

HANDS OFF OUR PENSION

DECEMBER '69

No. 9

Jock Paul retires

ON FRIDAY, November 21, a social was held at Headquarters to mark the retirement of Sgt. Jock Paul of the Driving School.

Sgt. Paul is a household name in police circles throughout South-East England. He has served 20 of his 30 years at the driving school as an instructor and in the latter years was senior instructor and an authority on all driving matters.

About 170 ex-students and their wives attended the social which was arranged by driving school staff. There were many retired instructors there plus other guests from as far afield as Guildford, Bedford, London Airport, Wisbech and Hertfordshire.

Chief Inspector Watson gave a bag-pipes solo ending with the Gay Gordons as an encore.

On November 27, the driving school instructors held a private dinner to make their personal farewells to Jock Paul and presented him with a parting gift of a Wolf electric drill with many attachments.



Sergeant "Jock" Paul has retired after 30 years in the Force. On November 21 a party was held at headquarters to mark his departure from the driving school where his expert knowledge of police driving has been put to excellent use for many years. He is pictured here standing by the skid pan, upon which he showed great expertise and demonstrated

MORALE STILL HIGH

Divisional recruiting inspectors recently met at Headquarters to consider ways of attracting recruits. The chairman, Mr. John Duke, A.C.C. (P. & I.) reported that the strength of the Force was now 10 less than upon amalgamation on April 1, But, he said, "I have been round the Force and talked to the men and I can say that morale is as high as it has been for a number of years."

ON COURSE

Mr. Alan Goodson, LL.B., Assistant Chief Constable (Admin.), leaves the Force for 12 months in January to take up his place on a course at the Imperial Defence College. He is the third policeman ever to attend this course which is for senior officers of the Armed Services and the Civil Service, drawn from all parts of the Commonwealth.

A Christmas message from the Chief

1969 has in many ways been a difficult year for the Service and for the Force. In the face of a slowly rising tide of disorder, crime and violence, everyone in the Service has had to give of his best to maintain the Queen's Peace among an increasingly critical public. But the public though critical is far from hostile and I am sure our efforts are better appreciated than ever before and this should be an encouragement to all policemen to continue to show in the year to come the same loyalty to the Service and devotion to duty.

The Force has had its problems — the operational and administrative burdens continue to increase more quickly than the numbers of staff. A greater load is placed on each individual and the response had been very good. We have had some teething troubles following the amalgamation of the two forces but they have been comparatively insignificant. With goodwill these should disappear in a very short time.

I thank everyone — police officers, civilian staff and members of other organisations and services connected with us — and wish all a very happy Christmas and a contented and prosperous New Year.

THE most serious worry to assail policemen in a good many years, the apparent attack on their pensions, has still not been dispelled. There can be little doubt that while the uncertainty goes on wastage, premature retirement, will not abate.

And uncertainty there is. When politicians mention the subject at all it is to add fuel to the fire. The latest oration came from the Home Secretary, Mr. James Callaghan, speaking at the annual meeting of the Metropolitan Police Branch Boards, at Caxton Hall, during November.

Dick Pamplin, joint executive committee chairman, had told the Home Secretary: "I must ask you to say to your colleagues in the government, 'Hands off our pensions'."

Mr. Callaghan sought to reassure the meeting. He thanked the Federation for putting down some of the wilder rumours that had been going about. "There is no truth in them at all," he said.

He went on: "The government have not yet started their proposals on occupational schemes. All that has been said so far is rumour. The preparatory work is in hand."

Continuing, he said: "One of the main problems . . . is not so much your pension scheme, but what is to be your total pension . . . at 65. This scheme is obviously going to cost more. The aim is to receive from both schemes . . . broadly the same amount as you receive from the existing scheme."

"It could be done in several ways. The present scheme could be adjusted to take account of the new social security benefits; there could be a partial contracting out of the Police from the scheme; or there could be a combination of the two.

It will be necessary to consider the question of reserved rights of serving officers, and there can be no intention of altering benefits earned up to the date on which you negotiate a new scheme."

Speaking of the review which is taking place of occupational pension schemes, Mr. Callaghan concluded: "When the review is completed and state pensions and police pensions are taken together, my understanding is that overall we shall have an even better scheme than we have at the present time.

"I intend to take a personal interest in this matter. We will have to see, as the details are published, just what the result is."

No clearer

This will have done little to allay policemen's fears. The preoccupation with what policemen are to receive at 65 is shared by every policeman, but they are more concerned with what they are, or are not, to receive when compulsorily retired at 55.

Many policemen are not impressed by the term "partial contracting out." Tension on this sore point will not be reduced until firm proposals indicate by what percentage policemen may contract out and by what percentage this option will reduce the benefits. Mr. Callaghan says there can be no intention of altering benefits earned so far. But what does "earned" mean? Does this mean that policemen with 25 years in, who have secured a pension will still get it but that others will not?

In that case: "What about the poor devil with

Four desert songbirds...



... or Desert Song birds to be more correct

Song." Pictured here are four of the principals, from the left, Pat Reader, ex-policewoman at Basildon; Sylvia Dalby, 18 years old, guest star of the society; and two C.I.D. wives Julie Cordery and Sue Bragg. Male lead will be sung by that chubby chappy, Ted David

IDEAS

The relatively new scheme for dealing with suggestions from members of our Force to improve its day to day working, create greater efficiency and save man-hours and money is now gaining momentum.

The scheme, for those not familiar with its mechanics, is that suggestions come up to the Research and Planning Department at Headquarters through divisions. They are then discussed at the next Planning Group meeting—made up of representatives of all ranks—and if considered a starter, a sub-committee is drawn up to delve deeply into the problem.

The sub-committee, normally numbering from four/six members depending on the size of the job in hand, is again made up of a cross section of ranks and lengths of service from as many divisions as possible. Experts in the relative field of enquiry are chosen with perhaps an outsider to keep things in perspective—civilian members too have a representative if they are involved.

Having completed their enquiries, a comprehensive report is submitted, giving conclusions and recommendations, which again is discussed by the Planning Group before onward transmission to the "corridor of power" for a final decision.

So far there have been some two dozen suggestions from various ranks covering 17 different subjects—duplication of ideas and suggestions have obviously occurred.

The suggested improvements appertain to such diverse matters as pocket and information books, magistrates' courts forms, statements in respect of minor crime, property in police possession, charge sheets, typing pools, interior decorations, conveyance of prisoners by road and wireless procedure.

Sub-committees have been set up or are in the process of being set up for the majority of the above subjects and the first reports are now coming back. The standard of these enquiries and reports appears to be extremely high—doubtless as the suggestions are adopted we shall all have cause to gratefully endorse the ideas and efforts of our colleagues.

In those instances, and it is hoped they will be few, where a bright idea is not implemented—the originator and sub-committee members will be told why and not left wondering what happened to his brain-child or weeks of toil.

While ideas and suggestions are not being touted for simply to keep the machinery running—doubtless there must be many improvements to be made to existing matters and new ideas to be formulated in constructive minds—so don't hide your light under a bushel—let its rays touch paper in the

Wanted: News items

Acutely conscious of the fact that "The Law" has a marked Headquarters bias, the Editorial Staff have been able to do little to counteract this simply due to lack of articles, photographs, etc., from Divisions.

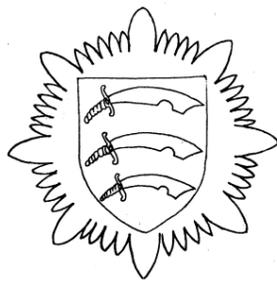
It seems a great shame that events in the further reaches of the county go unnoticed, from "The Law's" point of view, replaced by possibly less interesting articles that have come our way.

In an effort to put this obvious defect right we suggest that each Station, say at Sub-Divisional level, appoints a volunteer who is genuinely interested and willing to go out of his or her way to keep a steady flow of items coming in: the volunteers' ranks are immaterial—their output and ability not to miss news items in their respective areas are the key factors.

This applies also to other sections of our readers who take part in Group Activities and Associations.

So please, please, get your heads together and send us the name of your volunteer newshound.

Now a final note to those lucky few selected! Please don't start off with a rush and then dry up—if you lose interest, say so, and we will find someone else; also, please don't wait until a couple of days before publication each month and then drop your articles on our toes—send up the goods as they come in!



The campaign to bring back capital punishment seemed to take on a new twist at Headquarters last month at the Seaxes Hallowe'en party. But it was only Dick Giggins brandishing his cardboard axe. Anne Boleyn, "with her head tucked underneath her arm," is Mrs. Bertha Groom.

At least one of the four is recognisable



The Colchester section of the International Police Association promoted a ball in aid of the Stonham Fund in October at the Copdock House Hotel. Guest star was Semprini and our picture shows P.S. Bill and Dorothy Bowmaker presenting a bouquet to Mrs. Semprini after her husband had entertained the company. Picture by Les Brand.

Fleet

Harold Tredree, Ex-Sgt. of Colchester Borough and Essex County Forces, has been in touch to say that the article on the "Borough Fleet" was inaccurate as far as the numbers of men involved is concerned.

Harold states that in his time there was a sergeant and six men. Up to 1934 Sgt. Small was in charge but he then retired and Sgt. Cranfield took over, remaining in command until 1942 when the river section was disbanded. After that other amalgamation took place in 1947, the County formed a launch crew based on Tilbury and Sgt. Cranfield took command.

SUSPICIOUS MINDS

A complaint has been received from the Research and Planning Department at Headquarters, through whom the completed "Manpower Wastage" questionnaires were channelled to Mr. Brian Venner at Home Office.

Apparently due to the collective ingenuity of the majority of our members, great difficulty was encountered in steaming open some 1,400 envelopes!

Whilst elementary precautions against illicit unsealing such as cello tape, staples, brown sticky paper and non-standard size envelopes created no great challenge—it had to be admitted that hieroglyphics, signatures and scented envelopes needed determined efforts!

However, congratulations must be given to the two members who completely baffled the snoopers—the first made a clear impression of his right thumb-print across the seam of the envelope and try as they may, nobody could be found at Headquarters with a similar impression with which to re-seal the offending packet! The second, an officer who could outrank any divisional commander, simply returned his questionnaire as he had received it, appending his initials under the word "Seen"!

Mr Brian Venner writes on page 4

Cups up

Diving operations directed by P.S. Phil China in early November produced an interesting haul.

The search was for sports trophies stolen from Wickford School in 1967 when 13 cups were taken. The divers recovered 9 of the cups including one upon which the winners names had been engraved, "1938—Constable," "1939—Nightingale."

Out of luck

The divers were less successful later in the month when they came up empty handed after several sessions in the Thames off the Tilbury landing stage after a screw and the out-board motor had fallen off the launch. Home Office experts came down with sounding gear but the equipment could not be found.

House

An unusual diversion occurred at the promotion examination at the Shire Hall, Aveley, in early November. All the candidates had their eyes down when one of the local old boys marched in, sat down, and said, "Who's going to call the numbers then?"

Obituary

We regret to report the death of ex-P.C. Dennis Richard Wiseman, aged 78 years, at the

New cars for old

MEETING on November 17th the Administration of Police Committee were told by the Chief Constable that to meet operational commitments and maintain efficiency an additional 19 vehicles would be needed in 1970/71.

The Committee agreed and recommended that, subject to the approval of the Secretary of State, £12,968 would be spent on these vehicles. Included in the estimate are three motor cycles, two cars and a van for traffic patrol reserve, one car for driving instruction, one for general duties, a workshop van, six assorted C.I.D. vehicles, and four Velocettes.

During the same financial year, again subject to approval, 188 vehicles will be replaced. Largest numbers on the list are 33 mini cars for unit beat work and 24 mini vans for general duties. The total cost of this will be £149,477.

Now you sell it, now you don't

LAST summer the Police Authority declared the police house at Bulmer to be surplus to police requirements. It was resolved to dispose of it.

However, an examination of the deeds of the property has shown that the Conveyance to the Council contains a covenant restricting the use of the premises to the housing of a policeman, and since it has not been possible to get a release from this covenant it has now been decided not to proceed with the sale.

This was one of the matters considered by the Buildings and Sites Committee of the Police Authority on 17th November. Now all we need is a tenant, so watch out.

The Chief Constable asked the Committee if arrangements could be made to carry out, during this financial year, works to provide lavatory, washing and store facilities at Thaxted Police Station. This was agreed at an estimated cost of £700. An estimate for building toilet facilities at Tiptree Police Station, together with hard

SUE SPEAKS FOR THE OTHER HALF

Mainly for Wives

THE problem of police officers resigning prematurely is not going to be solved by sending out questionnaires in highly technical terms or by issuing them with couturier designed uniforms, most like the uniforms they already wear, or would if they were tailored to fit properly. Anyone who really wants to find out what our husbands find so trying about their job could do so quite simply, and they could start by looking at the reports of Princess Anne's visit to Chelmsford, ostensibly to open the new Cadet School; it must have been very nice for the few cadets who met Her Royal Highness, but I wonder how the others felt about it? It seems that the powers that be are so concerned with outward shows of interest and concern that they are not seeing the wood for the trees. It is not the things that show, but rather the things that people outside the job do not know about like pay, promotion, overtime, holidays and housing. I know that this is no great revelation but I believe that it is possible to improve the situation in at least some of these directions if the will is really there.

As the teachers, firemen and ambulance men have now succumbed to the national blackmailing policy of striking, policemen must be about the one body of people who are unable to employ this method of getting their own way, so of course they have to wait and wait. Promotion is slow, too, and it often seems as if the method used to select the lucky few is nothing more up-to-date than a pin! Overtime is another bone of contention. Time off in lieu of pay for overtime is an accepted part of the job if it comes before or after a normal duty period, but the time off should be taken when it is required, not when it suits others. Compulsory overtime to attend lectures in the evening, sometimes for many weeks, is another matter and in

view of the inconvenience caused I think that this should be paid overtime in most cases.

Every year when the leave rota goes up there are weeks of niggly back-biting and awkwardness; this is a ridiculous situation. It should be quite possible to arrange a system where the prized six weeks of the school summer holidays could be allotted more fairly. Choice of holiday dates should be on a points system based on the length of service, number of children from five to nine, number from nine upwards and still at school, and whether his wife is working and they have young children. I have not got space here to explain exactly how this would work, but I am sure that this type of allocation is (See Back Page Col. 6)

PORTRAIT

THE COUNTY PROSECUTING SOLICITOR

TO MANY of us, Mr. T. Hambrey Jones appears to be something of an unapproachable figure sitting at the head of the County Prosecuting Solicitors' Department; however, when asked if he would consent to being the subject of "Portrait" and later, when interviewed for this article, one of the points he wished to emphasise was that this myth should be dispelled.

Although indigenous to South Staffordshire he spent most of his earlier life in Sussex, his father having retired to Bognor Regis whilst the young Hambrey Jones was still of school age. Having completed his schooling at Chichester High, Mr. Hambrey Jones was articled to the Clerk to the Bognor Regis Urban District Council.

In 1942 he volunteered for active service — subsequently called up in 1943 he spent the greater part of the ensuing three years as an aircrew member of No. 4 Group, Bomber Command, based in Yorkshire.

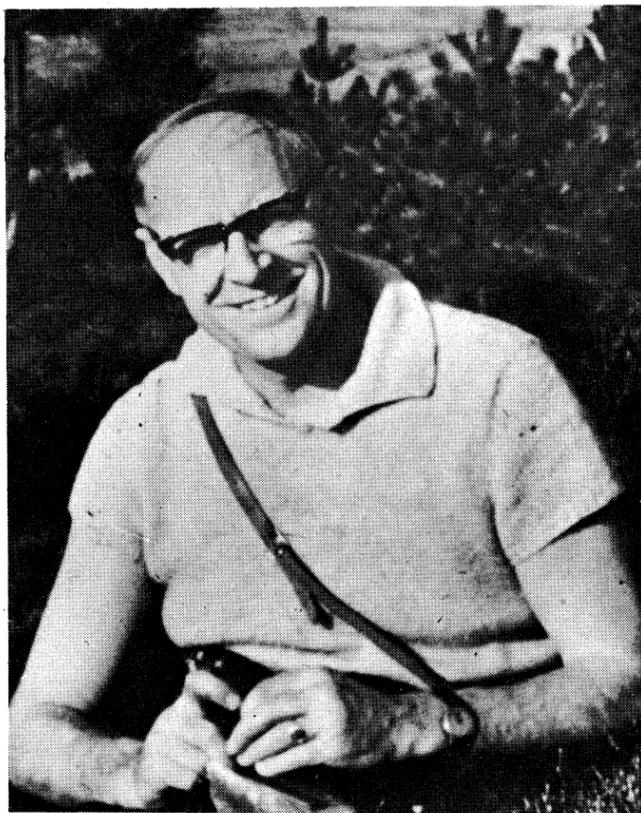
Somewhat reticent of his wartime exploits over enemy territory, Mr. Hambrey Jones recalls with some amusement one alarming experience whilst on a daylight bombing raid of Nuremberg: all eyes and attentions being focused on the intended target below nobody noticed that one of their fellow aircraft taking part in the raid was approaching the subject from a higher level. Whether the bomb-aimer in the second aircraft was unusually mischievous, a bad shot or simply had his eyes closed will never be known — suffice to say he succeeded releasing his load of 500 pound bombs in a neat pattern around the unsuspecting aircraft below.

The maintenance of air silence mattered little in the ensuing few minutes — even without the help of a sophisticated mechanical aid, the whole squadron were apparently aware of the near disastrous error from the ribald remarks of the indignant crew.

Returning unscathed to "civvy-street," in 1946 Mr. Hambrey Jones resumed his duties with the Bognor Regis Council where he became qualified as a solicitor.

There then followed periods with both the Hastings and Wallasey County Borough Councils before appointment as Deputy Prosecuting Solicitor with the Kent County Council.

On January 1, 1959, Mr. Hambrey Jones succeeded Mr. Emrys Morgan as County Prosecuting Solicitor with the Essex County Council on the



Relaxing in the Welsh mountains.

former's transfer to Birmingham: this position he has obviously held to date, being redesignated "Chief Prosecuting Solicitor" when the Essex and Southend-on-Sea Constabularies amalgamated on April 1, 1969.

A married man, with two grown-up children, Mr. Hambrey Jones's leisure activities revolve almost entirely around the "outdoor life." An ardent touring caravaner, he has spent many holidays both in the United Kingdom and on the

Continent — he has never, however, had the urge to revisit the scenes of carnage wrought by his squadron in bygone years. He likes nothing more than to find a quiet beauty spot where he and his wife can walk unimpeded by the blare of modern day living, enjoying that relaxed yet strangely exhilarating inner glow that only lovers of the countryside experience.

Mr. Hambrey Jones is of the opinion that co-operation be-

tween his office and the police is generally excellent — marred only, he feels, by the false image mentioned in the first paragraph. He would like to see far more liaison with his office from the "workers" in our midst — when an officer, no matter how new to the job, has difficulties and queries that can be successfully answered only by Mr. Hambrey Jones's staff then they should not hesitate to avail themselves of the facility afforded. He also urges that when an officer hears a witness deliberately misleading the court, he should at once tell the advocate and not casually mention it at the end of proceedings: also he would like to see officers arriving at court some half an hour early in order to confer with the prosecution advocate on difficult points, doubtful witnesses, etc. It is embarrassing, to say the least, for a prosecuting solicitor to open having seen no sign of the officer in the case, call his first witness and hear the usher's reply "Not here your Worship."

Staff problem

Another matter that concerns Mr. Hambrey Jones is that of calling upon the services of advocates not employed by the County Council.

Of necessity, his advocate staff of nine solicitors being at present depleted to seven, he has to instruct outside barristers and solicitors for day to day Magistrates' Court work. It is not unknown to require a total of 20 advocates on certain busy days to cope with the various Courts sitting throughout the County — needless to say, the majority on such occasions are not County Prosecuting Solicitors' staff.

He is conscious of the fact that at times the outside advocates arrive at court ill equipped for their appointed cases — when such an eventuality arises he would like to be informed so that some action may be taken to try and prevent its recurrence. Conversely, when pains have obviously been taken and a praiseworthy performance occurs he would like to know about this also.

An accurate assessment of the lengths to which Mr. Hambrey Jones will go to afford the best possible service to the Force can be drawn from the fact that he specifically asked for his home telephone number (Chelmsford 52549) to be published in case urgent matters need immediate attention.

Correction

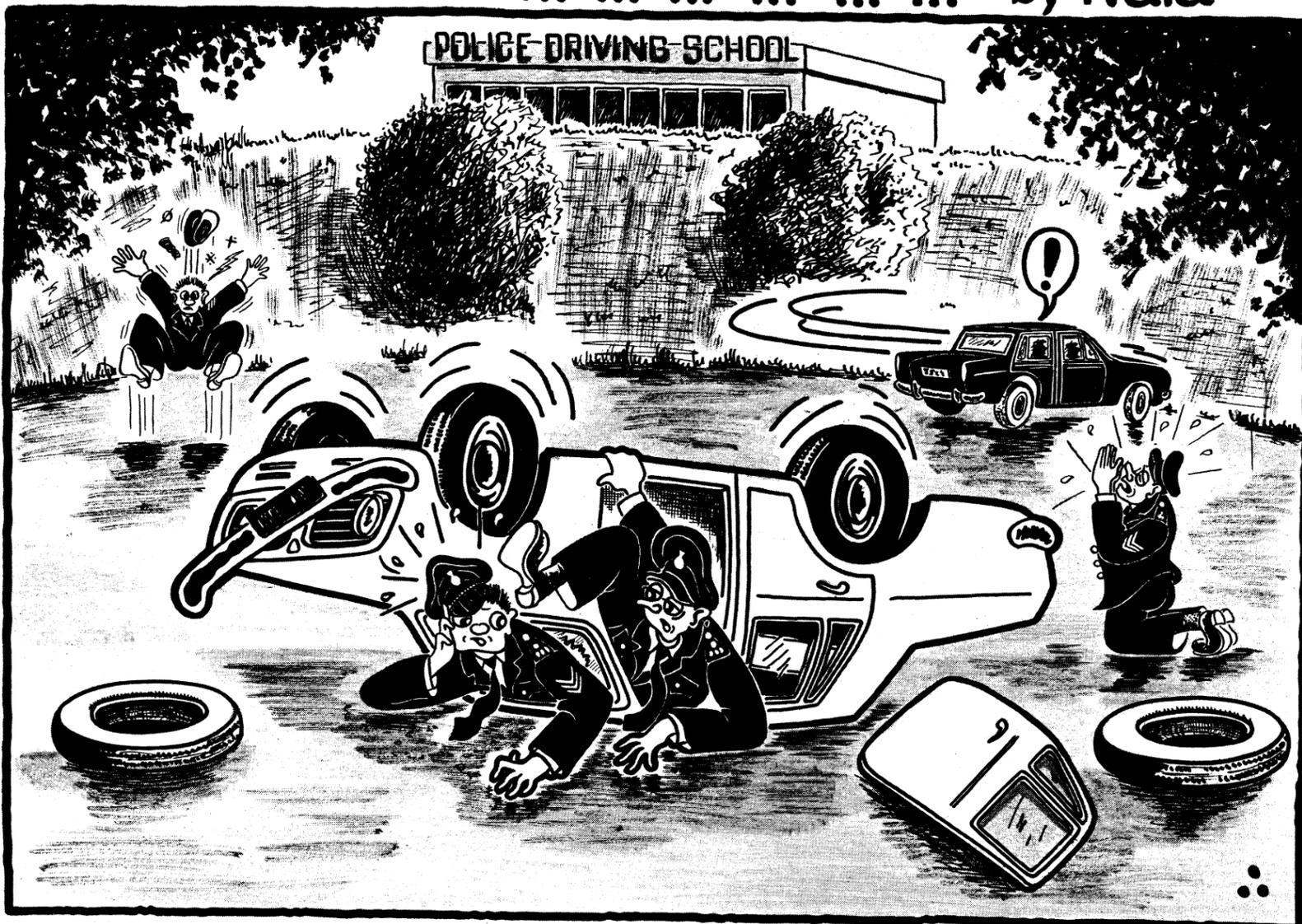
In the November issue we mistakenly stated in "Portrait" that Bill Austin became Finance Officer on January 1, 1969. This, of course, should have been January 1, 1968.

Dog Watch

Due to an admirable feat of driving skill by P.C. 1339 Kelly at Mayland on Friday, 14th November, 1969, the stray dog that has plagued countless Police drivers for many years by appearing at scenes of otherwise inexplicable accidents involving Police vehicles has finally been eliminated.

Thank you, P.C. Kelly, do you think you can now find that ubiquitous cat that has caused similar consternation in the past?

A LAWFUL LAUGH by Nala



"MMMM - YES - WELL - NOT A BAD EFFORT JONES - THERE IS, HOWEVER, JUST ONE SMALL POINT YOU MUST GET RIGHT! "... .."

'I have received articles, advertisements, cartoons and nine sides of foolscap.'

That wastage questionnaire explained

By Brian Venner
Police Research and Development Branch

WE HAVE now received replies to the wastage questionnaire from approximately 70 per cent of Force members. Whereas this is a smaller proportion than I had originally hoped for the additional material attached to the questionnaires was considerably more than I had expected. I have received articles, advertisements, pay slips, cartoons and added commentaries ranging from one sentence to at least nine sides of foolscap. By the time this article appears the codeable parts of the questionnaires will be on punched cards and we shall be analysing them.

Simply reading the added remarks, which will amount to checking somewhere between 600 and 700 essays, is going to take some time in itself, let alone summarising them all so as not to do too much injustice to the contributors. This will delay, for a worth while reason, my reporting back on this work to the New Year.

Glancing at some of the questionnaires it is obvious that I was at fault in not introducing them more comprehensively. Perhaps a few further remarks are in order here. When first approached about this problem one of my certain feelings was that I needed to find out the opinions of as many people in the Force as I could possibly reach. The advantages of talking to people over all other forms of communication about matters as complex as manpower wastage are too obvious to need re-stating.

The main disadvantage is that by the time one has talked to the 1900th person in a group then a year or two has passed and the first person's attitudes have very likely changed together with some of the issues involved. Therefore there has to be a compromise by either limiting the number of people to whom one talks or using other methods. I felt it more important to ensure that everyone had the opportunity to make their opinions known to me and so chose to employ a questionnaire. The one we used has its own peculiar deficiencies I am sure, but its main purpose was to create a one-way channel of information for everyone. I tried to include as many items as possible in a form that could be analysed without too much difficulty, whilst allowing room for any points not covered to be attached. The choice of words for the categories used is a very difficult one as those policemen I consulted in this Force and in the Research and Development Branch would

regret this to have been so.

However, most members have returned the forms completed and I am inclined to feel reasonably satisfied that I have obtained a good cross-sectional set of views pertinent to manpower wastage, for the most part extremely conscientiously presented.

In fact, although I was very concerned to try to design the questionnaire so as to make the minimum of demands upon those asked to complete them, it is obvious that many people have spent considerably more than 15 minutes on their replies and I would like to express my thanks here to all respondents for the work they have put into this exercise. I only hope that my own efforts will be as valuable to them as theirs have been to me.

Confidential

The question of confidentiality has occurred on a number of occasions. Everyone involved has gone to considerable trouble to ensure this. Only I have seen the questionnaires to date. They will have been seen by the punch card operators during coding—entirely under my supervision at the Home Office. It will be impossible to identify any individual from the cards alone and they will be used for analysis of all but the free-hand commentaries. These latter will be checked through and summarised by myself and possibly a non-police colleague from the Branch.

Finally, although I have a lot of evidence in my office that the exercise has been taken very seriously it is also pleasant to know that many have obtained some fun out of it, too, as indicated in the November issue of this paper. In fact, I feel the questionnaire published in that issue illustrates what must be one of the fundamental laws in survey work—that you cannot design a form that will

FORCE DOG TRIALS

Top Dogs show their paces



The top four police dogs of the Force, from the left, Bob Collinson and Johnny, third, Barry McDonagh and Hardy, second, Len Breewood and Troy, the winners, and Rod Barrett with fourth dog Rocky.

The second annual Force dog trials took place during November at Laindon and Headquarters. Although the first days were marred by wet weather the final day's trials on the Headquarters sports field were conducted in pleasant sunshine.

For the exhaustive hard track tests, searches for property, irretrievable article exercises, and building searches the examiner was P.s. Bob Williamson. His comment afterwards was that the exercises were "generally well carried out." However, he did notice something which many policemen have known for some time, that some police dogs are a bit too eager to test their teeth at times.

Although there were some misfortunes in the property searches Barry McDonagh and Hardy, from Southend, scored a near maximum which helped them towards their eventual runner-up placing.

An interesting aside about Hardy goes back to the days when he was acquired by the Southend Force. His name then was Harvey. But Barry didn't fancy walking about with a dog called Harvey, "More like a big white rabbit," was his comment. But police training was confus-



ing enough without having to cope with a new name as well so he became Hardy and never really noticed the difference.

When the final day's play — well, there were times when it looked like play — began, P.c. Tony Collinson and Johnny, the Brentwood pair, were in the lead with 425 marks, with P.c. John Hill and Kimble (Orsett) second and the McDonagh/Hardy team third.

Last day

To the uninformed spectator the day's work was rather confusing. Come to that, there seemed to be just one or two confused canines there too. Some leapt on the fugitive with such enthusiasm that they really couldn't bear to let go. Another

found the stick miraculously in his mouth. Both covered their surprises very well. And one had to sympathise with the "fugitives" who must have lost count of the times the dog aimed quite properly at their sleeves but caught hold of their

little fingers by mistake: all in the day's work.

To be fair, many of the dogs were very impressive. If they were eager, how bad is that?

The tests included obedience, catching a fugitive and tackling men armed with a stick and with a gun.

The most obedient hound turned out to be that old one-time white rabbit Hardy, who scored a great 189/200. But close behind were Len Breewood and Troy, another Southend pair (182/200) and when it came to the criminal work Troy gave an almost faultless display to push himself into the lead. McDonagh and Hardy held second place and Bob Collinson and Johnny were third. The top four was completed by P.c. Rod Barrett and Rocky and these four pairs now go forward to the District Trials which this Force will run at Debden in the spring.

Quite a Southend benefit with first, second and fourth. The fourth dog, Rocky, incidentally, is another who once had a different name, Rinty. When he joined the Force there was already a Rinty there so he had to be Rocky. How much confusion we could avoid if this could be done with



"Over the wall we go—if dogs



Getting a grip of things, Johnny takes hold in just the right place with handler Tony Collinson close behind.

Bannan's Star the Cheeserolleater

WHY are mice supposed to steal cheese? It is part of our English literary heritage—the comic paper part at any rate—but how many people have ever seen them doing it?

Any way, why mice in particular? We never hear of dogs stealing cheese. Or do we? Well, cheese rolls are nearly the same, are they not?

Constable Bunn, a dog handler at Southend, and a colleague, Constable Howell, were off to take part in the snuffling competition—sorry, the tracking tests—at Laindon Army Camp, part of the Annual Force Dog Trials.

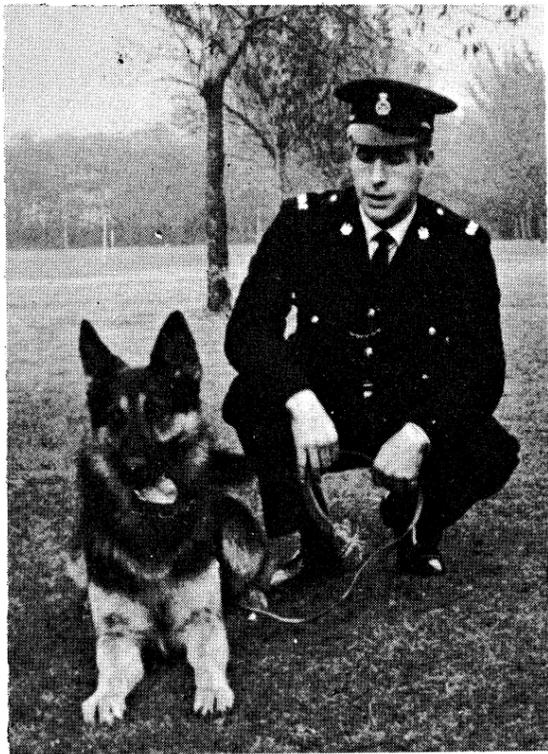
They loaded up the van, dogs in the cages at the back, and as he climbed into the front Adrian Howell put his lunch, some cheese rolls, inside his Wellingtons and threw them behind his seat.

Alas, they fell too close to the cage occupied by Bannan's Star, John Bunn's dog who lost no time in eating rolls, Wellington tops and all—through the cage wire, of course.

Now, whether it was the cheese, the rolls or the rubber, no one will ever know, but despite the pouring rain, or perhaps because of it—dogs are not daft, Bannan's Star made short work of the track, finding his quarry in double quick time.

An unfair advantage over the other dogs who had not had a practise run before the tests? A new sales angle for the cheese manufacturers? An illustrated example of the value of a balanced diet? The true happy ending is denied us because the Star of this tale did not win the trials.

We snapped him when he came to headquarters for the obedience and obstacle tests. But what is he looking at? Now where did I leave my sandwiches?



More than 1,000 replies in dependants referendum

By STAN SMITH

THE returns of the referendum on methods of obtaining money for the dependants of serving police officers within the Force have now been analysed, and will be considered by the Joint Branch Board at their first meeting in January.

Some of the results and a few observations are reproduced in this article for the information of the Force and it is hoped that they will foster discussion and consideration by members on this most important matter.

It is emphasised that the manner of presentation and selection of items are not intended to persuade members in any direction. All points of view have to be considered and when the time comes for members to opt for some course of action it is to be hoped that they will be genuinely guided by their own consciences and beliefs and not dragged along by a vociferous "stirrer."

Some 235 members took the trouble to offer some comment or suggestion and this is very gratifying. It shows that a large number of the Force realise that we are dealing with a very human problem which deserves the highest personal consideration.

From a total of 1,900 proformas distributed 1,070 were returned completed. Regrettably the views of some 800 members are not known, but the return is sufficient to show the general trend of opinion, at least among those who care about this problem. Although ideally we would have liked a 100 per cent return, the actual return figure is considered reasonable for a referendum of this nature and it is now up to your elected representatives to decide on the best course of action to take.

Few against

Of the 1,070 members who completed the proforma, only 29 stated that in their opinion it was not necessary to raise money for the dependants of police officers who die while still serving. One can only guess whether this percentage is characteristic in respect of the members failing to return their forms, or whether they are so disinterested or opposed to the idea that they would not contribute anyway. We are unlikely ever to know and can only take account of the views of those who have made them known.

For some reason a number of members appeared to find difficulty in understanding the question of the systems outlined that they were NOT prepared to participate in. The question was so framed that the systems not favoured could be easily identified by being left legible. Surely we all know the meaning of the word "legible"? One expects police officers to be fairly intelligent people and I am sure that those members who read the question carefully understood what was required. However, accepting that it could have perhaps been framed better, where it was obvious from the answers to the third question that

the member had misunderstood the question above, this was allowed for in the analysis.

From this second question it is quite obvious that the Benevolent Fund (514 against) and the Force Collection (411 against) were not as popular as the Levy Scheme (128 against).

The third question—"Which system is considered the best" bore out the results of the second question because (898) members came out in favour of the Levy as against 135 for the Force Collection and 68 for the Benevolent Fund as a means of raising the money required.

A total of 873 members are prepared to subscribe to the most popular system by majority vote. Here again one wonders what is the view of the abstainers. It may be that most of these members would be prepared to go along with the majority who feel strongly about this question of welfare.

Remarks analysed

Turning to the members who made observations on their forms, an analysis of these remarks produced the following points:

1. There is a very strong feeling among members that it is the duty of every police officer to make some provision for his family by way of personal insurance cover, and that no one should consider that merely by undertaking to contribute to any scheme of a charitable nature so that his family might benefit if something should happen to him, he has done his bit for their welfare.

With the Police Mutual Assurance Society Endowment and "Panda" schemes; the many commercial insurance schemes; the Federation "Return of Premium" scheme; and the Force Group In-

urance scheme, available for a few shillings a week, there is surely no need for any police officer to rely upon charity for assistance to his family upon his premature demise. Many members make the point that although it is a common failing among the younger members to put off the question of insurance, none of us can expect to live forever and no one knows who is going to "get the chop" next. This truth has been amply demonstrated by the last three deaths of serving officers in this Force, whose ages were 27, 31 and 33.

2. Several members have expressed the opinion that only those dependants of officers contributing to the scheme should benefit from it, with the Force Benevolent Fund being available to all.

3. Fifteen members have said that the Government should be responsible for looking after families of deceased police officers.

4. Opinion on whether there should be a sliding scale of premiums according to rank or income was fairly evenly divided among those who mentioned this aspect, with 17 for and 14 against.

5. Forty members indicated that they consider that the Levy should be higher than the proposed 5/-, with 11 members considering that the figure is too high.

Comments

Some extracts from comments made by members in their proformas are reproduced below to show how members feel about certain aspects, and I hope that they will become talking points so that members who wish to make a contribution to the discussions by the Joint Branch Board may contact their representatives and put their views forward.

"I have taken sufficient precautions to ensure that my wife and children would be adequately provided for . . . however, if you have a system, I am prepared to participate in the Levy scheme which worked well in my last Force and, I know, has all the advantages outlined in the leaflet and no disadvantages."

"I suggest that the money collected should be distributed in direct proportion to the need of the beneficiary."

"I strongly disagree with the suggestion that the scale of payment should be geared to the circumstances of the case. This is a means test which we have no

moral right to conduct. The payment should be the same in all cases."

"Why not have a Fund into which all the present collections are pooled? We would then all know what we are paying for and with a good committee elected constitutionally to distribute the assets in the best possible manner, the question of separate collections would not arise."

"There should be an age limit set on the age of a person receiving benefit. Constables and sergeants have to retire at 55 whereas senior officers can go until 60. An age limit of 55 should be inserted."

"I am quite satisfied with the present system of a Force Collection. I think that each individual officer should be allowed to give what he wishes to anyone he thinks is deserving."

"I vote for a Voluntary Levy but will only permit a maximum of 2/6 to be deducted."

"What if there is more than one death a month?"

". . . the Levy should be £1 per person."

I would like to correct one or two impressions which members have about the Police Dependants Trust Fund and the pension awarded to an officer who is killed on duty. The Police Dependants Trust Fund is only designed to assist the dependants of police officers who are killed or injured on police duty, or through enemy action while on duty. It is not a fund from which payments can be made after death by natural causes or by accident while not on duty. When a police officer is killed or injured off duty he is treated in the same manner as people in other professions.

The Police Authority is empowered to grant a special pension and a gratuity to the widows of police officers killed on duty, and we in this Force have had a recent case in which the widow was quite generously treated.

Working Party

The Chief Constable has recently charged Mr. Duke (A.C.C. P. & I.) with the setting up of a representative working party or committee to probe into the whole question of welfare funds in the Force. This group will attempt to determine the problems and needs and will consider all the alternatives which are likely to rationalise the position. Suggestions and ideas will be welcomed by this committee and all such thoughts should be forwarded to the Force Welfare Officer so that they can be considered. Here is a chance for this whole question of Force Welfare to be considered in depth by all sides and there is a good chance that this very important matter can be finalised in such a way that it will find favour with all members.

EDIVIEWS

AS THE festive season approaches this column throws off its usual "If in doubt lash out" mantle to embrace the spirit of peace and goodwill. But we may be forgiven, perhaps, for preferring the alternative translation, "peace on earth to all men of goodwill," which means of course that our greetings do not extend to those who do not display goodwill towards us and ours.

Into this wide category must fall those who write in local newspapers who still cannot accept the fact of amalgamation; those who threaten police pensions; those who, while demonstrating, attack policemen without whose presence they could not demonstrate in safety; those who find dogs that are not lost; those who make false allegations against policemen just to avoid a £2 parking fine; those who rush through legislation about as water-tight as a sieve and then expect the police to enforce it; those who limit police pay rises to the "norm" but give strikers twice as much.

But to everyone else may we take this chance to wish you a merry Christmas and happy New Year.

Such valuable space should surely have been used to snipe at those who are planning to worsen the pension rights of serving, and future police officers.

For the greater part of my service in the Constabulary I was a very active member of the Police Federation and later the Superintendent's Association, serving on the executive bodies of both.

Apart from the occasion when we obtained an improvement in Widows' Pension Rights, each time the Government of the day has changed the conditions of Pension Rights for serving Police Officers in my life time it has tended to worsen them.

I shall be very surprised if Mr. Richard Crossman, when his full proposals become known, is not bent upon similar mischief.

The members of The Joint Central Committee of the Police Federation are very experienced negotiators who do a difficult job on behalf of their comrades, often at great sacrifice to themselves and to the members of their families.

They attend such meetings as that held recently at Southend-on-Sea in order to show themselves to those they represent, and to give an account of their stewardship and discuss matters of the day which are affecting, or likely to affect, their members.

They are persons with the highest ideals and serve the Police Service with devotion and enthusiasm.

Human nature being what it is they do not always please those they represent.

It is a pity, IF on this occasion, their performance did not live up to the expectation of some of those who attended.

Even if this was so I thought the statement of the gentleman who was reported to have said: "I am bored. I shall not come again" was really pathetic.

Such remarks as these must have made Mr. Crossman, if he read of them, laugh all the way to the Treasury. This is just the attitude that he and his associates want at this time.

If our friend was bored it is time he did something about it.

Some of us in the early thirties felt that way and we did just that. If we had decided "I shall not come again" he would not now be enjoying the benefits of the Police Federation he has. It was not always so.

From years of experience in this field I would say, it is no use waiting until Mr. Crossman's plans for Police Pensions are contained in a draft

F. Watts
Leigh-on-Sea.

ON INDISPENSABILITY

Dear Ed,
I was so sorry to see such valuable space wasted by "Law Opinion Poll" in Issue No. 8. In case you have a gap to fill in the next issue, perhaps you might like to use the following, a copy of which I have carried for years.

THE INDISPENSABLE MAN

Some time when you're feeling important,
Some time when your ego's in bloom,
Some time when you take it for granted
You're the best qualified man in the room:
Some time when you feel that your going
Would leave an unfillable hole,
Just follow this simple instruction
And see how it humbles your soul.

Take a bucket and fill it with water,
Put your hands in it up to the wrists,
Pull them out — and the hole that remains,
Is a measure of how you'll be missed.
You may splash all you wish when you enter,
You may stir up the water galore:
But stop, and you'll find in a minute
That it looks just the same as before.

The moral of this is quite simple:
Do just the best that you can,
Be proud of yourself, but remember —
There is no Indispensable Man.

JOHN WADLEY
P.s. 46, Harlow

Dear Wad,
We are sorry you thought the L.O.P. a waste of space. Actually we felt the same about the I.M. which we too have had for some time.—Ed.

Cease fire

Dear Sir,

I was sorry to see, in this month's copy of "The Law," Stan Smith and your good self sniping at each other over the reporting, in last month's issue, of the Police Federation open meeting at Southend-on-Sea.

Act or Regulation. His mind must be influenced long before that stage is reached.

You reported that one member of the Joint Central Committee at Southend-on-Sea said that "IF Police Pensions are interfered with the Government will know they have a fight on their hands." They should know that NOW not THEN.

If the members of the police service wish to preserve their present Pension Rights they should if they have not already done so, write to their M.Ps. individually making it quite clear that they object to any worsening of their Pension Rights. They should leave him in no doubt how strongly they feel about the matter, and a copy of such letters should be sent to Mr. Crossman so that he is in no doubt either.

Delay will prove as fatal in the future as it did in the past.

A. W. SIMPSON
(Ex-Chief Superintendent, Essex County Constabulary)

● Thank you, Mr. Simpson, for your good advice, which we promise to try to follow in future.—Ed.

Maldon's money

Dear Sir,
I understand from time to time there appears among your items a list of the amounts of monies raised by various departments and divisions in aid of the Dependents' Trust.

I have looked on several occasions but never have I found any mention made of the sums raised by the Maldon Sub-Division.

We were among the earliest of those engaged in the fund-raising and as long ago as last year, raised £16, on a social evening. On the 7th March, at a dance organised at Maldon we raised £289; a jumble sale also organised at Maldon by Mrs. Harmer raised a further £50, and a second jumble sale

which has just been held, raised a further £25.

This would seem to me to be a fairly considerable performance from a small sub-division and I do hope you can find sufficient space to print the details.

Yours faithfully,
D. HARMER
(Chief Inspector, Maldon)

Your performance is more than considerable, it is excellent. Your letter demonstrates the value of publicity. Had we known of your fund-raising prowess we would have printed the details before. Well done, Maldon.—Ed.

Seven years hard

Dear Sir,
Once again the house decoration season is upon us and once again the problem of choosing a suitable wallpaper has led to friction and frustration. This year, as with last year and the year before that one pattern book is plonked on your lap and you are told to get on with it. You sort through a selection of fish, onions, brass kettles and waving seaweed in an effort to choose something for the hall and landing. "This is no good," you tell the decorator. "Isn't there anything else?" "No, Giv," he says, "That's all they've given us this year. It's the end of the season you know." You protest that there is absolutely nothing a sane man would put up on his walls. Nothing that wouldn't make him wince every time he opened the door. Your protests are met with eyes turned heaven-wards and your pleas with a shrug of the shoulders.

Knowing the men have finished next door you pop round for ideas. Your neighbour stands there disconsolately surveying walls he will have to live with for the next 5 to 7 years (sounds like a term in the state pen, doesn't it?). No, there's nothing here. Finally,

you make the best out of a bad job and select a paper you would normally have hesitated putting into the box-room — sorry — number 3 bedroom. "I suppose we'll get used to it in time," you tell your wife. Two days later the decorator returns and says, "Sorry mate, out of stock, what's your next choice?" That's when you start screaming.

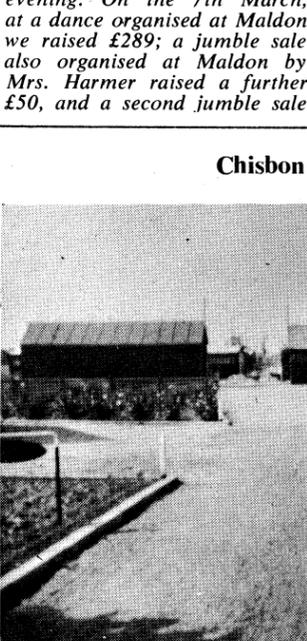
Another thing. The powers-that-be have decreed that the hall and landing must be done in washable paper. Fair enough. That's a good idea with young children about the house. BUT — show me a washable paper at 12/6d. per roll which when swabbed with a damp cloth does not instantly shred and disintegrate.

This may all seem a little light-hearted but believe me — having gone through it again this year — the annual decorations are a torture. Thank you, Sir, for decorating my house but if you expect us to live with a paper for 7 years please give us more choice — particularly as we are not allowed to decorate the hall anyway.

J. WOODGATE
Police Sergeant 25
Ingatestone.

Remember Bert Snell's letter last time about his turkey farm? Well, he sent us a photo but we had no room for it. So, just to show that he wasn't spoofing—and those who remember him in the job will know that he was not above the odd spoof—we are printing it now. Good luck, Bert.

Chisbon Turkey Farm



SPORT



This handsome trophy, a solid silver figure of a unicorn, the Bristol Walking Club emblem, was presented to John Hedgethorpe on November 22 at the Centurion's dinner. The winner of the "Bristol 100" will hold the trophy for four years until the next race.

Walking

THE last two months have been taken up almost exclusively with races over seven miles, a distance having a certain magic among walkers who strive to "do it in the hour." Alas the efforts of the walking section in this respect have been frustrated but personal best times have been put up by Keith Mann and Peter Cox, both of whom have slashed their records by several minutes.

But for all the section's individual successes, they are numerically at their lowest ebb for some time and badly need new blood. Age is no barrier — walkers come in all ages, shapes and sizes — so come and get some gentle exercise.

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J. WOODGATE
Police Sergeant 25
Ingatestone.

RESULTS

Woodford 7 miles—25 finished.

Hedgethorpe ... 66m. 1s., 12th
Blackwell ... 71m. 1s., 21st
Lee ... 71m. 38s., 24th

Chigwell 6 miles—28 finished (Yacht handicap)

Blackwell ... 57m. 29s., 7th
Hedgethorpe ... 53m. 26s., 11th
Mann ... 58m. 45s., 13th
Lee ... 60m. 8s., 18th

Highgate Open 7 miles—142 finished.

Hedgethorpe ... 60m. 48s., 55th
Mann ... 66m. 19s., 94th
Blackwell ... 66m. 26s., 95th
Lee ... 66m. 52s., 99th
Cox ... 69m. 26s., 117th

Imber Court 7 miles—1.11.69—80 finished.

Hedgethorpe ... 60m. 16s. 23rd
Mann ... *66m. 15s. 47th
Blackwell ... 66m. 56s. 50th
* Personal best

Enfield Open 7 miles—8.11.69—135 finished.

Hedgethorpe ... 60m. 19s.
Mann ... *63m. 32s.
Blackwell ... 65m. 40s.
Cox ... *66m. 53s.
Lee ... 66m. 54s.
* Personal best.

Enfield Inter-Club 7 (about 1m. short) —15.11.69—35 finished.

Hedgethorpe ... 60m. 08s. 22nd
Mann & Blackwell ... 62m. 45s. 24th—

Wimbledon Open 7 miles (about 2m. long)—22.11.69—156 finished.

Hedgethorpe ... 62m. 17s.
Mann ... 65m. 36s.
Cox ... 69m. 45s.

CADET SCHOOL SPORT

THE past month in Cadet sporting circles, has been marked more by variety than by success, although as the Cadet Corps is at present numerically weak, victories are all the more pleasing.

Netball

In their first match, the girls travelled to Chelmsford C.H.S., where, by good team work, they won by 11-8, the scorers being J. Hales and P. Cole. Others in the team were J. Hopkins, L. Grimwade, A. Grange, L. Chalkley, and J. Trollope.

Cross Country

In their first match as a Cadet team against the City of London Cadets on 26th November, the Cadets took advantage of knowing their home course by winning 91-127 at 10 to score. The City runner Lowly put up the excellent time of 30m. 39s. for the full 5 miles course, and left his nearest challengers, M. Barlow (33m 18s) and R. Madden (33m 32s) far behind, although both of these put up their best times for this course. Other home team scorers were G. Blois, R. Hammond, C. Whiting, M. Grout, G. Egerton, J. Weatherley, M. Puttick and S. Sugden.

Football

Only one match was played during November, when the team visited Hatfield to take on the strong Hertfordshire lads. The game was played in foul weather with a near gale carrying stinging rain from end to end.

The Cadets lost a toss which would have been a good one to win and had to play the first half into the wind. They did not hold out for long, and once Herts., had scored, goals came regularly so that the half time score was 6-0. It was the old story at half time because the wind dropped and

Herts., got 4 more to reach double figures.

Volleyball

In their first competition of the winter, the school played a 3-set match against Chelmsford Volleyball Club and scored an overall win of 4 games to 3. Two full sides were on court and both won their matches.

Against the stronger Mid-Essex Tech. team the following week, Cadets came unstuck to the tune of 5-3 although they played better than before and are obviously fast learning the correct techniques of "setting" and "smashing."

Basketball

V- K.E.G.S., Chelmsford. November 5, 1969.

The cadets fielded a full side for this match, but were very slow to settle down and the play for the majority of the first half was very scrappy. The cadets seemed unable to get the ball through the ring and at the end of the first half the score stood four for the cadets against 14 for the school.

After a quick tactical talk and a few changes the cadets took on a new look in the second half and some good play by Fletcher and Blois soon pushed the score up. The cadets scored 20 to the school's 28 in the second half. At the final whistle the score was school 42, cadets 24.

Scorers were: Fletcher 8 points, Blois 6 points, Hastings 6 points, Pickford 4 points.

The cadet school's third match of the year resulted in another defeat by the heavy margin of 78-26. Colchester Tech took a good lead in the first few minutes and steadily increased it throughout the game. Against an older team the cadets few attacks secured few points although a definite improvement in their standard of play was evident. Scorers were Fletcher 8, Hammond 4, Parsons 2, Hastings 4, Bradshaw 4, and Blois 2.

Against the Mid-Essex-Tech in their next match the team put on a better show to notch their highest total yet, 37 in answer to 50 by the opposition. Settling down much more quickly they picked up 20 points in the first half and in the second spell almost broke even, trailing by only 20-17.

Scorers were: Fletcher 10, Blois 10, Hammond 8, Bradshaw 6, Weatherley 2, Parsons 1.

Cricket Review

A MARK of just how good the weather was last summer is the fact that of 18 games arranged for the Force team only two were rained off. Of the remainder 10 resulted in wins while only three were lost.

With captain Barry Tarbun away from the county at the Police College during the summer — though he usually turned up at weekends to play — the team held together wonderfully although there were times when getting 11 men actually on to the field was not easy.

During the season new faces made their appearance for the team, including Alan Cooke (Halstead), David Rogers and Roy White (Braintree), and Derek Cass (H.Q.). Captain Barry Tarbun hopes they will be available next season to ease his manpower problem.

A player the team were pleased to have in their ranks, instead of in opposition as he has been in the past when playing for the "Borough," was Roger Culham of Leigh. A good all rounder Roger topped the bowling averages but was unfortunately out of touch with the bat, a situation which should alter next season.

No P.A.A. contest

Due to districts being re-organised the P.A.A. competition did not take place this year but 1970 will see the rebirth of this tournament when the draw will be:—

ZONE 1

Kent v. Sussex
Surrey v. Hampshire

ZONE 2

Thames Valley v. City of London or Beds. & Luton
Hertfordshire v. Essex and Southend.

The team's thanks go to Bill Austin for his excellent umpiring throughout the season.

AVERAGES

Batting — five or more innings to qualify.

	Runs	Hst. Score	Inns.	N.O.	Ave.
Tarbun	409	60	15	0	27.2
Grainger	180	44*	11	4	25.7
Croot	217	39	11	0	19.7
Reed	186	29	13	1	15.5
Rogers	45	32	5	2	15.0
Nicholls	75	19	9	0	8.3
Henry	40	28*	6	1	8.0
Gould	71	17	10	1	7.8
Cook	78	30*	12	2	7.8
Culham	28	20	6	0	4.6
Fuller	10	6	5	1	2.5

* Not out
The following also scored runs in less than five innings: 46 Rhymes, 25 Andrews, 19 Enoch, Whent, 16 Barham, 15 Hudson, Waller, 14 Brown, 13 Curtis, 10 Pickett, 9 Wilmott, 4 Johnson (staff), 1, Johnson (Rayleigh), Wilkinson.

It will be seen that a name familiar to everyone in the Force appears in this list of players, that of Mr. Waller our A.C.C. (O). Mr. Waller put in one appearance this year at Tendring Park. He soon showed us that his ability of a few years ago had not deserted him and he scored 15 runs in good time only to be dismissed attempting to knock the leather off the ball.

Bowling—20 overs or more to qualify.

	Ov.	M.	Runs	Wkts.	Ave.
Culham	95	38	166	30	5.5
Tarbun	147	31	374	40	9.3
Grainger	115	36	275	29	9.4
Johnson	41	11	95	9	10.5
Nicholls	71	11	231	16	14.4
Barham	20	3	52	3	17.3

Also bowled: Fuller 2—17, Croot 1—11, Curtis 1—11, Andrews 0—10, Walter 0—13, Ashworth 0—16, Williams 0—17.



SPORT Roundup

Indoor Games

Recent snooker results include victories for both Southend divisions: East beating Basildon 7-3, and West defeating Clacton by the same score. At billiards they were slightly less successful for while West beat Clacton 4-1, East lost to Colchester by 2-3.

Rifle Shooting

In the first round of the inter-divisional competition Clacton had a decisive win over Basildon by 1067-980.

Table Tennis

The Grays team lost only one match in beating Chelmsford by 7-1. This was a first round match.

Football

Chelmsford also lost interest in the football competition when losing to Basildon by 1-3.

Walkover

In the first round of the Billiards K.O. competition Grays were unable to put out a team and so conceded the match to Staff division.



Keith Wilkins' head scored Colchester's first goal and his boot their third.

was well supported by Tony Davis, Sandy Williams and Les Jones, veterans these last two. Clacton were forced back and the equaliser seemed only a matter of time.

When it came it was something of a text book specimen. Barham was put away down the right wing to force a corner. He floated the ball over into

Where have all the runners gone?

FOR the second race of the South East Police League at Bedford in early November, the Force team presented a sorry spectacle because one after another the team dropped out. The cadet team was left to uphold the honour of the County and right well they did it.

Against much older opposition they set off boldly, Puttick holding a high position as the field circled the stadium and headed into the country. He was soon forced to drop back but Barlow ran a steady race to lead the team home in 17th position.

Next home was a below-form Green in 34th place followed by Whiting 42nd, Puttick 47th, Sugden 48th, Grout 50th,

Biddle 59th and Jaggs 60th: 62 runners finished.

Without adult support this effort was still only good enough to take eighth team place but as not too much ground was lost our overall league position drops only to fifth. Winners of this race were Sussex who narrowly outran Hertfordshire, last months victors. City of London were again third.

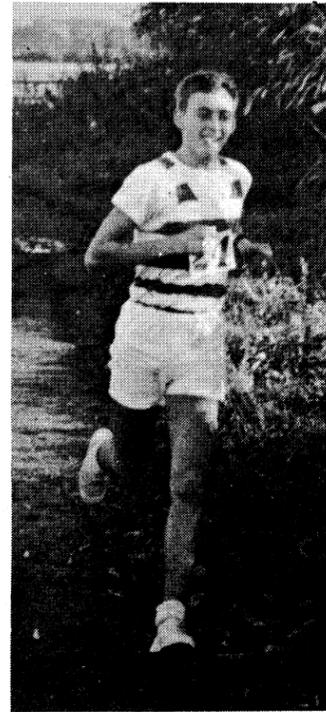
Overall team position after two races:—

1. Hertfordshire	589
2. Sussex	583
3. City of London	530
4. Thames Valley	377
5. Essex & Southend	338
6. Kent	309
7. Beds. and Luton	229
8. Surrey	158

Fitness Counts

That this is a sport which places a premium on fitness the Force team are fast discovering. The Herts squad, top of the league, is made up entirely of cadets and they are starting to make a habit of this monthly display of super-fitness.

Another chance to see all these teams in action on our ground will be on January 7, when the Regional cross country championship takes place at Chelmsford, on the Baddow Meads course, when it is hoped that Chris Carter, the Sussex international track star, will be back on top form, but he will have to go to beat Wayland, the Surrey man who won last month's league race at Bedford.



With time to grin Mick Barlow passes the three-quarter distance. Taking 17th place he led the team in.

Fish were scarce

THE annual sea-angling competition for the "Barkway" Cup was fished at Walton Pier on Wednesday, November 12, 1969. A strong wind was blowing and by 10.30 a.m. rain was falling heavily so that by 11 a.m. it was difficult to decide whether it was wetter above or below the pier! However, all 25 competitors were well cocooned against the weather and the afternoon brought bright sunshine, the only hazard then being from the heavy sea at high tide washing up through and over the wood-slat pier. The fish seemed in little danger for only a dozen were caught. Of these, three went to Geoff Lawrence for a total of 3lb. 5¾oz., taking first prize and the cup back to the Brentwood division.

BIG FISH STORY

Pete Harris, Harlow, caught three fish, one of which dropped off the hook as he hauled it over the pier rail and took the shortest route back to the sea, between the pier boards! It could have altered the final placings, but Peter took second place with his two captures (2lb. 10¾oz.), third was Chief Inspector Wildish (1lb. 15½oz.); fourth, P.C. Cowie, last year's winner among the fish again (1lb. 11oz.); fifth, P.C. Barham (1lb. 3¾oz.).

Chief Superintendent Docker again kindly attended to present the cup and prizes, for which all competitors would like to thank him. Having walked the length of the pier toward the close of the competition Mr. Docker commented that each competitor deserved

Colchester v. Clacton

Colchester beat Old Rd. Bogey

ON 27th November on Clacton Town's Old Road Ground what amounted to a needle match in the Collinge Cup took place between those two great rivals, the northern-most divisions in the county, Colchester and Clacton.

Clacton had for years been Colchester's bogey team and had no intention of becoming anything else on this day as they set off at a cracking pace, hammering away at the Colchester defence. The Colchester back division seemed jittery in face of the known ability of Clacton's John Rhymes and he is who opened the scoring with a lucky but well snapped up goal to put the seariders in the lead.

Colchester were relying on defence at this stage and leaving too much to their forwards who were quite unable to break through without support in midfield. Right up to

tinued to dominate and the turn-round score was still 1-0 in their favour.

In the third quarter of the game Colchester's defenders began to assert themselves ably marshalled

Wilkins dived full-length to head it home. Great stuff!

Colchester were now smelling blood and veteran Bert Turner ran through well to score from close in, putting his side ahead for the first time. And just to rub it in Wilkins combined well with Austin in the closing minutes to get a third, putting the issue beyond doubt.

A needle match? The referee thought so because he blew up during the first half, called the teams to

a "cool down" lecture: well done ref.

One of the sights of the match was Colchester player - manager Bert Turner, with all his 42 years, trying to match his speed with that of opponents half his age, and not quite making it. But Bert is largely responsible for Colchester's new vital look this season.

Clacton's cup of sorrow must now be overflowing. Colchester toppled their cricket crown last summer and now do it

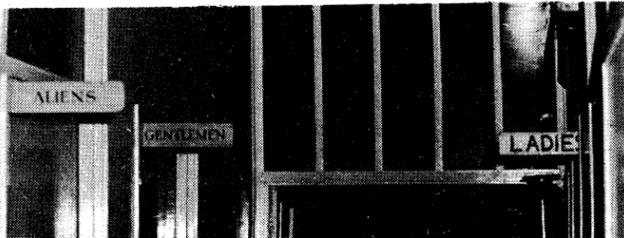
G.P.O. (Grabbing Police officers?)

The G.P.O. is advertising vacancies in London for Investigation Officers Class II. Their Duties will be broadly similar to those undertaken by the unit of serving Metropolitan Police C.I.D. officers already seconded to the Post Office Investigation Division.

Travel to all parts of the U.K. may be required. A working week of 41 hrs. is normally worked but hours can be long and irregular. These posts are suitable for police officers of Sergeant rank or above who are retiring shortly or have recently retired after long service including C.I.D. work in Met. Police or neighbouring Force. Good health essential.

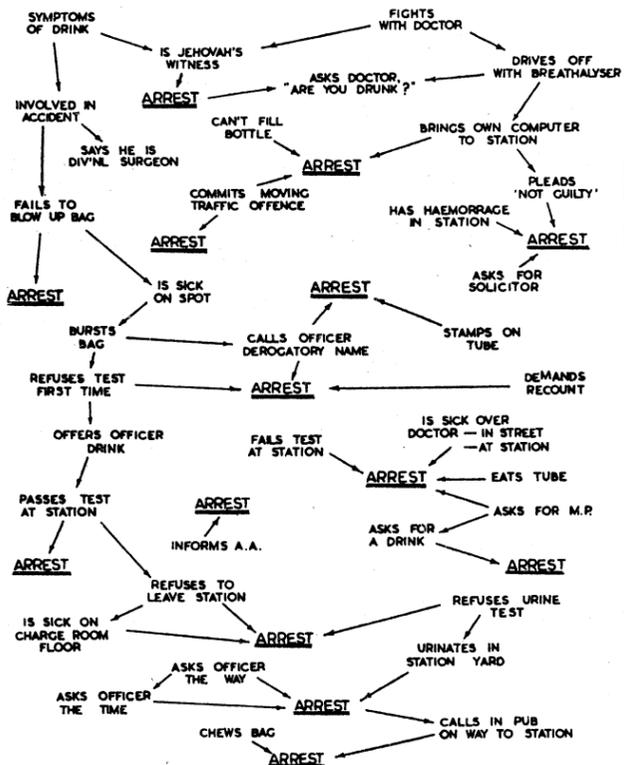
Starting salary of £1,280 rising to £1,816. Compensation for overtime; non-contributory pension.

Velly solly



Reference your photograph of "Ladies," "Gentlemen" and "Aliens" in The Law, the Aliens' Office door often opens slightly and a voice is heard to say: "Wong Wun." Contributed

The breathalyser procedure -simplified



N.B. If in doubt - arrest

Federation News

By Stan Smith

Pensions

At a Federation meeting at Norwich on 26th November, staged by the Joint Branch Board of the Norfolk Joint Police, the Joint Central Committee were accused of employing the same public relations man responsible for the "Schh—you know who" type of advertisement, because there appears to be a cloak of secrecy over the likely effects of the Government's new pension proposals in regard to the Police Force.

Dick Pamplin, the guest speaker, strongly denied this, saying that the official side have not yet produced any proposals or talking points for the Joint Central Committee to either attack or to make a study of. They are being urged to be forceful and attack anything which might worsen our conditions. How can they attack something which isn't there yet? If they use all their energy chasing a "will-of-the-wisp" they will be exhausted when the time comes to put all their efforts into negotiating the best possible terms. None of the White Papers have dealt with the peculiar problems of the Police Service. The proposals are so complex that even the experts are having difficulty in understanding them. It is quite obvious that Federation funds will have to be used to obtain the services of the most expert specialists in this field. (Incidentally there are still a few leeches on our backs who are not prepared to pay into Federation funds. Not many, about twenty in all, of all ranks. I hope that their consciences which stop them from contributing will be strong enough to stop them from accepting any benefits gained with other members' money.

Although I do not wish to start any rumours, and at the risk of being accused of talking out of the back of my head, from the details published in



the White Papers, coupled with the contents of speeches made by various people concerned in pension matters, I would like to make one or two observations.

Contracting out

First, we must all realise that the prerogative of deciding whether we are contracted in or out of the scheme lies solely with the employers. Although we can make representations, they have the final say. We cannot even rely upon a change of Government to give us better terms, as both the other major parties have been working on schemes of a similar nature and have said that they would, perhaps, make "modifications" to the Government's scheme, and unless they come out firmly with any promises that our rights will be fully protected, we cannot expect much help from those quarters.

As I see it, if we are contracted in, we shall have to pay some 13% of our pay to be eligible for all the benefits of both the State and Police Pension Schemes. On top of the Graduated Pensions Scheme at present in operation (if this is still operative after 1972), taxation, and all the other stoppages, this will amount to a tidy sum. It will be of benefit to those officers nearing the end of their service, but what of the younger men who have thirty years to go carrying this burden all the time? In any case, who can guarantee that in ten years or so, another scheme will not be produced which will nullify everything that has gone before. It seems to me that the justification for people to "blow the lot" and let the State look after us in later years is being pandered to. Most of us are kept in the Service by a number of reasons, but the one major benefit, that of a decent pension earned by years of service to the community, in addition to the State Pension which we have also contributed to, must surely be the biggest single factor, especially after one has reached middle service age.

If we are contracted out we are likely to have to pay more for the same benefits we now enjoy. Dick Pamplin estimates that those of us in the estimated £30 a week bracket pay some 4% towards the State scheme, but those members in the lower bracket pay some 5.75% (including Rent Allowance) towards the scheme, so even now there appears to be some variation since the latest rise in graduated pension contributions. I can't vouch for his figures as I am one of the "ignorant masses" when it comes to understanding the schemes, but I have confidence in his integrity and ability, and believe him when he says that the Joint Central Committee will fight their hardest to make sure that the best possible deal can be wrung from the negotiations.

The Law Shop

NEW LUXURY HOLIDAY CHALET (brick-built) to let, on very pleasant site in beautiful surroundings at Looe, Cornwall. Swimming pool and club on site, which is overlooking the sea at Talland Bay. Chalet sleeps six and it is fully equipped with every convenience. Ideal for a reasonable "off-season" holiday. Contact, Sergeant Craig Bailey, Harlow Police Station.

FOR SALE: 1966 Viva van, new clutch, tested, £170 o.n.o.

Guess work

Mr. Ennals in one of his speeches, made some reference to the Police Pensions being left at the same level as now, with adjustments being made at age 65. It would appear that an approach may be made for us to pay less for our Police Pension up to the date we retire, we then may receive the full Police Pension until 65, and then have a reduction in Police Pension when we receive the new State Pension. All this is conjecture and it is no good anyone asking me to justify my remarks with facts—there are just aren't any. As soon as there is any word of fact or suggestion I promise that the membership (contributors or not) will be notified by the fastest possible means. Be assured that Federation policy will always be to demand value for money, that existing rights are maintained, and that our aim is to remove financial fears from our members in advancing age.

Editor's note

The J.B.B. has now issued A 5-page document entitled "National Superannuation and the Police." It explains in words of many syllables, illustrated by charts, what the scheme is all about but as can be gauged from one of the sub-headings, "An attempt to picture what may happen in two different examples" (how indefinite could they get) nothing concrete is revealed.

Now a short piece on pay. From all sides we are being urged to be more militant. It all depends on what the word means. We all know that we cannot strike and it is obvious to all but the most "bolshie" among us that we just could not abandon the streets of this country to the Mob who, as events proved in Montreal recently, would be quick to take advantage of the public, who, after all, we have pledged to serve. There is undoubtedly a great feeling of despondency among members throughout the Country, because we are falling behind the rest of the community in relation to pay, and it is felt that only by threatening to take militant action can we expect to force the Government to take any notice of a just claim.

Again the Joint Central Committee have been asked why they have not made a stir in the national press. One must realise, though, that we cannot dictate to the Press what they should print. They only want views expressed in terms which make sensational reading. This is obvious from the over exposure of the vociferous minorities. Unless we can say things which they think has public interest, they just don't want to know. Remember that we have been caught up in the Government's squeeze, and the White Papers are backed by law.

This situation should end in December and we may be able to make more impact when the backing of law has lapsed—we shall have to wait and see. Remember also, that the Federation Committee members are also subject to Police discipline and they cannot make any move which can be construed as an offence against the Discipline Code.

It has been said that if the Arbitration Committees cannot say that they are looking at a pay claim merely on the justice of the case, but must take into account the policy of the Government, then we shall be wasting our time taking a case before them.

It may well be that we shall all be asked to give backing to the Joint Central Committee when they reject any pay offers made that do not match up to our requirements until such time as our demands are met. This may mean some hardship for the lower paid members in the interim period, but we must remember that once we have accepted an offer, it will be two years or so before we can again go forward for another increase. We need to make up the leeway we have lost in recent years before we can agree to a settlement, and if we keep on refusing a settlement we shall get the publicity we require for our case.

This is the type of militancy which is open to us, together with the lobbying of Members

By the time this issue is published, the annual Branch Board Elections will be under way. All of you are urged to vote. Don't be apathetic. Some people say that the Federation is useless and is not worth while. Don't you believe it! Quite a number of improvements in conditions have been brought about by Federation activity, even though, perhaps things have not moved as fast as we would like. In any case, even a Federation without quite the power we need is better than having no negotiating body at all. I am sure that all sensible people will see the truth of this, and we MUST be organised and stick together if we are to gain any advantages. Once we fall into a leaderless rabble we are lost.



An exercise is at present under way to look into the problems of the allocation of annual leave. A working party will shortly meet to consider various methods of fairly allocating periods, and suggestions are invited from members on ways to implement a scheme which is better than the present one. It may well be that after a look at some other schemes we shall come back to the present one, but at least we shall have made the attempt to achieve something better.

As this will be the last issue before Christmas, and I can't afford to send you all Christmas Cards, I would just like to jump on the bandwagon and wish you all a Merry Christmas. We, as Federation representatives, cannot promise you that everything in the garden will be rosy next year, but we can promise all members that we shall work towards the targets we have set ourselves, and which have been set for us, with all the purpose at our command. After all we are just the same as you.

PENSIONS

From page 1.

24 in when this happens?" as Stan Smith said at Southend on September 11. Nearly three months and many resignations later the answer is still "We do not know."

To cost more

Policemen already have experience of paying state pension contributions with the prospect of getting no return for them. The daunting part about this new scheme is that it promises to repeat this process. Policemen will have to pay full or part contributions into both schemes, and these will obviously exceed what they are paying into the police pension fund now, to get the same amount out.

And if an extra £1 is taken away each week while he is a young copper, is this any different from reducing his pension by £1 per week when he is an old pensioner?

It adds up to the same thing in the end.

The Law adds its voice to those who are already calling upon the government to get on with it before irreparable damage is done to police manpower. At present men are leaving faster than they can be taken in. Can the pensions middle class

Band Concert

AT 7.30 p.m. on Monday, 22nd December, 1969, in the Assembly Hall, Headquarters, with music of a seasonal flavour, and other works from the repertoire of the Force Band. All welcome: Collection in aid of the Band Fund.

WIVES HELPED

John Drage of Grays has asked us to point out that we may have misled everyone last month over the great Grays jumble sale. He says that although the wives were a tower of strength, fetching, carrying, cadging as only wives can, the event was actually organised by the Grays sub-division.

The sum raised was £109, which, added to the £177 raised by Ockendon sub-division's effort early in the year makes a fine contribution to the Stonham fund.

CADET PAY RISE

AGREEMENT has been reached that from the 1st January, 1970, Cadets' rates of pay will be increased. This, of course, is one field where there is equal pay for women. The new rates will be as follows:—

Age	Present Scale	New Scale
Under 17	£390	£408
17 years	£425	£441
18 years	£470	£501
19 years	£505	£552

The good news was broken to the school cadets when they had just returned from a six mile bash. Commented one, "Well, we've earned it haven't we?"

WIVES

From page 3.

both practical and acceptable.

The last in my list of priority irritations is decorating. Many people don't get the decorating that they feel needs doing approved by the county so they resort to "do it yourself." If they were given a grant of say £5 towards the cost of material which could be agreed at the annual house inspection, perhaps excluding the kitchen as well as the hall, landing and stairs as at present, I think many people would go to the trouble of keeping their living and bedrooms in a good state of decoration and this could even result in a lower decoration bill for the county.

It is the everyday irritations which make people resign. Policemen are not asking for gilt on the sash, just decent