wiles handled our complaint.

He put my friend and me at ease and was very sympathetic, understanding and professional.

In my opinion, he took the correct course of action with the person who had committed the offence.

Hopefully, the offender realises now that he can't go around verbally abusing people like that as he will think back to this situation where it could have been a lot worse.

Pc Wiles has reassured us and kept us up to date with the situation.

**Lorraine Bygrave
via email**

TO Pc Chris Kench:

At the forum meeting in Tilbury you gave good, well-informed information about local activities, which was very enjoyable.

**RC
Tilbury**

TO Adam Pipe:

Thank you for your part in the organisation of the traffic light system at our Doe Show.

For a number of years we worried about our show visitors crossing the road and now we feel very comfortable safe in the knowledge we have a safe and acceptable system in place.

The show passed without incident, which is very pleasing.

**Ernest Doe and Sons
Ulting**

WE would like to express our gratitude for the quick thinking and brave action of Sc Ryan Oliver.

We are fortunate enough to have Ryan as a neighbour and look out for each other's properties while the other is on holiday.

One day while we were away, Ryan heard a noise and saw our conservatory and patio door windows were smashed.

He organised his father to go out the front, his girlfriend to call the police and he and his mother went round to our house, shouted 'police' and apprehended and detained the intruder until the police arrived. He stayed until members of the family arrived to clean up and make the house secure.

One hears so much bad publicity about the young but not enough of the good people like Ryan, whose prompt action not only led to an arrest but, for us, meant we did not lose any personal items – that can't be replaced.

Ryan won't accept any reward and says it is what he was trained for. To us this shows his courage and wish to help others and uphold the law.

**JC
Colchester**

MY daughter walked into her house in Corringham and disturbed a burglar.

I would like to thank all the officers who dealt with the

incident, starting with Esther Pennock, who took the 999 call at control and dealt with my daughter who was in a state of panic.

Pc Clare Fordham, Pc Matthew Wigg, Pc Nicholas May and scenes of crime officer Tanya Green, who attended, were professional and caring.

Also thanks to Dc Suzanne O'Neill and Tilbury CID for all their efforts and the close contact they have kept with my daughter.

**CD
via email**

TO Pc Keith Corry and Pc Gemma Britton:

I wanted to thank you and your colleagues for your assistance and professionalism in attending and dealing with the recent burglary at my home in Tilbury.

My girlfriend discovered the burglary and was very distressed. I had to rush home but was very pleased with your response time and initial investigation at the scene.

You remained on scene for some time, even waiting for Scenes of Crime to attend, and took a very detailed statement.

My girlfriend and I both commented afterwards how well we were dealt with and I wanted you to know how grateful we were as I know that, in our job, we never receive much thanks.

**JF
Metropolitan Police**

I WOULD like to say a very big thank you to Pc Matt Clark, Pc Paul Devlin, Pc Jackie Spooner and Dc Steve Robson, all from Tilbury.

They have given me a lot of

support over the past few weeks.

Without the help of each one, I would not have got through all I have been through with the domestic violence.

I would also like to say they are a credit to the police force. It is nice to know there is help out there for people like me.

**RG
Grays**

TO Chief Constable Jim Barker-McCardle:

Our son was stabbed in Rayleigh while I was away with my wife.

My older son had contacted the police and located his brother in Southend Hospital A&E.

My wife and I returned and learned a youth had been taken into custody in connection with the incident and later charged.

After my son was discharged he went to Southend police station to help with inquiries.

I met Dc Matt Halls, who took time to explain the situation and the process of investigation.

He rigorously pursued the case in court to ensure the offenders remained in custody each time there was a hearing.

Dc Halls continued to update us on the case and always responded to our concerns. My calls to him or his office were always returned.

After the trial, Dc Halls phoned me to tell me the result. It was a great relief to us all to be informed that the offender was found guilty of causing grievous bodily harm with intent.

I would like to recognise the excellent work achieved by Essex Police and its officers in

bringing the offender to court and the fact that you remembered my son was the victim.

Please thank all the officers involved in this case and acknowledge the utmost professionalism that was shown to us throughout by Dc Halls.

**PG
Rayleigh**

TO Chief Insp Glen Westley: During the past year, my car has been damaged many times outside my home.

I eventually called the police and was visited by Pc Adam Brenson, from Benfleet.

Initially I did not mention the previous damage but when I told him the full situation, he arranged for a camera to be fitted in my home for three months.

This gave me confidence that, although I did not know who had caused the damage, Pc Brenson considered all his options to try and find the person responsible.

He was polite and showed interest. I would also like to thank Pc Simon Puttock and Pc Michelle Rawson, who fitted and monitored the camera.

Their efforts were very much appreciated.

**DL
Benfleet**

TO Jenna Smith:

I write to offer my sincere thanks for your work in restoring the dignified presentation of the Obituaries page on the Essex Police Authority's website when, at very short notice, you were suddenly and unexpectedly handed the task of maintaining the page after it was removed from the Essex Police website.

**Ian Walker
Earls Colne**

Gone ... but not forgotten



□ **Acting Sgt Brian 'Bill' Bishop**

ACTING Sgt Brian Bishop joined the former Essex Constabulary as a 15-year-old cadet, when the dog handlers gave him the nickname Bill because his hair reminded them of 'Wild Bill' Hickock.

He was attested as a constable in August 1966 and posted to Colchester.

After a stint as a dog handler, he joined the Force Support Unit and subsequently became a firearms instructor.

On August 22, 1984, he was called to Central Avenue, Frinton, following earlier reports that a man had robbed the post offices in both Frinton and Walton with a sawn-off shotgun and then hidden the cash alongside a railway embankment.

Although the man had been stopped and questioned after the first raid, his mother gave him an alibi and he was released but then carried out the second.

Meanwhile, police had kept watch on the site where the cash had been hidden.

Finally, the robber approached, carrying

Our popular Gone ... but not forgotten feature remembers police officers who have been killed on duty. This month, we remember the life of acting Sgt Brian 'Bill' Bishop, which ended on August 27, 1984.

what appeared to be just a carrier bag.

Acting Sgt Bishop shouted 'Armed police. Stop!' at which the man lifted the carrier bag, which concealed a gun, and shot him in the head and Sgt Mervyn Fairweather in the groin.

Another colleague then fired at the gunman, hitting him in the back and side. Sgt Bishop died five days later in St Bartholomew's Hospital in London.

A 35-year-old Brentwood man was arrested at the scene and, because of injuries he had sustained, detained under guard in Colchester hospital.

On July 19, 1985, he appeared at Norwich Crown Court in a wheelchair, having been paralysed, charged with the murder of Sgt Bishop and the attempted murder of Sgt Fairweather.

He was found guilty of Sgt Bishop's murder but not guilty of attempting to murder Sgt Fairweather, although he was found guilty of wounding.

He was sentenced to life imprisonment and the judge commented that he would have recommended a minimum of 20 years had his injuries not reduced his danger to society.

Mr Justice Boreham also praised the bravery of the officers who had been with Sgt Bishop when confronted by the robber and added: "I only wish Bill Bishop was here to hear the commendation."

CHIEF Supt Maurice Mason is the force's new head of organisational change.

The former South Western divisional commander is now responsible for co-ordinating all our change programmes, including Operation APEX – the Ambition for Policing in Essex – and Chief Constable Jim Barker-McCardle's agenda for action, *Putting Essex First*.

□ To read the latest project updates, visit the *Putting Essex First* intranet site, listed on the blue menu on Portal, the intranet front page.

Brian Jaggs, Essex's head of Information Technology, has been appointed as interim head of operational support for Essex and Kent, following the intended retirement of Peter Zerbahs, head of operational support for the Information Systems Department in Kent.

He will be working closely with Andy Barker, the new joint IT Director for both Essex and Kent police forces.

Mr Barker is heading a project team looking at proposals to join up the IT approach in Essex and Kent. Several workstreams are engaged in exploring systems and the convergence of processes and infrastructures.

Each force will benefit from lower costs as a result of being able to purchase on a larger scale and by avoiding duplication of investment.

Western divisional commander Chief Supt **Tim Stokes** has taken over as divisional commander of Mobile Support, following the move of Chief Supt Gareth Wilson to the proposed Joint Serious Crime Directorate.

And Tilbury inspector **Rachel Wood** has been temporarily promoted

All change ...

and takes over as Basildon district commander.

Obituaries

Former Pc **Frank Weightman**, of Saffron Walden, has died, aged 85. He leaves a widow, Hazel.

Mr Weightman served from 1952 to 1977 at Romford, Littlebury and Saffron Walden.

Donations may be made in his memory to Addenbrooke's Hospital and sent c/o H Peasegood & Sons, Shire Hill, Saffron Walden CB11 3AQ.

Ex-constable **Robin Beagley**, of Braintree, has died, aged 72. He leaves a widow Jane.

Mr Beagley served with West Mercia Constabulary and then transferred to Essex, serving at Chelmsford, HQ and the Force Support Unit before retiring in 1989.

Retirements

Det Supt **Simon Dinsdale**, 56, has retired as a senior investigating officer with Crime Division after 30 years with the force. He had previously served in South Eastern and South Western Divisions.

Insp **Rob Norcup**, 49, of driver training, retires this month after 30 years' service.

He has previously served at Southminster, Maldon, the Force Support Unit (FSU), Basildon, Rayleigh Traffic, weapons training and Stansted.

Pc **Graham Garnham**, 50, of Stanway Dog Section, also retires this month after 30 years. His previous service includes Bocking and Sandon dog sections, Colchester, Tiptree, FSU, Braintree and Harlow.

Pc **Mark Harvey**, retires after 30 years' service, including time at Colchester, community policing in Chelmsford and on Colchester Youth Offending Team.

And Pc **Michael Furlong**, 55, retires after more than 28 years' service with the force. He previously spent time in the Armed Services.

He served the force at Witham, Colchester, Copford, Mersea, Crime Support Department, Colchester, Chelmsford, and Baddow, Waterhouse Farm and Chelmsford North neighbourhood policing teams as well as being a professional development unit tutor.

Awards

Project administrator **Emma Gillgan**, of Corporate Development, has gained an NVQ apprenticeship Level 3 award in business administration. Corporate Development administrator **Rebecca Crawley** has gained an NVQ Level 3 award in business administration.

IT incident engineer **Cheryl Gilbert**, Pc **Jon Hounslow**, of Western Division, and PCSO **Thomas Boulter**, of South Eastern Division, have gained NVQ Level 3 awards in customer service.

Service desk assistants **Rachel Tones**, **Amanda Weeble** and **Wendy McAnally**, of South Western Division, have been awarded NVQ Level 2 awards in customer service.

And Dc **Dave Nash**, of Crime Division, has been awarded an MSc in cyber-crime forensics from Canterbury Christ Church University.



□ Insp Alan Jelley, left, and his cadet son Michael

Picture by Nishan Wijeratne

Like father, like son

WITH the possible departure of one Jelley, the force could lose a road policing guru in the guise of Insp Alan Jelley, commander at Stanway Road Policing Unit. However, the recent arrival of another Jelley – in the guise of Alan's 17-year-old son Michael as a police cadet – ensures longevity of the name in the force.

Alan, 49, is eligible for retirement later this year, having spent much of his service in various road policing units as a constable, sergeant and inspector. Stanway is Alan's fifth unit commander's post in the force. He said: "I suppose it isn't surprising, considering my enthusiasm for traffic and road policing over the past 29 years, that a little of it has rubbed off on Michael."

"Since a very young age, Michael has always had a passion to join Essex Police and both my wife and I are very pleased that all his hard work has paid off and he is on the first rung of his dream career as a cadet."

Michael added: "Mum and dad have been very supportive and I have had to work very hard to achieve the qualifications to become a cadet."

"My role as a cadet has given me further insight into how the force functions and has only increased my desire to become a police officer in the future and, maybe one day, become a road policing unit commander like my dad."

Sports & social

Force lottery

THE winner of the March force lottery draw was Samuel Owen, who receives £3,000.

Corrina Davies wins £1,000 and Stephen Blaxland, retired, wins £500.

Winners of the £100 prizes were:

Pc Gary Collard; Hannah Street; Peter Mills, Mark Pickett, retired; Sharon Walker; Sgt Claire Dunn; Pc Darren Pinchback; Pc Richard Barker; Pc Eric Turnbull; Pc Emma Phillips; PCSO Emma Pearson; and Susan Ding, retired.

Winners of £50 prizes were: Pc Diane Murphy; Dc Carey Power; Dc Mark Laurie; David Lockwood; Mark Jones; Sharon Percival; Dc Gary Barber; Sc Keith Smith; Peter Shuttleworth; Pc Steve Holgate; John Watts; Carol Blaxland; Karen Roberts; Martin Channen, retired; Claire Baxter; and Alan King.

□ CHIGWELL'S Amanda Pollard will play volleyball for England Police against Scotland, Ami Carrigan-Smith, of Loughton, will represent England at karate in the European Championships and Toni Brockwell, of Maldon, will represent the British Police golf team vs the Army in July and the Combined Services in September.

□ FOUR divisions took part in the Croker Cup darts competition and it was neck and neck until the last two games between South Eastern and South Western. Eventually, Alex Bossom held his game and secured South Eastern's third win in succession. South Western was second and HQ and Central shared third place. South Eastern captain and event organiser Ian Collins and his team – Steve Fisk, Alex Bossom, Kevin Hemsworth and Sandy Short, pictured, right – were presented with the winners' trophy by Southend inspector Dave Colwell.

□ IN a reversal of fortune, the Croker Cup squash tournament was won by South Western and South Eastern were runners up. Surprisingly Central dented their chances of winning the Croker Cup by pulling out on the day.

□ THESE results see South Eastern and South Western neck and neck on 104 points with just two events left – netball and tennis.



Hockey men in PSUK finals

A HIGH-scoring match against Sussex saw the Essex men's hockey team get to the PSUK finals later this month.

With three new players and a couple of regulars unavailable it was time to come together as a team – the new players slotted into the line-up nicely.

Essex got off to a great start with captain Gaz Ingram winning a penalty which he converted with ease.

The team then monopolised possession, leaving goalie Kevin Harvey with little to do. This led to some great passes from the midfield. Ingram latched on to one of

these, dribbled through a crowded area and shot his second.

However, Sussex then scored against the run of play.

Following good midfield work, field vision the ball was again played into the forward line where James Smith won Essex's first penalty corner. A well-worked routine ended with Ingram scoring his hat-trick.

Forward substitute James Eccleston stretched the Sussex defence and enabled Ingram to score a fourth. However, lapsed concentration enabled Sussex to score an-

other goal against the run of play. The second half saw Sussex mark Ingram tightly but James Preston took the initiative and pounced for Essex's fifth.

Good tactics from Sussex led to their third but Essex substitutes Mark Shaw and Vic Murphy set up James Smith for Essex's sixth in reply.

Sussex scored two more, giving Essex a bit of a scare but Ingram replied with his fifth and Essex's seventh goal. Sussex made another comeback and another goal but Ingram set up Aaron Cornish to make the final score 8-5.

A home start for fly-fishers

THE regional fly-fishing competition begins with a home match at Hanningfield Reservoir this month. The Essex B and A teams will be hoping to improve on last year's positions of third and fourth, re-

spectively. A new national committee has been formed – the English Police Fly-Fishing Committee (EPFFC) – and Iain Fraser, of Essex, is one of two regional reps. The first EPFFC match is on

Tuesday, April 27, at Rutland Water.

□ Contact force fly-fishing secretary Tony Lewis via email at tony.lewis@essex.pnn.police.uk if you are seriously interested in competition fly-fishing



● **Christian Robinson**
ext 58883



IT'S been one of those times when I see how we can help our members. I handed Hyundai Tucson keys to Dawn Reynolds after her win in the December lottery draw.

Then sports secretary Peter Orpe saved around 50 per cent or £300 on a midweek break with Warners through a last-minute deal and I remembered to renew my AA membership with the discount code and saved ten per cent.

One of our new Pcs, Ami Carrigan-Smith, has been selected to represent England at karate in the European Championships. Our on-line discount shopping company Perkz has agreed to keep costs down for another year which saves EPSA a lot of money. Perkz is available to all our members. Email me at christian.robinson@essex.pnn.police.uk for details.

New unit to record work hours at HQ

CHANGES have been made to the administration of working hours for police officers and staff at HQ.

The new HQ Resource Management Unit (RMU) now looks after the Corporate Development, Finance, HR, IT, Legal, Media, Procurement, Professional Standards, Property Services and Territorial Policing departments and Force Command, as well as Communications Division. Staff in the Criminal Justice Department (CJD) will be added later.

Resource management supervisor Anita Dennis said that although working hours, duties and abstractions would now be recorded on Promis Web by HQ RMU, police officers and staff would not notice any changes in the way annual leave and other abstractions were processed.

"HQ RMU will also undertake the recording of sickness so it is important for managers and staff to remember to complete their Return to Work forms as soon as possible when someone is returning from a period of sickness absence.

"This will ensure that their duties reflect the correct days they have been absent."

Queries about the recording of sickness should be emailed to HQ Sickness while issues regarding annual leave and any other abstractions can be sent to HQ RMU

Or ring a member of the team to discuss any issues: for recording of sickness, call ext 51919 and, for all other enquiries, ring exts 50911, 50941, 51912, 51913 or 51917

IN October, all duty management currently recorded on Promis Web for police officers and staff in HQ divisions and departments will transfer on to the new duty management system ORIGIN – DMS.

This will be the final phase in a 14-month, force-wide roll-out of DMS. Information and guidance on DMS will be available in the run-up.

Drug result

FOUR men were jailed for between three and eight years at Chelmsford Crown Court last month after pleading guilty to their part in a conspiracy to supply class A drugs.

Za-Dengel Raphael, of Brightlingsea, Bradley Pearce and Menelik Edwards, both of Clacton, and Ezron Walters, of Birmingham, were charged last October following a covert operation by the Serious Organised Crime Directorate and the Force Intelligence Bureau.

Recently-prepared 'crack' cocaine and manufacturing equipment plus cash were seized after warrants were executed at a 'crack' factory situated within Valley Farm Caravan Park, Clacton, and the defendants' homes.

Playing POCA pays off with record seizures

THE largest sum of money, almost £1.4 million, was confiscated from criminals last year by Serious and Organised Crime Directorate (SOCD) – Financial Investigations in the force's history.

Since the Proceeds of Crime Act (POCA) came into effect in 2003, more than £650 million of criminal cash and assets have been confiscated countrywide.

DI Paul Dibell, of SOCD – Financial Investigations, said: "Activity during 2009/10 in targeting assets acquired from the proceeds of crime has seen Essex Police achieve the highest confiscation figures for the force in the history of the legislation.

"We continue to use POCA to send the message that if you benefit from criminal activities you will be made to pay.

"The work in this area is ever expand-

ing and financial profiling and subsequent prosecution is a powerful tool in dismantling organised crime and disrupting career criminals."

Under the Asset Recovery Incentive Scheme, front-line agencies, including the police, receive a proportion of all recovered assets – we received £109,412, for the period October to December 2009.

Earlier this year, the force purchased Gizmo, Oso and Dibley with some of this POCA money.

The three springer spaniel puppies are being trained to sniff out drugs, live firearms and cash.

Some of the remaining cash seized is distributed through Community Cash-back to pay for projects nominated by the public, such as Basildon's first SOS Bus, which received almost £50,000 last year

from the scheme.

The bus is used during the day for community visits across the district and at the weekends on the town's Festival Leisure Park.

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

If you are unsure what to do next, seek advice from your divisional POCA performance manager,

or SOCD – Financial Investigations on ext 61675

or visit the Crime Division – Financial Investigation intranet site, listed under Divisions & Departments on the intranet Site Directory

Jail for 'false rape' couple

A HUSBAND and wife were both jailed for nine months at Chelmsford Crown Court last month after pleading guilty to making a false rape allegation.

Mark Noble, 45, and his wife Elaine, 43, of Maldon, were charged with perverting the course of justice after she claimed that she had been raped in October last year.

Detectives arrested an 18-year-old local man as part of their enquiries, but he was released without any charge.

Investigating officer Dc Alison Cotter, of Maldon CID, said: "Every time a false allegation of rape is made, it heightens the difficulty for those women who have been the victims of this horrendous crime.

"When a person makes a false allegation of rape but continues to mislead the police then we will investigate this false complaint and gather sufficient evidence to prosecute."

Search The Law online

THANKS to the generosity of a former inspector and supporter of Essex Police Museum every copy of *The Law* is now available online.

The first issue of *The Law* came out in April 1969 and every issue to date has been digitally scanned so they can be searched on the museum website at www.essex.police.uk/museum.

This work has been funded by Dr Maureen Scollan, author of *Suora to Serve – Police in Essex*. She was involved in setting up the museum and is a keen supporter.

Museum curator Becky Wash said: "Thanks to Dr Scollan's generous donation, we have every copy of *The Law* online and there is a search facility so that people can search for an individual word, or name, for example."

Long service gets shorter

ELIGIBILITY for the Police Long Service and Good Conduct Medal has been reduced from 22 to 20 years.

The move brings the police into line with other emergency services.

The Police Long Service and Good Conduct Medal was introduced to provide recognition for the commitment and dedication shown by police officers across the UK.

To be eligible for the award, an officer's character and conduct must have been very good and they must be recommended by the Chief Constable.

For more information, contact internal communications assistant Claire Elliott via email or on ext 50998

First aider sees action twice after 'refresher'

by Denise Harvey

THE weekend after a Loughton officer found time to attend a first aid refresher course, he was putting his skills into action – not once but twice.

Dc Brian McNally was off-duty and on a train heading for a family weekend in Scotland when he heard a tannoy announcement asking for a doctor or someone with first aid experience.

He offered his services and was taken to a carriage where he found an elderly woman lying down with breathing difficulties.

After establishing the train was four miles outside Darlington, he phoned ahead for an ambulance and spent the next ten minutes with the woman, offering reassurance whilst she drifted in and out of consciousness.

The train eventually stopped to allow ambulance crews on board.

Two days later, Dc McNally said goodbye to his relatives and prepared for an uneventful journey home.

He said: "I was on the train approaching Cambridgeshire, when I couldn't believe it – a tannoy announcement asking for assistance.

"I again offered my services and was taken to a mother whose 18-month-old baby girl was fitting. "The baby's temperature was reading 42/43°C. Luckily I had water with me, which I used to cool the baby down, and then I placed her in the recovery position and again phoned ahead for an ambulance and the train stopped to allow the ambulance crews on board."

Dc McNally said it really proved the importance of learning first aid and keeping up to date with the skills.

"I must admit that, at times, it's a real bugbear to attend any refresher training days, particularly when you are so busy, but this time it really helped and gave me the confidence to deal with two real, serious situations requiring emergency first aid.

"I was just in the right place at the right time," he added.

Would you know what to do and who to call in an emergency? Visit the First Aid intranet pages for help and information – click on Essex Police College, then on Departments and then on First Aid Training and Guidance

Anyone interested in becoming a designated first aider should speak to their departmental or divisional business manager or administrator



Chief Officer George Cook with temporary Chief Officer Derek Hopkins, far right

Picture by Heather Turner

Chief Officer hands over

CHIEF Officer George Cook is to retire from Essex Police Special Constabulary after 47 years' service.

Although Mr Cook will leave in October, from April 1 he has been seconded to his national role as chair of the Association of Special Constabulary Chief Officers (ASCCO) and will concentrate solely on this until his retirement.

Deputy Chief Officer Derek Hopkins will cover the role of Essex Police Special Constabulary Chief Officer on a temporary basis until further notice.

Mr Cook said: "I hope Derek receives the same high level of support I have been provided with during my time as Chief Officer.

"May I take this opportunity to say a big thank you to everyone for the support I have been shown during my 47 years' service with Essex Police."

Mr Cook was elected the first national chairman of the newly-formed Association of Special Constabulary Chief Officers (ASCCO) for England and Wales in March 2008.

The purpose of the association is to represent the organisational needs and development of the special constabulary at a strategic level.

Mr Cook will continue to be a familiar face in Essex Police College as he will carry out his national duties from his office there and says he will still be available for consultation on Essex Police Special Constabulary matters, as appropriate.

However, all matters associated with Essex Police Special Constabulary should now be directed to either Mr Hopkins or a member of the command /management team as appropriate.

Mr Cook joined the Southend on Sea County Borough Special Constabulary on December 3, 1963 as a special constable, transferring to the Essex force when it merged with Southend on April 1, 1969.

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