



OCTOBER '69

No. 7

MEMORIAL AVENUE OR FOOTBALL?

P.c. Curtis for Special Course



ON 5th OCTOBER Mike Curtis began a new stage in his police career. Leaving his wife, Janet, behind he packed his bags and left—for Bramshill to start the 12-month Special Course. Which makes him a special sort of chap.

This Special Course is not easy to get on to. For a start there is the promotion examination which has to be passed with high marks. Having leapt this hurdle there is a "paper sift" within the Force after which the Chief Constable recommends those he thinks suitable to go forward. This is followed by an interview at Headquarters when the top brass take the candidates apart.

A candidate who wriggles through this far is then confronted by a three-day extended interview. Go, go, go, from morning till night is the system here. Every false front is broken down, every Achilles heel found, until only the bright young men are left.

Mike Curtis is no bookworm. He has played cricket for Clacton division since he was posted there in 1965 and held his place in the Force team until this summer. He also represents his division at soccer, tennis and athletics in which he has been Force Champ at long jump and javelin at one time or another.

Mike, who has been stationed at Frinton for the last year, is a native of Huntingdon which is also his wife's home town. He went to the local grammar school there and gained seven 'O' levels and one 'A'. His hobbies are photography and visiting the theatre.

At 23 years old, given ordinary luck from now on, Mike seems booked for a successful police career.

OUR picture, by Andy Fenton, shows storm clouds over the Avenue of Remembrance at Headquarters but they are nothing compared to another threat hanging over the trees.

The trouble lies in the fact that the Avenue extends right across the sports field cutting off the top section which is, by itself, too small for a full-size ball game pitch.

The trees were planted after the last war in memory of the 28 members of the Force who fell in the war either in the armed forces or on police duty. At that time a footpath ran across the field from Kingston Avenue to emerge in Springfield Road but after the driving school was built several years ago the footpath was diverted and now runs between the tennis courts and the Chief Constable's garden.

It was at this time that the suggestion of moving the trees arose, an idea which has persisted ever since. But even with the modern techniques of moving adult trees only a 50 per cent success rate can be guaranteed, which means that half the trees may die if moved — or alternatively that all will half die.

In view of this the opinion has recently been voiced that they might as well be cut down and replaced by another sort of monument elsewhere. A plaque already exists in County Hall.

Neglected

Would either course be right? Time was when officers of Headquarters would club together to plant flower bulbs round the trees each year but this is no longer done.

The trees planted as a shady avenue along the footpath now stand in obstructive isolation. They do cut the field into in-



convenient parts. Says Mr. A. R. Sorrell, Force Sports Secretary: "I feel the top piece of the field is not properly utilised and a lot of money is spent on its upkeep without getting any use out of it."

This is the crux of the matter — the use of the field. The population explosion caused by the arrival of the sport-orientated cadet school, seen in the background of our picture, has made matters worse. Extra pitches are needed.

Progress

But it is the very fact that the cadet school stands in the background that weakens the arguments for moving the trees.

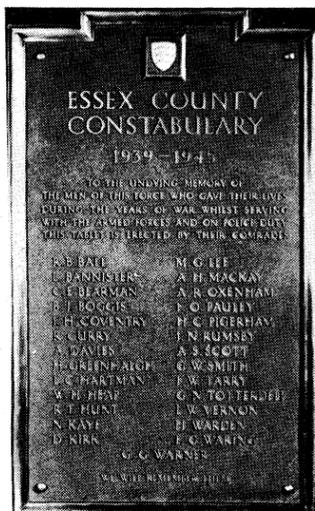
In the last few years the sports field has been nibbled away to the extent of a driving school, 12 police houses and a cadet school. The new garages will cover the allotment gardens and the car park. How long can the top section of the sports field resist this march of "progress"?

Many people would think it a pity to move the trees to free ground for sports pitches which might themselves be swallowed up a little later. Many feel that the trees should not be interfered with anyway.

Certainly the relatives of those who gave their lives do not seem to have been officially consulted for their views. Said one when asked: "I would want to think seriously about it rather than give a quick answer but I don't like to think of them being moved. They do mean something after all."



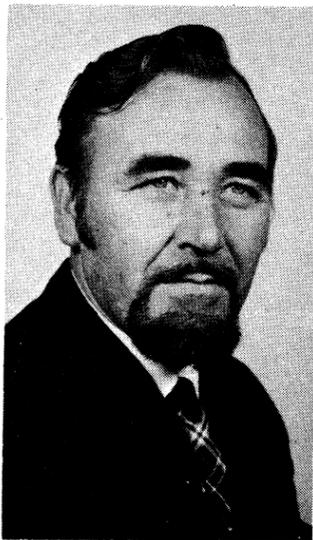
Austriana, direct from Helsinki, who whatever else she might be is certainly not barefaced about it, performing a belly dance in the cabaret after the Federation Open Meeting at Southend on September 11. It was with some misgiving that we decided to publish this picture, taken by Robert Burns of the photographic department, guessing at the number of wives who had been convinced that the entertainment would include a ballet dancer. Full report on the Open Meeting on Page 3.



DO YOU SING IN THE TUB?

If so, the H.Q. Musical Society need you, but only if you are tenor or bass. THE Headquarters Musical Society are well ahead with rehearsals and plans for their next show, "The Desert Song," to be produced in January. But producer Jim Allen has one serious moan — not enough male voices.

Springfield sopranos there are in plenty, but "Where are the bathroom Carrusos?" asks Caroline Walker, musical society secretary.



Producer Jim Allen.

The society produced "New Moon" earlier this year and had a sell-out so regulars are advised to get in early to avoid disappointment. The January, 1970, production will be the society's fifth and they have been delighted to welcome back as musical director and chorus master Cy Smith, late of St. Martin's (Hutton) Operatic Society.

Wardrobe

Even without knowing what the "Desert Song" is all about one can guess that there will be a few Arabs about in flowing robes and what not. But the wardrobe is rather short of this sort of gear and the society are appealing for any old sheets, striped curtains or anything else which will make up into costumes of this type.

Just let Jim Allen, H.Q. photographic, know and he will arrange collection.

Police Committee

From Page 3

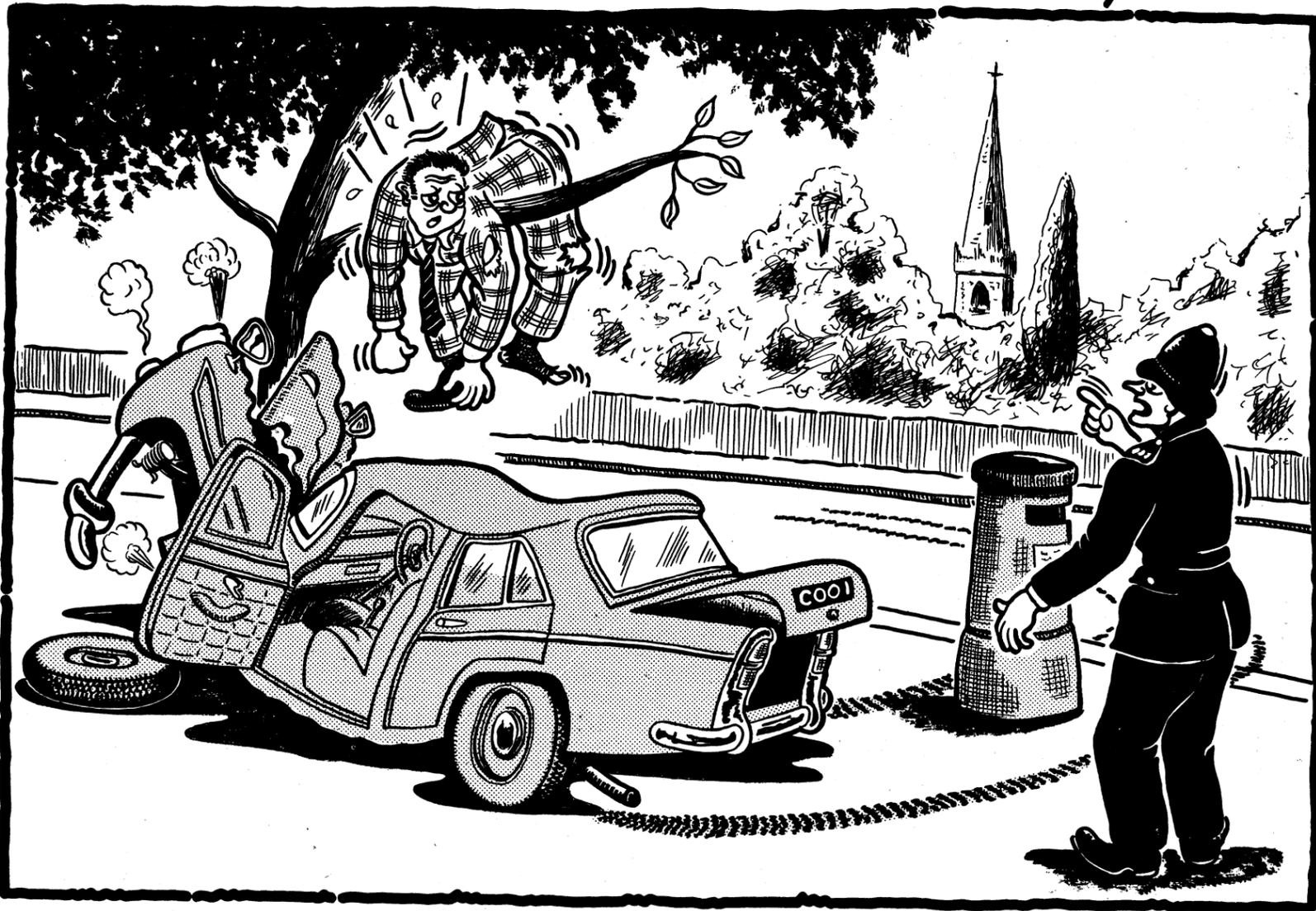
£12,550 is for fixed garage equipment.

A new explosive store which will stand behind the gatehouse at Headquarters will cost £1,075 to build.

Grand total

The total estimated capital expenditure, that is on new buildings and the like, for the period 1970-75 is a massive £4,639,580. This includes no less than £2,104,000 on housing — a fair sum

A LAWFUL LAUGH... .. by Nala



"ARE YOU DRUNK?" "OF COURSE I AM - WHAT DID YOU THINK I WAS - A STUNT MAN!"



The principals get down to work on the score. Left to right: Ted Davidson, Red Shadow; Johnny Johnson, Benjamin Kidd; Sylvia Dalby, Margot; Sue Bragg, Edith; Julie Cordery, Clementina; John Hill, Captain Paul; Pat Reader, Azuri; and Clara Smith, Susan.



Looking quite cheerful about the prospect of investigating the police are the O and M team: Jenny Barden; liaison officer Mike Humberston is on the left. They are installed in what was

Methods team probe H.Q. Admin.

THE Essex County Council Organisation and Methods team have been looking at Force administration procedures during the past month having been called in by the Chief Constable to find out what is wrong.

The aim is to improve organisation, simplify procedures, increase administrative effectiveness and enable scarce resources particularly of staff, to be used to the full.

An outside O and M team have the great advantage of viewing procedures objectively from a completely detached and uninvolved standpoint though Brian Kettle, who is in charge of the exercise, admits that the police is an unusual subject for examination.

This is because the police service is not involved in any profit effectiveness, the acid test instead being the standard of service provided.

"We want to get rid of the feeling that we have come here full of bright ideas to steamroller new methods through," he explained, "consultation with the people concerned is most important." Brian Kettle wants to encourage admin staff to come along with any suggestions they may have for making their work more effective.

As a start the team are looking into headquarters typing procedures. Typists are asked to fill up a form showing what typing they are doing and how the work was given to them.

No stopwatch

To the surprise of some

anyone with stopwatch in hand and there is not a clipboard in sight.

Working with Brian Kettle are Peter Oxford, who commutes daily from Woolwich to check up on records and filing and the stores; Roger Perry, of Maldon, examining general administrative arrangements, assisted by Chelmsford girl, Jenny Barden.

As none of the team knew much about how police administration works when they started — they are not alone in this — Chief Inspector Mike Humberston has been attached to them as liaison officer.

Will it do any good? The team stress that they do a lot of work for very little result. But it is the subject who must want to improve — the O and

Oh, Oh, what a lovely bore

NEW YORK BEAT WORLD

'I've never been to the Federation before and after this I don't think I shall come again'

CITY policemen in New York became the world's best off with a recent pay increase which gives them £4,562 basic, made up to £6,735 by various fringe benefits. These include 11 paid holidays, uniform allowance, city contributions to pensions, medical care funds, increments for each five years service and a five per cent bonus on all duty performed between 4 p.m. and 8 a.m.

The figures quoted above relate to a policeman with just three years' service.

But before you rush off to emigrate, remember that some of the pay is also danger money. Last year 10 coppers were killed and 2,419 injured.

THESE words uttered by a questioner who came to the microphone towards the end of the Southend Open Meeting were greeted by one of the biggest roars of the evening clearly indicating that many of the hundreds in the Kursaal Ballroom felt the same.

After Fred Paxman, J.B.B. Chairman, had opened the meeting with some well chosen phrases the three guest speakers confined themselves to saying more or less what the audience wanted to hear, none more so than Alderman S. Woodfull Millard, Police Committee Chairman, who went further and made everyone laugh.

But that was the last laugh until the cabaret began.

Once the main business began, the meeting was treated to a series of uninspired and, what was worse, uninspiring speeches.

Only Dick Pamplin seemed to raise any enthu-

siasm at all when he spoke on pensions but he seemed complacently over-optimistic and was attacked later from the floor.

The whole layout of a Federation Open Meeting



Joint Branch Board secretary, Stan Smith was first up at question time to quiz the platform on pensions.

favours the platform. The very fact that "they" are seated on high and "we" have to supplicantly ask questions from the floor below gives the J.C.C. an advantage.

They present a formidable spectacle with the spokesmen seated in front and a double row of stone-faced men, and women, ranged behind. They have all the answers—or nearly all and in any case they can always fall back on, "this was dealt with at Conference" because almost none but them was there—the "floor" only has questions.

Many of the audience got the impression they were being talked down to—they were. Afterwards many were openly critical of the performance of their elected representatives.

But to be fair, questions from the floor did seem to go over the same ground again and again and again and . . . delegates are sent to a meeting to put a particular question and put it they will, come what may.

One delegate likened questioning the platform to throwing one's self at a half filled plastic bag. There is no impact, no crash, no pain, no nothing, just the same old phrases.

The Open Meeting was decidedly counter-productive for the Federation who must have lost more support than they gained by the happenings of 11th September.



The "platform" during Dick Pamplin's address on pensions. Sitting to the left of the speaker who is Joint Central Committee secretary, are Fred Paxman, Joint Branch Board chairman; Reg Gale, Joint Central Committee chairman; Les Male, J.C.C. vice-chairman; and Peter Joiner, Treasurer to the Joint Central Committee of the Police Federation.

NO NEWS ON PENSIONS

Dick Pamplin, J.C.C. Secretary, gave the meeting a run-down on the present pension situation and spent a long time saying nothing.

He had nothing to say because the Minister has been careful not to say anything either. No concrete proposals for the application of the new state pension scheme to the police have been published.

But Dick's sublime optimism rankled with the audience and his opinion that "those with 25 in when this happens will not lose anything by the legislation" was attacked by the first questioner who asked: "What about the poor devil with 24 in when this happens?"

Chairman Reg Gale answered: "We do not know but if they do interfere with the pension there will be a fight."

There was much talk of fighting but repeated questions failed to draw from the J.C.C. any indication of when battle is to be joined. In ringing tones the Secretary cried: "If the Government do this they will have such a fight on their hands they will certainly know they've been in one."

But a Lancashire call to start the fight at once was brushed aside with such phrases as, "it's no good firing salvos at a target you can't see". When the floor suggested that it was best to attack first the platform seemed unimpressed.

Alas they were unimpressive too. "A toothless tiger," said a branch board member afterwards.

Talk of fighting and firing salvos seemed strangely out of place on the flower-decked stage of the Kursaal ballroom from the elected representatives of an organisation which has no right of strike.

And the floor seemed to sense that in the last resort this is all that will stop the Government from doing exactly as it pleases.

CLANG

Peter Joiner, Federation Treasurer, dropped the clangor of the meeting in an exchange with a delegate on the knotty question of traffic wardens.

Concern had been expressed at the new rank structure but especially at the wardens' new pay rates.

Peter Joiner explained that the Press had been misinformed and had inflated the wage rates by as much as £200. "Don't believe all you read in the papers," he said with a grin.

But the delegate then read figures from Police Review.

"Ah", said the treasurer, "they got their figures from the same source as the other papers."

This was greeted by cries from all over the hall, "What are the figures?", and "Quote them."

But Peter Joiner had to confess that he had not brought the rates with him. And neither had anyone else on the platform. "You must have known that this would come up," cried the frustrated delegate and the audience agreed—loudly.

Harlow nick works axed

THE September meeting of the Police Buildings and Sites Committee resolved to slash the extensions to Harlow Police Station from the planned £225,000 to a mere £86,000. This work is in the 1970-1 "estimates."

The Committee were told that the station is inadequate due to development of police departments which did not exist when the station was built, and the general past and future growth of the town to an expected 120,000 population.

But in view of the uncertainties raised by the Maud report, which will transfer Harlow to Hertfordshire, it has been necessary to review matters.

Now only enough work will be done to maintain efficiency. Even so plans to buy 0.36 acres of land behind the station which would have been needed for the full extensions but not for the reduced work, will go ahead.

Boat House

Various other projects came up for comment at the meeting. A site has been found for a new boat house at Grays Beach and negotiations over access to the site are now going on.

The need for this stems from difficulties met at Tilbury where moorings are not always available at the landing stage, the present "home port" of the launch. In addition office and storage space is inadequate and there is no means of getting the launch out of the water to "look at her bottom."

But despite the need for a new boat house the work was put off until 1971-2.

Housing

On the basis that on average 60 single men

marry and 35 married men are recruited each year, as opposed to 55 married men resigning, 40 new police houses per year will be needed for the next five years. This was agreed. In addition a review of sites owned by the Police Authority will be made in the light of changing circumstances, shift of population and so on.

Southend problem

Because so many Southend officers are owner-occupiers there is great difficulty in replacing them when they resign because no house is available. Until a full building programme can get under way provision is to be made for houses to be purchased where necessary and sufficient cash has been put aside to buy 10 per year for the next five years.

Headquarters work

The Committee adopted amended plans for the new repair workshops and garage offices at Headquarters. Alterations have been made to save £16,000 in building costs while maintaining standards, and also to avoid the bowling green which would have cost £5,000 to replace.

The approved estimated cost is £132,357, of which

Cont. Page 2, Col. 1



The audience found Alderman Millard, Police Authority Chairman, more amusing than the speakers who followed, but then, his subject was perhaps less weighty than theirs.

FOOTNOTE

Mr. Richard Crossman, Social Services Minister and master mind behind the pension upheaval plan, speaking to NALGO members at Coventry accused NALGO of spreading alarm over the new pensions scheme. No one, he said, could make responsible pronouncements about the scheme until details of "contracting out" terms had been fixed.

He made no reference to the special position of policemen.

THE GOOD OLD DAYS

NOTING that Standing Orders are being re-written, Sgt. BILL BORLEY, of Epping, has been doing some research into Orders of the past. Bill has looked up some odds and ends from Standing Orders of 1849 when the Force was but 10 years old and to this we have added some details from Orders of 1860 when Essex County Constabulary came of age.

Uniform

A Constable shall furnish himself with a knapsack agreeably to pattern, two pairs of white trowsers, two pairs of white gloves, and a decent suit of plain clothes.

Five shillings will be deducted from the pay due to each person on his quitting the Essex Constabulary, for the purpose of having his uniform altered for his successor.

Pay

| Rank | 1849 | 1860 |
|-------------------|-----------|-----------|
| Chief Constable | £400 p.a. | £450 p.a. |
| Superintendent | £100 p.a. | £130 p.a. |
| Inspector | £65 p.a. | £85 p.a. |
| Sergeant | (none) | 23s. p.w. |
| Constable Class 1 | 21s. p.w. | 21s. p.w. |
| Constable Class 2 | 19s. p.w. | 19s. p.w. |
| Constable Class 3 | 17s. p.w. | 17s. p.w. |

Allowances

Boot allowance to be eighteen pence per month. For Service of each Summons or Order, and for returning the same to the Justice — the Sum of One Shilling. For every hour of keeping an offender in custody — for his time and trouble Threepence per hour. For conveying one or two offenders — Ninepence per mile. For conveying three or more offenders — Sixpence per mile for each.

Superannuation

A weekly deduction of 4d. from Constables is made from the pay of each towards a superannuation fund (5d. from Inspector; 6d. from Superintendents).

For Class 3 Constables this amounted to 2 per cent of their pay per week.

Duty

Guards will patrol in pairs, thereby improving their moral and physical efficiency.

As far as practicable, the duties on Sundays will be so arranged as to permit the attendance of the Constabulary at divine service, at least once a day.

Judges' Rules

The Lord Chief Justice has laid down that although a Constable is not under any pretence whatever to elicit a statement from a prisoner, the Constable nevertheless is carefully to avoid cautioning a prisoner against criminalising himself by making any voluntary statement.

Some difference! This just brings home to us the confusion there was before the Judges Rules were produced. Here is a Judge saying on no account should prisoners be cautioned

while a few years later other judges would throw cases out because prisoners were not cautioned. We may dislike the Rules but at least we know where we stand.

Transport

In conveyance of prisoners or any service not requiring immediate dispatch, the horses are never to be driven at a pace exceeding six miles an hour.

Police Stations

The Headquarters of each Division, unless under very urgent circumstances

is never to be left without a Constable.

Chimneys are to be swept at least once in every six weeks.

Annual Leave

Leave will not be granted during the winter months.

Relaxation

Every Constable when his usual hours of patrol are over, will return to his own quarters and remain there, taking necessary rest; and unless called out to perform some service it is expected that he shall be found at his quarters until the hour of again

going on patrol arrives.

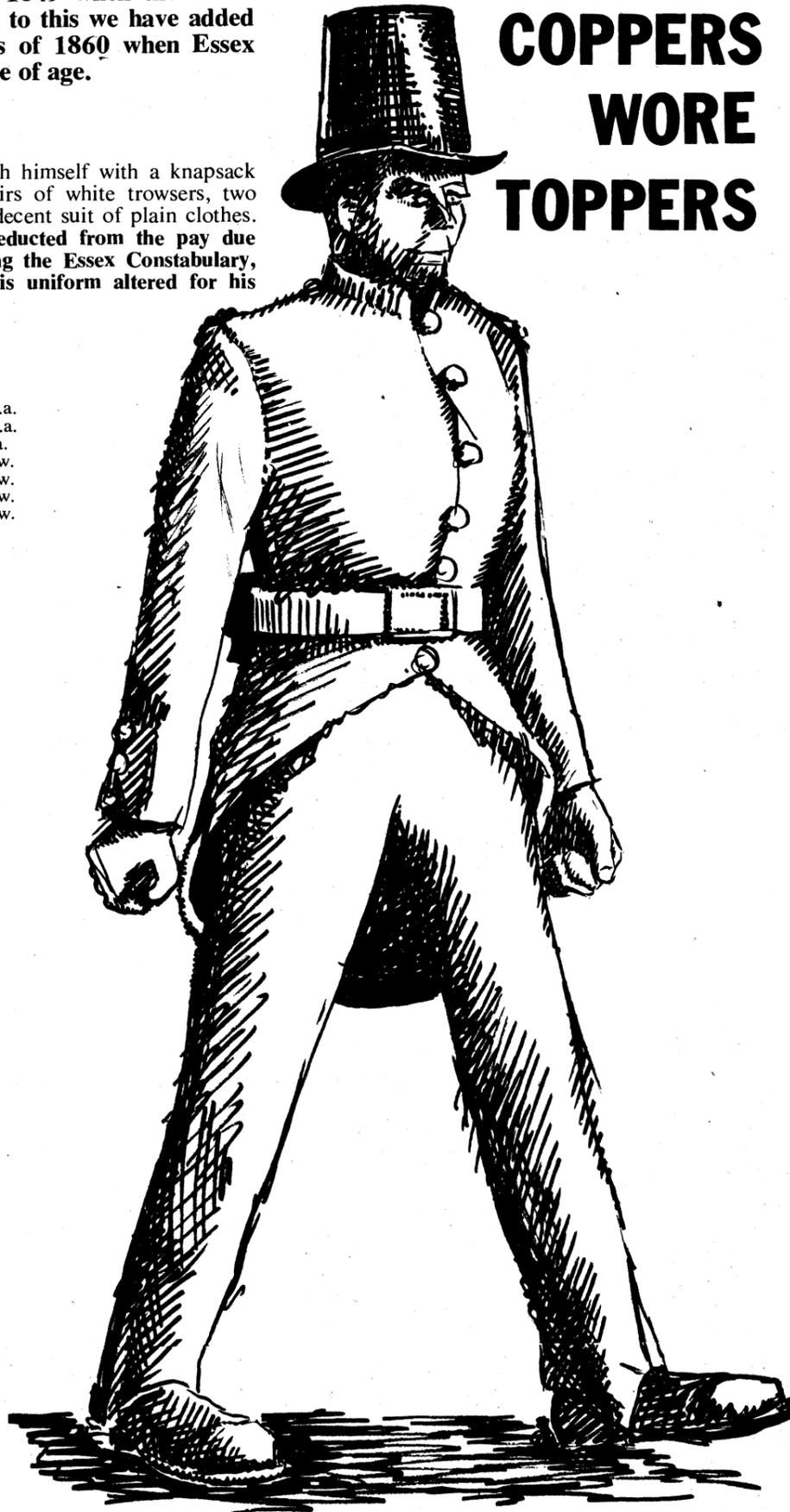
Administration

Superintendents corresponding with the Chief Constable are to number their letters commencing with No. 1 on the first letter of each year. All letters are to be written on foolscap paper, with one fourth of the page as a margin, and a copy of their correspondence kept by Superintendents.

They will transmit to the Chief Constable, with their monthly journal, a copy on foolscap, of all the official correspondence which they have received

120 YEARS AGO

COPPERS WORE TOPPERS



from or addressed to other persons.

All these copies were laboriously made in long-hand in copper-plate script, a long job for someone. A good many constables of that time were hardly literate and the man who could copy the Superintendent's letters had a great advantage over the rest.

Appointments

If he requires immediate assistance he must spring his rattle, but this to be done as seldom as possible. He will be required to report to his superiors every occasion of his using the rattle and which will be noted in red ink in the journal.

Constables will not be permitted to carry sticks or umbrellas.

Superintendents

They will be firm and just, at the same time kind and conciliating on all occasions.

Saluting

On Her Majesty, or any of the Royal Family passing, the Constable will face the carriage, stand fast, and lower his staff, held in his right hand, till the lower end points towards the outside of his right foot; he will at the same time bring his left hand up to his hat, and in this position remain steady, till the equipage has passed.

Organisation

There were 14 police divisions. The total population was 265,972 and the total acreage was 884,680. By 1860 the Force was reorganised into 10 divisions, the area policed had increased to 973,911 acres containing 278,093 people. The 1969 population of the Force district is close to 1¼ million.

In the early years of the Force the Chief Constable was Admiral McHardy and recently a copy of his Standing Orders was donated to the Force Museum. This was issued to Charles Page Wood on 21st January, 1861.

In the front of the book is a map of Essex. Sprawling towns like Basildon, Harlow, Billericay, Romford, Dagenham and Grays were mere villages. Clacton-on-Sea is not even marked, the railway, overprinted after the map was produced, has almost obliterated the tiny print of "Southend," and a line drawn out into the Thames estuary is marked "Proposed pier." Well, well, and they told us it had always been there.

Troubles

The Chief Constable had his bothers in those



Captain, later Admiral, appointed Chief Constable of Essex, reigned over the Force for many years. His salary was £400 per annum while he was in the Force. At first he had no headquarters and used an office in Chelmsford gaol.

days as shown by his General Memorandum 25, printed in the Standing Orders Book, issued on 24.2.57, addressed to Superintendents.

"Having failed by the Memorandum No. 1 . . . and by other means, written and verbal, to induce you to visit the Patrols . . . It is my directions that you henceforth transmit to my office, monthly . . . an abstract . . . showing the moving duty performed."

The previous memo had urged that patrols should be visited between midnight and daylight and records of such visits kept in journals in red — "and not confining your visits to those constables stationed nearest you."

The Admiral thought of everything. No mileage allowance then, just a slow moving pony and trap. But you can see here the origins of all those monthly returns that plague the Police Service nowadays.

Arrest

Upon the exercise of power to arrest the Chief Constable directed his Superintendents:

"you will caution those under your supervision against the continuance of such practice (arresting on suspicion) most carefully impressing upon them, that while their legal powers are very great and amply sufficient for all purposes, the smallest possible amount of actual exercise of them necessary to accomplish the object for which they are used, is the largest amount which the law sanctions."

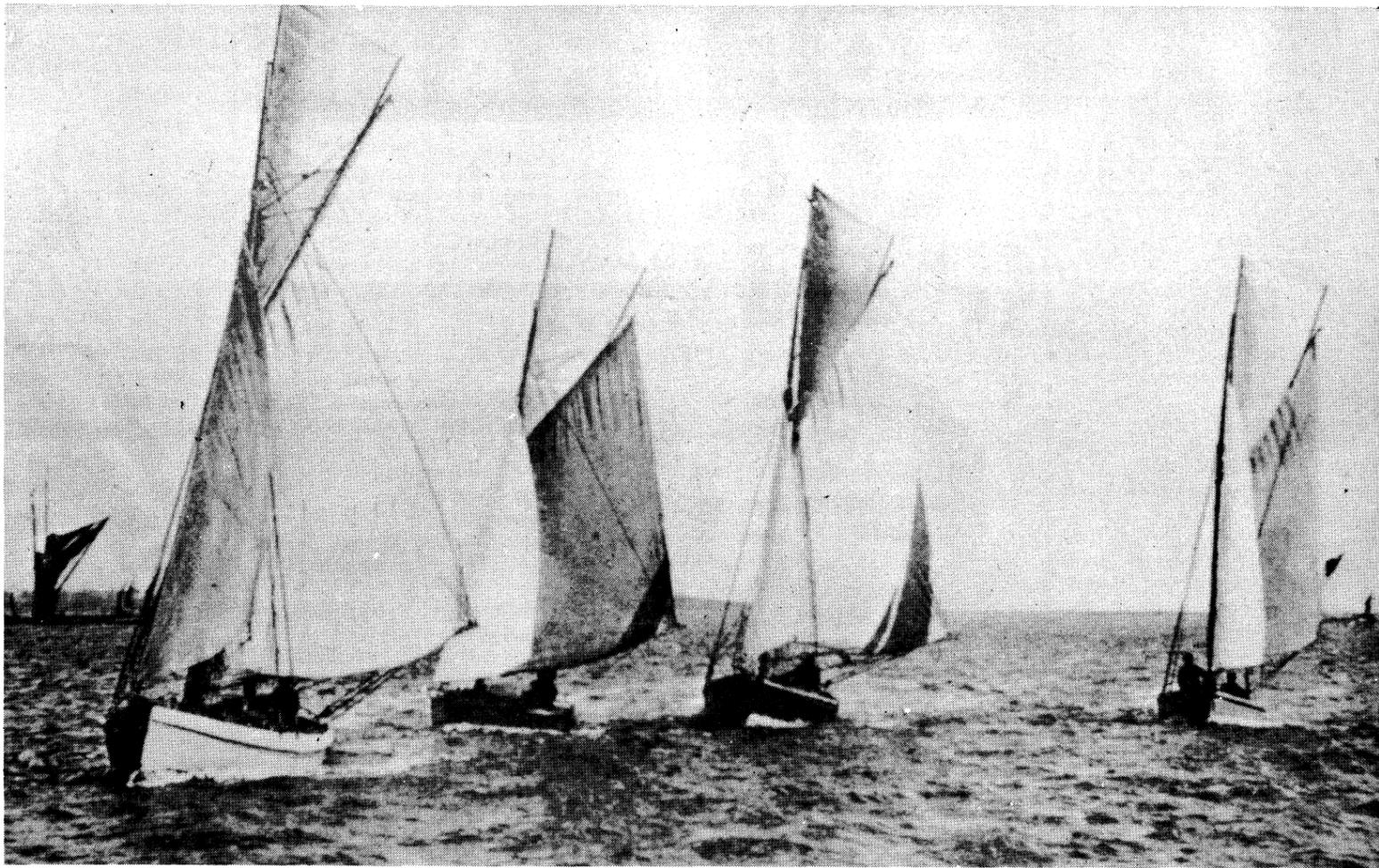
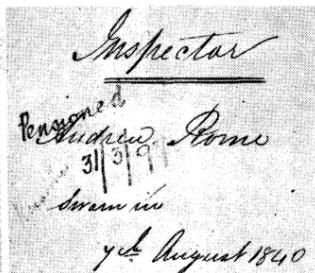
Work that out. In those days the rule was: "The Chief Constable may, if he thinks fit, dismiss him without assigning any reason." So the only people who can sigh for the good old days are the Chief Constables.

Old timer

ONE grand old man who went well past the retirement age in those early days was Andrew Rome.

If you think that some people take a long time over resigning nowadays just take a look at our picture of Andrew Rome's battered Certificate of Character which rests in the Force Museum.

"Inspector A. Rome sworn in 7th August, 1840," and overwritten



dy was 1839 and ars. His onstables? ential? allowed

in a far less attractive hand "Pensioned 13.3.97." The old boy packed up with no less than 57 years' service. And as his form shows him to have been 22 years old on joining he was getting on a bit by the end.

Candidates then had to stand 5ft. 7in. without shoes and be not over 40 years. A certificate on

the form was worded, "the Undersigned hereby certify that Andrew Rome a Candidate for Employment as a* in the County of Essex. . . ." The asterisk led to a footnote — "Superintendent or Constable, as the case may be." A fine choice you may think but remember that in those far off days there were no intermediate ranks.

Colchester Borough Police fleet BY BOB NEEDHAM

THE combined police force of Essex and Southend can boast of having one of the longest lengths of coastline to patrol in the British Isles. Such is the nature of the many small rivers and meandering contours of the coastline.

It is fitting, therefore, that the Force should be equipped with modern patrol boats to keep an eye on our coastline and the many vessels that come into our waters.

I wonder how many people realise, however, that before the First World War the then Colchester Borough Police had no less than five vessels which were used to patrol the River Colne and its estuary.

Established in 1890 this consisted of 19 men and a superintendent. It was suspended in 1942 strictly as a war measure and it seems very unlikely that it will ever be re-established — any volunteers?

Superintendent Tom Poole had his headquarters at Brightlingsea. The five boats with such names as "Victoria," "Alexandra," "Colne," "Raven" and "Prince of Wales" were described as husky little grey sloops built with powerful centre boards which made them sail very well but spoiled the cabin accommodation. Built to sail they had a good beam, sweet lines and a low free-board which gave them a characteristic rakish look and an ability to chase anything they wanted to, they generally cruised with their mainsail tack pulled well up the mast, strolling effortlessly through the water, but displaying a remarkable turn of speed when required.

The police sloops mounted a night and

day patrol. Often a patrol boat would have to stay out on the river until the next came to relieve her. Generally the relief was effected by a flying leap from one boat to another. Once in every two hours the constable had to make a contact with a point ashore on a beat as regular as his pavement bashing colleagues in the town.

The work of the Colchester River Police was varied but consisted mainly of protection. Every barge that went up the Pyefleet River to the old wharf at Mersea Strood or to the iron bridge at Alresford Creek was escorted by the police.

The prime role was that of guarding the valuable oyster beds in the estuary. Tales have been told of the days where in excess of a hundred "foreign" smacks would lay off outside the oyster beds at the height of the season. Forty or so fishery vessels would be employed working on the beds. The two police boats would then have their work cut out preventing the intruders from helping themselves.

The limits of work were clearly defined. Any dead body found below high water mark was the responsibility of this unique force, that was if it wasn't drawn up to a point above high water mark when it was "over to you" for the county Force to deal with.

Conditions in the job have improved quite considerably since those days. It was hard work pulling in canvas in the teeth of a gale. But even then many a police mariner must have smarted after his journals and reports were submitted a few minutes late.

(With acknowledgements to Mr. H. Benham, author of "The Last Stronghold of Sail.")

ice azine t week

Candidates must Stand 5 Feet 7 Inches without Shoes, and not to exceed 40 Years of Age.

The annexed Certificate of Character is to be signed by one or more respectable persons who have had personal Knowledge of the Candidate during the last Five Years at least, either singly or collectively.

(Date.) July 29th 1840

DESCRIPTION OF THE CANDIDATE.

Age 22 years
Height 5 ft 5 in
Eyes Blue
Hair Dark
Complexion Fair
Name of last Employer Wm. Smith
Address of last Employer Wm. Smith

I, the Undersigned hereby certify, That Andrew Rome a Candidate for Employment as a* Police Constable in the County of ESSEX, has been known to us personally, and we have observed his Conduct during the Periods stated our respective Names; that he is sober, honest, and of good Temper, and that his Connexions and Associates are respectable. We know nothing reproachable in his Character, and we recommend him accordingly for Employment as a Police Constable, in that he can Read and Write, and keep Accounts.

| Address of the Person Recommending. | Period of knowing the Candidate. | | Signature of the Person Recommending. |
|-------------------------------------|----------------------------------|-------------|---------------------------------------|
| | From the Year | To the Year | |
| Woolsthorpe | 1830 | 1840 | Wm. Smith |
| Woolsthorpe | 1839 | 1840 | Wm. Smith |
| Woolsthorpe | 1839 | 1840 | Wm. Smith |
| Woolsthorpe | 1839 | 1840 | Wm. Smith |
| Woolsthorpe | 1839 | 1840 | Wm. Smith |

I certify that the Persons above signing have made their Signature in my presence, and that their Recommendation is deserving of Confidence.

J. M. Spencer Phillips

Signature and Address of the Party by whom the Certificate is authenticated.

Note.—Any Person objecting to sign the above Certificate is requested to state the Reason on the Back. Any Information to the Prejudice of the Candidate, with the Name of the Party who gives it, is likewise to be stated on the Back.

* Superintendent or Constable, as the case may be.
† Constable or Superintendent.

SURGEON'S CERTIFICATE.

I hereby certify that I have examined the above Candidate as to his Health and Bodily Strength, and that I consider him fit for the Police Duty.

Rich. Turner SURGEON.

THE RIGHT WAY TO ADVERTISE

THE advertisement recently put out in Force Orders for an assistant editor for The Law has produced a flood of applications — for subsistence, rent allowance, maternity leave, habeas corpus, the Chiltern Hundreds and road fund licences but not, and most notably not, for the position of assistant editor. Who can wonder at this? The qualities required would make the strongest quail. That he need be an inspector need cause no would-be scribe a moment's hesitation. For the right man the stroke of a pen

can correct any deficiency in this direction. The Right Man must epitomise the maxim on genius being akin to madness, with a leaning towards the latter. The Right Man must be prepared to make up what he does not know by inspired guesswork. The Right Man must be able to please nobody all of the time (because that will be his period of duty) and be expert in saying one thing in editorial comment and the opposite to the victim's face — on the telephone, of course. A large well equipped suite

of offices awaits the Right Man who will have complete freedom of action between 2 a.m. and 4 a.m. daily and on Sundays. Do you see yourself wielding the power of the press? Do you see yourself doing for £1,800 per annum what four civilians would demand £2,500 each for doing in twice the time? If you are filled with this crusading spirit of selfless sacrifice, send your application at once to the Association for the Relief of the Simple Minded, 2 Quer Street, Squirmby. ADVT.

EDIVIEWS

Federation

Faceless wonders? Toothless tiger? Half-inflated plastic bag? The J.C.C. were guilty of no more than bad tactics on 11th September. If they had nothing to tell the proles—and whether or not that was true they certainly said nothing—they should not have called the meeting.

It is bad tactics to assemble, at considerable expense, several hundred fact starved, rumoured fed coppers and then tell them nothing.

But to lose a battle is not to lose a war. Bad tactics lose battles: bad strategy loses wars. The J.C.C. have not yet declared war and say they will not do so until they know what they have to fight. This is good strategy which every member should support, forgetting the dismal 11th September.

Frankenstein

A lady councillor at a south coast resort has alleged that traffic wardens there keep a "top of the cops" chart, upon which the tickets they issue are scored up. Apparently she deprecates such behaviour.

She is quoted as saying: "I am concerned that some of our more efficient wardens, who temper their activities with commonsense, and who have not produced as many "tickets" as others, might be the ones made redundant at the end of the summer season.

"I want the right men to stay, those whose main interest is in keeping the roads clear and not just harrassment."

This is a most interesting statement, particularly when one learns that the lady has been in trouble for over-staying the 30-minute limit. To understand statements of this type one must know the code which is used, "efficient wardens" have blind spots for certain cars, no matter where they are left; "commonsense" means the inability to count up to 31 when patrolling the half-hour restricted area; "keeping the roads clear" means moving everyone else on so that certain cars may be parked with impunity; "harrassment" in this context means the strict enforcement of the regulations.

But it was this lady councillor, and others like her, who made the 30-minute waiting regulations. Now, when shopping day comes round she finds it impossible to do the shopping within the limit. So does everyone else.

And if traffic wardens enforce regulations strictly and introduce a spirit of competition into their dull routine whose fault is this? The legislators, having produced their monster, which is growing stronger every day, now find, like poor old Frankenstein, that they cannot control it.

Bottomless bucket

The news that 28 members of the Mid-Anglia Constabulary have resigned this year is sensational only to the head-in-the-sand brigade which, from their reception of the news, includes a few public figures who ought to know better. Policemen know this is quite ordinary.

Comparative figures in this Force show that between 1st January and 5th September 111 men and women were sworn in. But while our deficiency was 378 on the former date it was 379 by September.

Everyone who ever sat down to a maths test and saw the old faithful bath tub problem on the paper will recognise the trouble. The recruiting tap is running nicely but someone forgot to put in the plug.

PORTRAIT

A.C.C. (P and I)



MR. JOHN DUKE recently transferred to the Force on appointment as Assistant Constable (Personnel and Inspections). He had previously been an Assistant Commissioner in the City of London Police for two years.

Mr. Duke became a policeman in 1947 when he travelled south from his

native Tyneside to join the City of London Force. From then on his progress through the ranks was steady until with 13 years' service he became an administration Chief Inspector.

Prior to this he had worked the beat, driven area cars, and performed Station Sergeant and Divisional Inspector duties.

Soon after his promotion to Chief Inspector he was seconded to the Home Office Inspectorate as Staff Officer to the Chief H.M.I. and this was followed in 1966 by attendance at the Senior Command Course at the Police college, Bramshill.

Following this Mr. Duke spent three months in the United States studying law enforcement agencies and lecturing to police forces. His tour took in all sorts of police organisations from the F.B.I. downwards.

This visit coincided with the race riots, "a very interesting time," says Mr. Duke.

The family Duke have marked their transfer from city to county in the most drastic way possible having bought a 16th century house in the middle of a field at Little Baddow, near Chelmsford. "It's very different from the flat we have had," remarked the new A.C.C.

Mrs. Duke came originally from Gloucestershire and they are blessed with four daughters whose ages range from seven up to fifteen.

Asked how he would describe the work of the new department he said, "Dealing with personnel, staff appraisal and training. My plan will be to see that the Chief Constable's policy is implemented evenly through the divisions."

almost new building of five storeys with accommodation for more than 50, nearly all in single rooms. The set-up was excellent with a lift to all floors, plenty of bathrooms, showers on all floors, launderette in the basement with drying rooms, and recreation rooms.

Comfort

Each bedroom has its own h. and c. washbasin, wardrobe, cupboard, mirror, and shaving point. The building is centrally-heated and exceedingly well furnished. There is a surgery and dispensary. The lounge is large, well-furnished and carpeted with lots of easy chairs and even footstools. There is a colour television and a small library with stacks of games, a record player and a second television in a quiet room. There is no drinks bar but that does not present any problem, most people liked to go out anyway and by some strange means there is some kind of block temporary membership facility available at the Deep Sea Anglers' Club on the sea front, which is excellent both in facilities and friendship.

Freedom

There are very few restrictions or rules in the Home, prompt mealtimes is about the only one to bother about. Food is more than plentiful, it is lavish in quantity and quality with constant variety. Diets are accommodated and there is a waiter service. Those who remember Miss Catherine Gurney may wonder about religion. This is not pushed. There is a 15-minute service each Sunday morning with a local parson, otherwise it is only Grace before meals.

The Home has a small minibus donated by one of the County Constabularies, which is used to meet trains and for rides out to Devil's Dyke, Beachy Head, Arundel, and other places.

The lady superintendent is kindness itself, same with the two nursing sisters who live in and indeed all the staff are excellent and anticipate all needs. There is a wonderful personal friendly and bantering relationship between men and staff. There were a number of Women Police there and a few officers had wives living in with them at a very moderate extra charge.

There is little or no con-

Dear Sir.—I would very much like to thank you for printing a photograph of me in Bermuda Police uniform in your September issue.

These islands have too many wonders for me to describe in a short letter. The social life here both inside and out of the police force can only be described as fantastic, it is truly a fun island with a permanent holiday atmosphere.

The problems of policing are much the same as at home basically, although we have special problems all our own. The force comprises of something over 260 men, Bermudans, West Indians and British.

Although I am thoroughly enjoying myself and would not have missed this experience for the world, at the moment I am intent upon applying to rejoin Essex when my contract here expires in 1972.

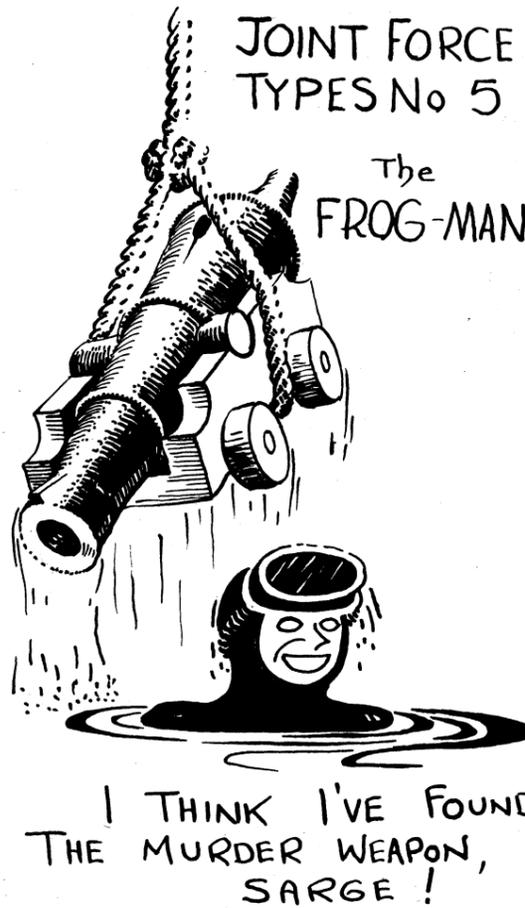
Assuming I am successful, I will have some tales to tell on long, dark winter evenings in H.Q.'s bar and the old sweats amongst the regulars there will no longer be able to jibe "You want to get your knees brown, boy."

I wish The Law every success and would like to convey my best wishes to you and everyone.

Regards

JOHN COPAS

Police H.Q.,
P.R.S.,
Bermuda.



SUE SPEAKS FOR THE OTHER HALF

Mainly for Wives

"NO DOUBT many wives were particularly interested by the feature in the September issue about the plans for super new County houses, however, one or two questions remain unanswered. Do the powers that be still plan to specify cream (admittedly three different shades of cream) for all internal walls? Whitewash for ceilings is surely rather out of date, too, and very messy when it comes to redecorating (when...).

What about fitting standard curtain rails in new houses, too, though not necessarily the hooks and runners.

Another bone of contention is the fact that the gardens of new houses often have to be completely laid out by the occupants, at no small cost, not a penny of which is refunded regardless of whether one enjoys the fruits of one's labours for six weeks or six years. And does one strand of medium gauge wire strung between concrete posts at a height of 2ft. 6in. from the ground really constitute a suitable boundary between properties? I have no wish to appear anti-social, but considerable inconvenience can be caused by straying/toddler, so provision of a satisfactory fence is another expense to be shouldered by the new occupants.

Sorry about all the moans, but we must not forget that our housing is not charity but in effect part of our husband's salary.

While on the subject of housing, and this is purely a personal point of view, I hope that the new houses will not be built in large "Police Colonies" (or Ghettos). I appreciate that this depends to a great extent on the land available, but from a social point of view I feel that it is undesirable to live and work with many of the same people as frequently little contact is made with others from different walks of life. If one is thrown into a more mixed community it seems better all round: wives have to make other friends and interests for themselves; children are not automatically classified as police kids; and husbands can relax with others doing all sorts of jobs, all of which leads to greater involvement in the community which I am sure makes for better mutual understanding.

I had not intended to go on so much about housing when I started to write this column but it is inevitably a matter very near to all our hearts. Sooner or later, however, I hope to write about other subjects of particular interest to wives in the future.

produced a cup of tea at half-time. Their door to door attention was extremely thoughtful and put them to a lot of trouble. This typified the atmosphere of friendship. No-one need be lonely.

I do urge Essex and South-end men to make more use of the Home, it is an excellent place to rest and take care. I for one am very grateful.

Yours faithfully,

H. FOSTER

Thank - you Herman Foster for your most lucid account of the convalescent home. As you will see from another page we enjoy quite robust health but your letter almost makes us wish we weren't well. Ed.

ANNUAL BALL

Basildon Division invite you to have a ball on 12th December



Get down to Hove

Dear Sir,

I have now been drawing a pension for eight years.

I have recently had an illness and I well remember three weeks I spent at the Police Seaside convalescent home at Hove and I wonder if the value and facilities of the convalescent home are fully appreciated in Essex as I gathered that few Essex men go there.

In January I was able to get about a little and a change of environment and air was suggested. At that time I did not even know if retired officers were eligible for Hove. I asked an ex-colleague to find out and he set the wheels in motion. He did this through the Colchester divisional administration. Within three days I had been booked in for a three weeks' stay at Hove and a date fixed.

The next thing was getting there. I learned there is a small volunteer transport service available at Headquarters, but in my case ex-Chief Superintendent Arthur Simpson very kindly offered to take me down by car. It was a wonderful help and on the day Mr. Simpson was invited to have lunch at the Home at Hove.

For those not familiar with the position the Home is on the sea front at Hove, a short bus ride from Brighton town centre. I expect most people know that the home is an

Clacton lose another Cup

COLCHESTER v. CLACTON

By Michael Lewis

This match was played on Friday, September 12, 1969, at the Army Garrison 'A' Ground, Colchester, in ideal conditions, both ground and weather wise. The toss, a good one to win, went to Colchester, who elected to bat. So once again the stage was set for a match between Clacton, the Goliath of the Essex and Southend on Sea police cricket scene, and Colchester, who many times in the past had attempted to succeed as "David" but had always failed.

The Colchester openers were very soon back in the pavilion, with Wilkins being bowled by Nicholls for a duck and Martindill, the old stalwart being caught for 5, worse was to come, the next man, Firmin, was out without scoring and Williams, who followed, was bowled for two. So 22 minutes after the start of the game Colchester were a very miserable 9 runs for the loss of 4 wickets.

But Grainger and Jones, the numbers 5 and 6 batsmen, were to change all this, Grainger batting in his correct manner and Jones flashing at everything being bowled to him began to push the score along at a brisk rate. Jones hitting a brilliant 37 before being caught and Grainger was still there when Cook the Colchester captain joined him and once again the bowling was taken by the scruff of the neck. Grainger was then caught for a methodical and thoughtful 25 and Colchester had gone from 9 for 4 to a healthy 94 for 6. Wilkinson then joined his captain for the last few minutes and runs came quickly. When the Colchester batting time of 2 hours had expired, Cook was not out 21, including four 4s and Wilkinson 12 not out, the total score for 6 wickets being 108, a total not thought possible an hour previously.

Tea was taken at 5.15 p.m. and we learnt that Clacton had decided to attempt to get their winning runs in the same number of overs as Colchester instead of the 2 hours batting time, and it seemed that this was the correct decision to take, so with 38 overs at their disposal the run rate would be just under 3 an over, an easy task it would seem for a team with Clacton's batting strength.

Clacton start well

Rhymes and Nicholls opened the batting for Clacton and right away runs began to mount up. Rhymes was batting beautifully and scoring to all parts of the ground, however, Nicholls was caught for 14. Chilver came and departed for 7 and Bright was caught for 4, when the next man, Birchfield, was caught for 3, four wickets had fallen for 74 runs, and only 35 runs were required for victory with plenty of overs in hand and Rhymes still batting.

At this stage it again seemed that all was over for Colchester, but with the fall of the next two wickets including the valuable one of Rhymes, who was out for 46 runs, for only the addition of 7 runs, the Colchester team suddenly found new life and with vocal support from the crowd suddenly realised that they were in with a chance. The fielding really tightened up, and Clacton found themselves going from 74 for 5 to 94 for 9, the last two Clacton batsmen put up a brave show for a few minutes but Colchester were in for the kill, and with

well caught by Cook, Clacton were all out for 95 and Colchester had won a cliff hanger of a cricket final by 13 runs. After many attempts "David" had at long last slain his "Goliath," and Colchester had won the cricket cup.

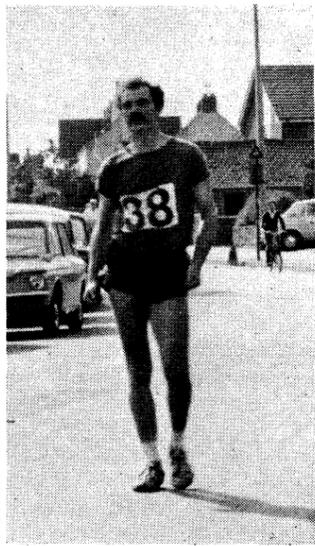
Memories I always cherish from this fine match, the classy batting of Rhymes and Grainger the aggressive batting of Jones and Cook, the steady accurate bowling of Grainger and Butcher, the brilliant catches held in the field by the Colchester team and the wicket keeping of the veteran French, but above all the pleasant friendly atmosphere that the game was played in, and the sportsmanship shown by both teams. As a footnote I would add the teams' thanks for the beer after the match, thoughtfully supplied by Superintendent Tommy Rush.

SOCCKER LEAGUE POINTS HARD TO WIN

THE Force football team, playing in the Olympian League where the standard is high, have found points hard to come by this season and have managed to wring only four points out of six games.

Part of the trouble lies in their inability, through duty and other commitments, to put the same team out each week. Against teams who play together consistently the Force are at a distinct disadvantage. The fact that their only win of the season was away from home bears this out as the lads have also lost heavily at home, being beaten 5-1 by Ongar. Their win came against Dunmow by the odd goal in three.

During the past month the team has also held Sawbridgeworth to a high scoring 4-4 draw and lost heavily to Bowers United 4-1. The team pictured before the Ongar match are: standing from left, John Burke, Richie Griffiths, Tony Bragg, Tony Wicks, Dave Wilkinson, Mick King, Taff Jones, and Bob Cordery; kneeling from left: Peter Hudson, Colin Jennings, Alf Henry, Chris Fardell and Lionel Lee.



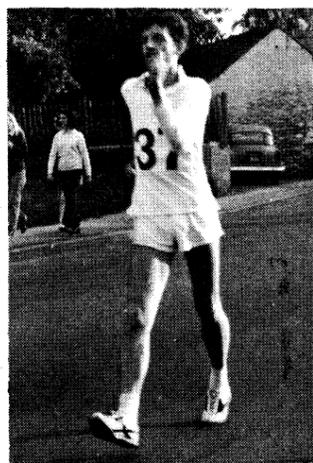
100 mile race

They just kept on walking and walking and . . .

ABOUT 12.49 p.m. on Saturday, 27th September, at Bristol, John Hedgethorpe arrived at the finish line to win the 1969 open 100 miles walking race. Behind lay 18hrs. 48mins. 59secs. of hard foot-slogging since 6 p.m. the previous evening, and 68 opponents, some still walking, some who had given up long before.

One who never gave up was Peter Cox, making his first attempt at the hundred. After having his request for time off for sport turned down he took annual leave, drove himself to a best ever 50 miles time and went on to become the Force's second Centurion by finishing in 23hrs. 45mins. 11secs.

The course was a harsh one with some four climbs of varying difficulty on each lap but one long drag which had to be ascended 11 times. Before the race the more pessimistic of the organisers confidently predicted a winning time outside 20 hours. They soon had something else to shake their heads about as the leaders, Pat Duncan of Bel-



grave Harriers, and John Dowling of Sheffield, set off at a terrific pace. Hedgethorpe set off after them and none too patiently allowed his own pace to rise taking him into second place at 17 miles. At 40 miles he was within two minutes of Duncan when the latter suddenly walked off the course, finished by his fast start.

This pushed Hedgethorpe into a short lived lead as one of the 20 Dutch competitors, Voss, now came through with great power. But he in turn came to grief and held the lead for only 12 miles, retiring from the race at the 60 miles mark. This left the Essex walker with a commanding 30-minute lead which no-one could assail, indeed towards the end of the race

this margin rose to 39 minutes, Dowling occupying runner-up position.

Peter Cox was not lapped by his team mate until nearly 5.30 a.m. when he had already covered 54 miles and to this good early going he owed his subsequent success. He arrived at the 90 miles mark with three hours to spare but was so fatigued that he needed all but 15 minutes of this time to get round the last of the 10 laps.

So the Force had the distinction of having the first home and the last and of doubling its membership of the select ranks of the Centurions. Only amateur athletes who walk 100 miles in 24 hours in a race under strictly controlled conditions are invited in. Since its formation in 1911 there have only ever been about 440 and many of these are no longer alive.

OTHER EVENTS

Altogether September was a busy month for the walking section. At half the Bristol distance the London to Brighton was contested early in the month. Geoff Lee flaked out at 40 miles but John Hedgethorpe pushed on to a best time of 9hrs. 7mins. 58secs. to take 18th place, a nice warm up for what was to come later.

Over longer shorter distances the team got themselves going again with the winter season in view and although performances were a little sluggish this will improve.

In the first league race of the season over a 3-lap course at Woodford a team of five turned out to register a goodish start but in the second event things went astray as only Keith Mann was able to take part. This was partly due to a clash of dates with the "100".

Results

5 1/4 miles at Enfield 30.8.69
J. Hedgethorpe, 44mins. 15secs.
M. Blackwell, 48mins. 38secs.
K. Mann, 48mins. 56secs.

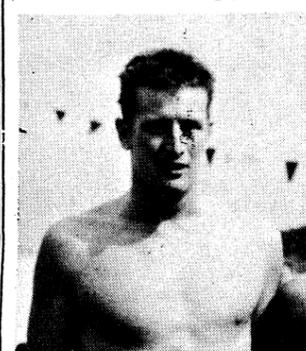
7 1/2 miles at Chelmsford on 7.9.69.
K. Mann, 70mins. 32secs.
M. Blackwell, 71mins. 36secs.

5 1/4 miles at Woodford on 13.9.69.
J. Hedgethorpe, 46m. 45s., 25th
G. Lee, 51m. 21s., 52nd
M. Blackwell, 52m. 09s., 59th
K. Mann, 52m. 21s., 60th
P. Cox, 55m. 15s., 70th
(87 finished)

One hour track race at Hendon on 27.9.69.
K. Mann, 10,149 metres (5th in D section)

Life Saving

IN THE competition for the Alderman McInnes trophy at Christchurch on 8th September, Sergeant Dick Parker of Grays, competing for the Force team, put up a first-class display to score the top individual marks in the contest. Dick's prize-winning form was unfortunately not completely matched by his team mates and the team finished 11th out of the 20 taking part.



Dick Parker, Sergeant at Grays, who swam to top position in the Alderman McInnes lifesaving competition.

The event is open to police forces in the south-east region and also to

SHOOTING SECTION NOTES

THE Force Champion-shot competition for 1968-69 was won by Mick Brangham of Headquarters with a score of 586 x 600 with second place going to John Stenson of N.S.R.A. Medal with 583. The N.S.R.A. Medal was presented to John Cottee who was third with 576 as it had already been won in previous years by those who gained first and second place. Other scorers were: A. Gowers 575, C. Snow 563, J. Piggins 559, R. Wolton 558, A. Willis 555, K. Howard 532, D. Whitehead 495 and M. Scott 481.

Captains of Divisional Sections are asked to send the names of those wishing to enter this year's competition to the Section Secretary, P. S. M. Brangham, Driving School, as soon as possible. This is quite an easy competition only six cards at 25 yards and all year in which to shoot them.

Les Bailey Trophy

The P.A.A. Long Range Individual Championship (District) attracted quite a large entry from the Force. The First Stage also being used to determine the Force Long Range Champion and the holder of the Leslie Bailey Memorial Trophy. Now that we are in the South East Region competition the world of shooting is very strong—John Stenson put in a fine 390 x 400 to reach the second stage and also to win the Bailey Trophy which was presented to him at the P.A.A. I.S.U. Championships at Bisley. Other qualifiers in the P.A.A. event were K. Hollands (Kent) 390 and R. Dove (Herts) 389. The scores of the other Essex & Southend entrants were M. Brangham 386, D. Scott 377, G. Breeding 377, R. Sanderson 377, J. Cottee 373, R. Wolton 360, P. Starling 360, J. Lemon 349, D. Whitehead 329 and M. Scott 275. It was disappointing to note that eight Essex and Southend entrants failed to return their cards!

Bisley

The Force competed in the P.A.A. National Team and Individual Championships. There was a total entry of 55 teams of which 45 completed their scores, five of them from E. & S. J. C. The winners of the team event were Birmingham City 'A' 1153. E. & S.J.C. 9th were placed as follows: 'A' 9th (Brangham 380, D. Scott 373, Stenson 380). 'B' 27th (Gowers 375, Frost 371, Cottee 375). 'C' 43rd (Sanderson 357, Green 359, Snow 367). 'D' 36th (Breeding 357, Wolton 368, Starling 373), and 'E' 45th (Carter 356, Frith 362, M. Scott 296).

Messrs. D. Scott, J. Stenson, R. Frith and M. Brangham stayed at Bisley for the whole of the N.S.R.A. National Meeting and all from time to time throughout the week figured in the prize lists.

Entries for the P.A.A., I.S.U. Championships were few as exponents of the difficult free-rifle event in the country can almost be counted on the fingers. However, John Stenson and Don Scott shot the preliminary round and with scores of 1,000 and 951 qualified for the final. This was held at Bisley Ranges on the 26th August, 1969, in the usual weather, a mixture of sun and rain.

Both acquitted themselves well and their scores were: Scott—Standing 255, Kneeling 336, Prone 386, Total 977. Stenson—251, 328, 390, Total 969.

The pistol shooters of the county have been in action at the Suffolk meeting and at Bisley for the Mander Trophy, and also went to Guildford for the South East Region "Rutherford Cup" but came back without either.

Champions were Hampshire 'A' team with Bristol City in the runners-up spot.

The Force team was Eric Scott, Bob Perry, Roger Burrows and Colin

Stonham fund

staff division

MIDNIGHT VARIETY SHOW

11 October 1969

SATURDAY

TICKETS

all prices

AT BOX OFFICE

ODEON

CHELMSFORD



Kenny Ball & His Jazzmen



Cyril Fletcher



Kim Cordell



Lenny the Lion



Joe Henderson



Gil & Terry



The Road Stars



John Mann

To the SEASIDE with SEAXES

ON SUNDAY, 21st September, Seaxes Motor Club members took a party of spastic children from Notley Hospital for a day by the sea. The children's ages were all below 15 and they enjoyed an exciting day out with their new friends from police headquarters.

First of all everyone met and got acquainted. And what more natural than to do it over a cup of tea with the police mobile canteen there to dish it up. Cadets Veronica Williams (top picture kneeling front) and Margaret Barrett (standing centre top) are seen with others doing a "getting to know you" act.

Then it was all aboard for Walton-on-the-Naze, transport being provided by members' cars. At Walton there was another conference about who-goes-where-with-whom (below right) with Des Biggs, Leaxes chairman, handing round the clip boards.

After visiting the pier and the amusements and a walk along the promenade the kids, tired but happy, were taken back to hospital.



Federation News

THE Open Meeting has come and gone and readers who were not able to attend the meeting will be able to read an account on other pages of this issue. Some comments will no doubt be adverse, mainly because of the performance of the members of the Joint Central Committee, who, I feel rather underestimated the feelings which had been aroused by the lack of authenticated information and by the wild rumours which have been circulating all over the country.

To be absolutely fair to them, they have never been in a position to give us any more information than was given at the meeting, purely because none had been circulated from the Ministry. After the meeting they had no doubt that the members of the Police Service would be behind them should strong measures be needed to ensure that our pension rights are retained.

It is strange that two days after the meeting, the Minister should come out into the open and state that private schemes would not be affected. If this had been his intention from the outset, then most of the blame for the speculation must rest with him for not telling the public before now. It is expected that details of his proposals as they affect policemen will be given to the Joint Central Committee and the local authorities very soon and any information which comes to hand will be circulated to members by the fastest means.

Despite the criticisms about the performance of the Joint Central Committee, there can be no doubt that the arrangements for the meeting were excellent and to give praise where it is due, our thanks should go to W/Inspector Tomkins; Sgt. Rodgers and Constable

Irwin of Southend, who comprised the Arrangements Committee for this meeting and other events during the week, for a job well done. Negotiations for the meeting had been going on since 1960, well before amalgamation, and it was decided to carry on with the arrangements made by the Southend Joint Branch Board despite the fact that a new Board had been formed for the amalgamated Force.



Collections

The County Treasurer has given his blessing to the proposition that subscriptions to benefit the dependents of Police Officers who died whilst still serving may be deducted from pay, so I am now free to go ahead and circulate the Force by way of a Referendum to try to stabilise the position regarding Force Collections. This operation should be under way by the time this issue of the newspaper reaches you.

Arrangements will shortly be made for the distribution down to Sub-Division level of copies of the Police Federation Statutory Instruments Handbook. This very useful book which condenses the Regulations concerning Police Officers will be kept at Stations so that they are readily available to members should they wish to refer to them. They will remain the property of the Joint Branch Board and must not be removed from Stations for individual use. They are

for the benefit of contributing members of the local Federation Funds.

Federation Notice Boards are being made and will be distributed to Stations shortly so that there is a regular place where members can consult the current bulletins and Minutes of Branch Board meetings.

Elections

Branch Board Elections will take place again in December for the election of representatives for 1970. The Chief Constable has agreed that the election procedure shall be published as a Standing Order so that all members will be aware of the proper conduct of elections, and if there is any cause for complaint, the grounds for that complaint can be stated. It is hoped that in this way future elections will go smoothly and there can be no justification for errors of administration.

Grievances

I would appeal to all members who have a complaint or grievance to make sure that they try to get their complaints corrected at local level if at all possible, and to go through the proper negotiating channels in order to have the matter sorted out. It is absolutely no good just moaning about things hoping that someone will take the matter up for you, and a verbal complaint to your representative is not sufficient.

You must commit your complaint to paper. Only too often has a representative been left holding the baby when it turns out that things were not as he had been told. Your reports will be treated as confidential, and your confidence will not be betrayed by your representative. Let us have the full facts so that we can bargain from strength of conviction, because respect for the Federation is surely weakened when it is found that we are fighting with incomplete or insufficient preparation.

Contact your local representative first, but if for some reason you are unable to do so, I can be contacted at Police Headquarters, either on extension 248, or a message left with the switchboard operator will reach me should it be necessary to ring you back.

Holidays

Do you know, that the Holidays Savings Scheme operated in the previous Southend-on-Sea Constabulary will be made available to all members of the amalgamated Force? It is hoped to be able to supply all the information required very shortly so that former Essex members can join the Scheme before the New Year. Very briefly, members can opt to pay a set sum per month into the scheme, the regular amounts being deducted from pay, and an advance from the fund can be applied for when required for a holiday or other purpose. In this way, the cost of your holiday can be budgeted for throughout the year.

WASTAGE

(Premature retirement before pension)

CONCERNED by the rate at which wastage is running the Chief Constable has appealed to the Home Office Research and Development Branch for help.

In consultation with the Force Planning Department a two pronged plan of action has been devised by Mr. B. Venner, a Home Office sociologist.

In future policemen resigning before pension will be invited to attend an interview with Mr. Venner. This will be entirely voluntary and will last for the next few months only.

In addition a comprehensive questionnaire has been prepared and this will be sent out to every member of the Force. Again completion is voluntary and the individual views expressed will be secret — only Mr. Venner will see. A letter fully explaining what to do will accompany the quiz which will ask you what you think is the matter with the police service. Mr. Venner hopes for at least an 80 per cent reply, the more he gets, the better his chances of finding out what is wrong.