

MARCH '70

No. 12

Will Redcliffe-Maud mean new boundaries?

THE announcement that the Government intends to reform Local Government has served to increase misgivings among policemen about the future. The question inevitably arises, "will this lead to another round of re-organisations?" which would in many cases reverse the recent trend of amalgamations by cutting up areas only recently joined together.

But more remarkable still is the Government's intention to push the changes through by 1973 instead of over the five-year period the Redcliffe-Maud Report recommended.

The report which was issued after the Royal Commission had examined the archaic structure of English style local government, recommends the formation of Unitary Areas as the basic unit in the second tier of the government of this country. There will be a third tier made up of an equivalent to the present parish councils.

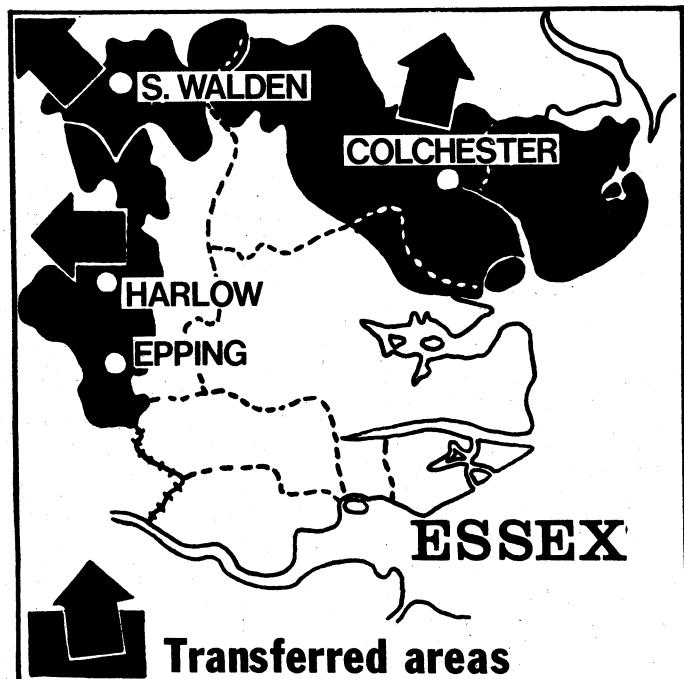
Essex will be a unitary area. But, and this is a big "but," the Essex of the future will be much smaller than now.

Gone will be a largish slice from the north, ceded to Suffolk, and another from the west, transferred to Herts. And with Saffron Walden becoming part of Cambridgeshire the county will be a much more compact—but much more manageable—area.

The Chief Constable, writing in *The Law* last August, explained just what Redcliffe-Maud proposed. The geographical changes could mean police boundary reorganisations to follow suit. If this is the case, the Chief wrote, it "would result in a considerable reduction of the Joint Force area and a population reduction of 29.5 per cent... A corresponding reduction in police establishment would be about 600 (26 per cent) and a reduction in civilian staff of about 130."

All along, whenever the question of regional police forces has been discussed the argument has been cut short because of the imminent appearance of the Royal Commission report. Now it is out and the Government has announced its intention of going along with the proposals it contains, it seems logical to expect that police boundaries may well be changed to coincide with the new areas.

But for all that no-one has actually said so, and it remains, therefore, a matter of wait and see.



THE NEWSPAPER OF THE ESSEX
AND SOUTHEND-ON-SEA JOINT CONSTABULARY

Interim 8½% rise approved

Back dated to 1st Jan.

MEETING on 25th February the Police Council agreed to a pay rise for Federated ranks of 8½ per cent. This has been approved by the Home Secretary, apparently in advance, which may remove the usually time-consuming process of waiting for the Regulation to be made before the money can be paid out.

Although this is not quite the 15 per cent the Federation wanted at least it has been back-dated to January 1st and it has been conceded that this is an interim award. The sanctity of the two-yearly review has therefore been preserved and there may well be further hard bargaining between now and September.

Bill Austin in the finance office says: "I can assure you that as soon as something comes through we shall get cracking. It is a matter of the Regulation being printed though unless we get it by the third or fourth week in March it will be difficult to get the new rates on to the computer in time for the April cheques."

In addition to the increase being back-dated to 1st January, it has also been agreed that the extra rest day granted as at 1st April will be compensated by payment at overtime rates and not at plain time rates, as agreed at the pay review in 1968. This is a notable concession.

In Sleepy Hollow at first light



The thin blue line was shivering

A foggy day in little old Sleepy Hollow and the searchers prepare to move off. The occasion was the melancholy search for Mrs. McKay.

by M. Wynne

In the February edition of *The Law*, a certain doodler drew an officer with a sheep and a crook, depicting a Saffron Walden man. Well, I know that this is the picture that the overworked officers south of the county have of us here in the sticks, but this is not always the case.

At 8 a.m. on Wednesday, February 11, a cold and crisp morning, a task force of six officers, that's all that could be mustered, set out into the unknown, to a place apparently described as "Sleepy Hollow," but even the local officer had little idea of where this was.

The personnel carrier with several weeks from her home an outrider, from the Littlebury tribe on "noddy," scouting the way ahead, finally found our destination, and as we were the first troops to everyone was still rather sleepy arrive. Together with the noddy at having to get up at such an hour, by name we were junction to the lane leading to the right place. The idea of "Sleepy Hollow" taking up a

Being so early in the morning, as we might have guessed, found our destination, and as we were the first troops to everyone was still rather sleepy arrive. Together with the noddy at having to get up at such an hour, by name we were junction to the lane leading to the right place. The idea of "Sleepy Hollow" taking up a the exercise as I am sure defensive position to fight off you are all well aware by now, the hoards of photographers was to thoroughly search this and other unfriendly natives area for the body of Mrs. McKay, missing for

Continued on back page



Ockendon Specials stand in for missing pin men

Regular readers will have noticed from the "doodlemen" illustrated in the last issue that there is an apparent manpower shortage at South Ockendon. However, morale cannot be exceptionally low as both of the typists employed there are also Special Constables, or maybe they are making a public spirited contribution to an unsatisfactory situation.

The two young ladies in question are Julie Allen, 21, left, and Lyn Knowles, 19. Julie is an enthusiastic horsewoman and recently achieved a certain notoriety by riding a horse through a closed gate. The horse somehow escaped unscathed but the gate did not, and Julie managed to re-model her own nose in the process. Lyn was until lately a member of the B.B.C. Choral Society but now confines her singing activities to the Thurrock Choral Society. It is unlikely that South Ockendon Police will produce a rival version of *The Desert Song* with Lyn in the lead.

Another interesting Special at South Ockendon is Special Sergeant Shoultz who is a Shop Steward at the Ford Motor Co. Ltd. His employment is one which has given rise to many interesting discussions. In fact there were rumours recently that as a reciprocal gesture to him some members of the Force might give their services free in their spare time to make a few cars at a certain factory and thus help the Country's balance of payments situation. Frank Shoultz takes a lot of ribbing but nevertheless he has the best attendance record at South Ockendon. What is more he is renowned for his homemade wines and is a regular attender at Ockendon Social Functions.



Traffic Division Dinner

The annual dinner dance of the Traffic Division, a combined affair for the first time with Southend attending, was held at The Barn on 23rd February, when the chief guests were the Chief Constable and Mrs. Nightingale, and the A.C.C. Operations and Mrs. Waller.

Pictured above are the members of a pop-folk group which entertained at cabaret time, an Irish group called the Selmas. Yes, you do recognise two of the faces. It is one of the perks of the organising committee that they are allowed to pose for pictures such as this, and quite right, too. Rod Curtis, second left, and Pete Colbert, second right, both of H.Q. Traffic obviously enjoyed the show.

—Picture by Essex Chronicle

FEDERATION OPEN MEETING

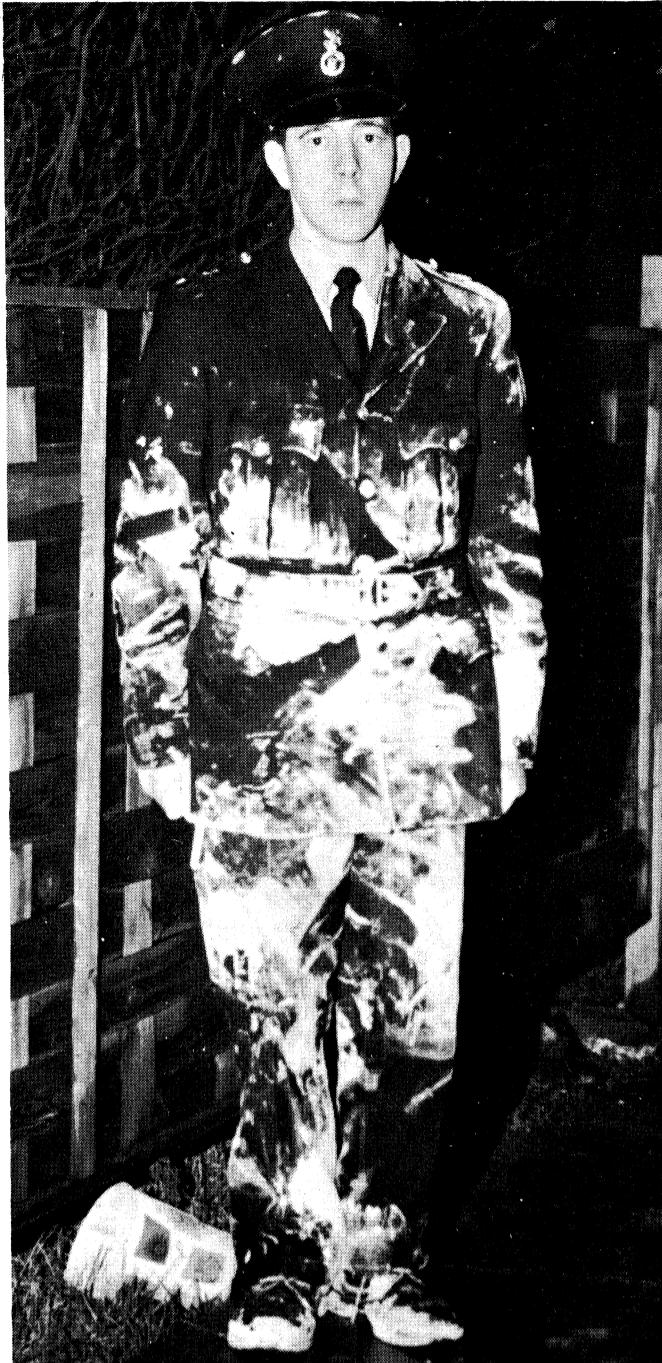
Headquarters Assembly Hall

7 p.m. on Monday, 16th March.

Speakers

Sgt Fred Paxman, chairman J.B.B.
Mr J. C. Nightingale, Chief Constable
Sgt R. H. Pamplin, secretary, J.C.C.
P.c. H. F. Heath, secretary, Metro Constables' Board

Daubed on duty



This picture, taken by Jim Allen, recently arrived on the Deputy Chief Constable's desk accompanied by a claim for replacement of damaged uniform and payment for personal property damaged. The Chief Constable, of course, must be satisfied in such a case, that the claim is correct, that the damage is real and that the applicant was on duty at the time.

P.C. 804 George Atkins went to the scene of a road accident at 1.11 a.m. on a January night and in one of the cars involved found two people trapped. One appeared to be dead but the other was alive though semi-conscious and suffering from cuts. The car had been carrying three cans of paint and on the impact these had burst smothering vehicle and occupants.

The passengers had to be removed so there was nothing for it but for George Atkins to plunge into the sticky mess and get them out. The results of this commendable action are shown in the photograph.

Have-a-go Florence gets wrong man

RECENTLY PC George Florence, of 'H' Division, was off duty and was out shopping with his wife in Southend. Suddenly George saw two men running from the direction of a High Street Store hotly pursued by a uniformed police officer whom he recognised as PC Brian Flynn.

George realised that the pursuing officer, being one of the more ancient members of the force, had little hope of catching the men and so he dropped his shopping bags and gave chase.

Fleet-footed George soon gained on the men and quickly brought one down with a fine rugby tackle.

The man struggled but George held him firmly until PC Flynn tottered up to him and introduced George to his "prisoner" the store manager, who at the time of being apprehended, was just about to grab the other man who had stolen records from his store.

Happy ending

Although the real villain made good his escape he was, in fact, arrested an hour later and was, allegedly, still laughing.

**I.P.A.
ALL FOOLS
DANCE**
Civic Centre
Ballroom,
Chelmsford

Wednesday, April 1

8 p.m. to 1 a.m.

Tickets 1 gn. from
Chelmsford Police Station

Part-time Policewomen

On February 4 the working party of Standing Committee E of the Police Council for Great Britain agreed on all points previously at issue on the question of the employment of part-time policewomen. The points raised by the staff side on service reckonable for pension and averaging of pay have been met almost in full.

The employment of part-time policewomen would go some way towards filling the gaps in the women police department.

Ex Chief for Council

Mr. Henry Devlin, who until April, 1969, was the Acting Chief Constable of the Southend Borough Constabulary, has been adopted as Conservative candidate for Westborough Ward in the Southend Borough Council Elections to be held in May.

Fuzz supervises fizz



It seems that happiness is bottle shaped for this bunch of orphan kids from Hornchurch pictured outside Rayleigh Police Station in February. The party travelled via Brentwood (bags of sweets), Billericay (apples and oranges), and Rayleigh (egg and chips, jelly and ice cream) to Colchester Zoo (lions and tigers). Pictured with the kids are Mr. Steve White, manager of Travex Tours, next door to the police station at Rayleigh, who made the arrangements for the stop there, and Sgt. Henry Balm, of Rayleigh, who assisted.

Picture by Hornchurch and Upminster Echo.

I.P.A. News

THE Essex and Southend joint Branch held their Annual General Meeting at headquarters, Chelmsford, on the 2nd February. Officers elected were: Chairman, Mr. Norman Cressy (retired Superintendent); secretary, Sergeant Craig Bailey, of Harlow; and treasurer, PC Walker McClure, of Maldon.

At the meeting tribute was paid to PC John Clark, of Halstead Traffic Section, who has just retired as vice-chairman of No.6(3) Region. This Region comprises a large portion of the Metropolitan Police District and Essex and Southend, together with the City of London. John has always been a very hard worker for the IPA, he being the secretary of the Essex Branch for seven years until he was elected vice-chairman two years ago.

At the 6(3) Region Annual General Meeting, which was held in London on the 4th February, Craig Bailey was elected vice-chairman. This means that a new Essex and Southend Branch secretary will have to be elected. Craig will continue with the post until the amalgamation with Southend is completed, then an extraordinary meeting will be called. This meeting will be announced in The Law in due course.

Chelmsford Division are holding a grand ball at the Civic Centre, Chelmsford, on the 1st April. John Nutt, of Melbourne Park Police Station, Chelmsford, has tickets. They held a similar ball last year, which was a marvellous success.

Who would like to take advantage of an exchange visit for a 16-year-old boy from Hamburg, Germany? The lad would like to visit this country in July or August. His father works for the Police in Hamburg. It need not be an IPA member, this is a wonderful opportunity for somebody. Anybody interested should contact Sergeant Craig Bailey, at Harlow.

Craig Bailey also has the odd vacancies for his party visit to Greece in September. This is a 15-day trip, the chance of a lifetime. Anybody interested should contact him at Harlow as soon as possible.

Have you renewed your Subscription for 1970 yet?

THE first annual dinner of 'H' Division will be held at The Cumberland Hotel, Westcliff-on-Sea, on the 19th of March, 1970.

Link with past severed



THE Force museum is no more. Previously housed in the gymnasium on the ground floor of the old training block it has had to give way to progress in the form of a teleprinter school. The exhibits will either be destroyed or be passed to the County Archivist or to the Chelmsford and Essex Museum except for a few which have found their way into the Cadet

School library. The museum's passing will be mourned by people outside the Force more than those within, the great majority of whom had never seen inside it if they even knew where it was. But groups of people visiting Headquarters have always been shown round the museum and many said they found this the highlight of the visit.

Quiz helps road safety



The genial quiz master in our picture is Sergeant Terry Smith, Grays road safety man, who hit upon a great idea for helping the kids to learn their highway code. The boards at the back are divided up into segments and allocated to various subjects within the general heading of highway code. The competitor may elect to answer a question on any

subject, but the bigger the segment, the harder the question, with the hardest of all in the middle section where the sign is. The winning team is the one completing its board first.

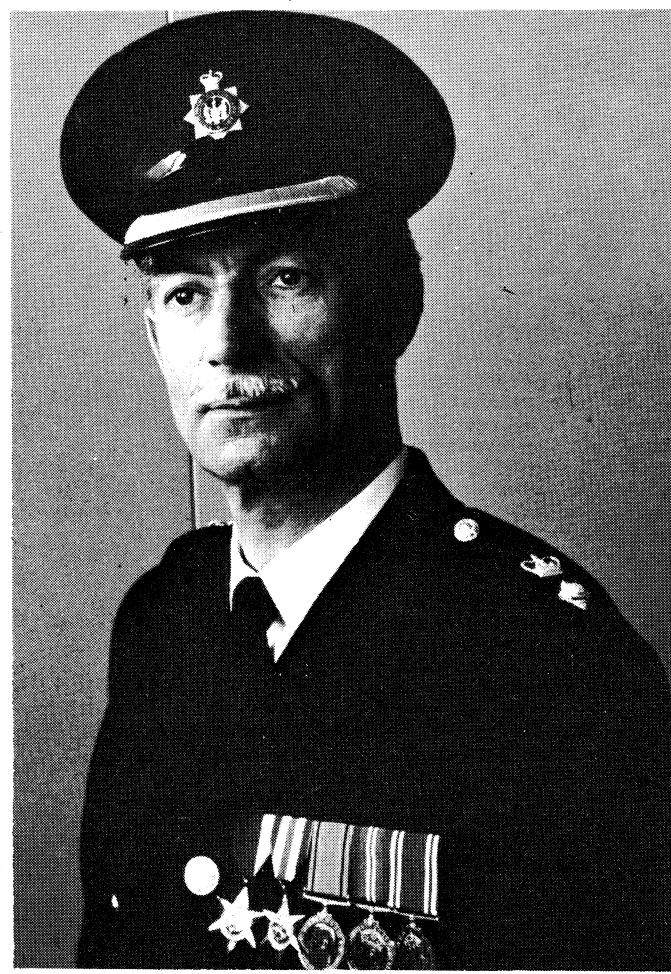
All this is normal quiz game stuff—but applied to this situation an excellent method of teaching what is regrettably often a matter of life or death.

PORTRAIT

CHIEF SUPERINTENDENT J. DANIEL DEVLIN

L.I.B., M.I.O.M.,

M.B.I.M., M.I.W.M.A.



Author and Man of Letters

Force, which position he held until amalgamation day — 1st April, 1969. As from that date he was made substantive Chief Superintendent, taking command of the Eastern Division — on 8th December, 1969. Mr. Devlin moved from East to West, to take up command of the latter.

DEMObBED

Not being a man to let grass grow under his feet, Mr. Devlin secured his release from the Air Force on 3rd September, 1945 — the sixth anniversary of the outbreak of the war. During his service he actually set foot in no less than 14 different countries.

Returning to Southend, he continued as a patrol constable until July, 1946, when he was transferred to the Weights and Measures/Dangerous Drugs/Firearms/Aliens Department. Whilst still a constable in this department, Mr. Devlin qualified as an Inspector of Weights and Measures. Promoted sergeant within his department in June, 1948, he took charge at the end of that year and remained until late 1953.

Following this, Mr. Devlin built up the Central Registry at Southend after which he performed patrol sergeant's duties in the old Western Division.

November, 1956, saw him promoted to inspector, transferring to Eastern Division, again on patrol duties.

On 1st May, 1962, he was promoted to Grade II Superintendent on secondment to the Directing Staff at the Police College.

Exactly two years later he returned to his Force to take command of Eastern Division, being upgraded to Class I Superintendent on 1st September, 1964.

In less than a year, on 26th April, 1965, Mr. Devlin was made Temporary Chief Superintendent/Acting Deputy Chief

EXTERNAL STUDENT

Mr. Devlin's many law works and examination successes stemmed from his first efforts already mentioned, in the Weights and Measures field — having passed the examination he felt the need to continue studying. In his own time he matriculated and gained a university entrance to study law for an external degree. Having graduated in 1954 he turned his spare time efforts to writing short stories and articles, becoming somewhat despondent when none was accepted!

Mrs. Devlin, who has the formidable task of typing all his manuscripts, then came to his aid and suggested that as he had qualified in law, he should turn his attentions to that field. In consequence, he wrote his first article "Police Powers of Search," which on submission to the Police Review was so enthusiastically received by the editor that he was told they would accept anything he cared to write.

Having proved his literary capabilities with this and further articles, the publishers of "Coddington on Evidence" engaged him to up-date the publication.

His first major "solo" work, "Criminal Courts and Procedure" was published by Butterworths in 1960; closely followed by "Police Charges" in 1961.

Further up-dating work followed with "Moriarty's Questions and Answers" — again in 1961 and Morris's "Criminal Law and Investigation" in 1962.

Police save youths on Walton mudbank

On Saturday, February 7, three youths from Chelmsford set out to walk to Newcastle. Their intention was to walk to Felixstowe first and then to get a boat to take them the rest of the way. Unfortunately their plans came unstuck when they got stuck in the mud at Walton-on-the-Naze.

At 6.15 a.m. on Sunday, February 8, a 999 call was received at Clacton Police Station that two of the youths were stranded on the mud flats at Stone Point, Walton. The alarm had been raised by the third who had managed to struggle clear.

As a result of this call P.C. Angus Clarke and P.C. Ken Light from Clacton, together with P.C. Murdo McInnes from Walton, made their way to Stone Point. They met the youth who had raised the alarm but he was unable to give any directions as to where his friends were. By this time Walton Lifeboat had been launched and with the Coastguard launch was searching the area. The two youths were eventually heard calling across the mud flats and were seen by means of flares fired by the lifeboat crew.

They were seen standing on a mud bank about 300 yards from the sea wall, one of them being trapped up to his knees in the mud. Between them and the sea wall were several mud flats and channels of water the depth of which was unknown.

P.C.s Light and McInnes crossed the mud flats to the youths, several times sinking deeply into the mud. When they reached the youths they found them to be too cold and scared to move, so between them they carried one of the youths back across the mud to the sea wall and then returned to the other youth and carried him to safety. Each time they were being sucked into the mud and when they had finished their rescue they were covered from head to foot in mud. All three youths were taken to Clacton Hospital suffering from exposure but they were not detained.

Apparently they had wandered on to the mud flats around 10 p.m. on Saturday night thinking it was a short cut to Felixstowe which they could see in the distance. Being strangers to the area they did not know that the tide would come in and cover the flats. In fact, that night the tide was exceptionally high and there had been a flood warning in operation. The youths had been standing knee deep in water for several hours too scared to move.

The youths were Joseph Fee, 18, of 34 Yarwood Road, Springfield; Frank Flack, 17, of 28 St. Nazaire Road, Chelmsford; and Robert Smith, 19, of 1 Oak Cottage, Boreham.

Baby-sit bureaucracy

A MEMBER of this Force has applied to the Chief Constable for permission for his wife to assist a neighbour with her three-month-old baby for payment. Permission was sought because the period of such work will amount to over two hours per day, necessitating registration with the local authority.

The child will obviously be safe enough because it is a condition of the registration that the applicant's police house must be inspected by the Chief Fire Officer!

Police wives meet



ON WEDNESDAY, 18th February, in the Assembly Hall, at Headquarters, over 100 ladies spent a most enjoyable evening when Staff Division wives were hostesses to members from the Basildon, Grays, and Wickford Divisions.

The money's
greener on
the other side

It would appear that Southend-on-Sea Police Station has become a training school for the Canadian Police Service.

In recent months, five Southend officers have resigned and have emigrated to Canada where they have joined a police force. At least six other Southend officers are in the process of making application to join their former colleagues.

Printed below is an extract from a letter received from ex-Constable Arthur Broughton who, until his resignation in November 1969, was an Area Constable in the Southend Sub Division. Arthur is now a member of the London, Ontario, Police apparently a favourite force for the Southend emigres as four of them have settled there, the fifth going to the Toronto Metropolitan Police.

"I have just completed my four weeks training at the force training school. The first thing we were told was to forget the Judges Rules as they are not used in Canada. No statements are taken except in serious cases such as rape and murder. In a few days I start on duty, early turn, 7 am to 3 pm. Most patrol work is done in the big 8-cylinder Chevrolet cars. There are some foot beats but they are very loth to use these as they consider a walking policeman a waste of manpower. My starting salary in English money is £2,500 per year rising to £3,700 per year after three years. All overtime is paid and there is plenty of it."

The letter also gives details of average rents, housing conditions and general information about the cost of living in Canada. The recipient of the letter, Constable Graham Welch, of Southend Police Station, would be pleased to supply these details to any interested person.

Police Magazine to continue

AT THEIR annual meeting in February the committee of the Essex and Southend-on-Sea police magazine dodged the issue of the future of the publication with a wait-and-see formula by which one more issue will be produced in the summer of 1970 at a sales-boosting, reduced price of one shilling, after which the situation will be reviewed.

The secretary had reported a fall in sales of the last edition, but with assets of over £750 the financial situation appears healthy.

But a new editor will have to be found before the summer as the present editor, Chief Inspector J. Hedgethorpe, resigned, although he will edit the edition which is at present in the process of production.

Entertainment by the Feverley Sisters (three ladies from Staff Division) and community singing, there was the pleasure of meeting old friends. At the end of the evening it was plain to see that as far as those in the force were concerned, the future of the magazine was secure.

Get the 'Annual' period you want

FEDERATION TACKLE PROBLEM

Last October the Federation, determined to tackle the vexed question of annual leave allocation, constituted a Joint Branch Board Working Party to look into all the angles. The Working Party was made up of Inspector Trevor Naylor, Chairman, Sergeant Gerry Cowell, W/Sergeant Vera Bayliss, Constable Ron Irwin, Det Constable Fred Watts, and Sergeant Stan Smith as secretary.

Their terms of reference were:

"To consider the present system of allocation of annual leave periods in order to ascertain if a more favourable system of choice can be formulated, and if necessary a Force referendum be conducted to obtain the views of members of the Force."

Their report, produced after two whole day sittings, has now come out, and is reproduced here in slightly abridged form.

It is for the membership to make up their minds on this system. If you do not like it the chance to say so, and why, will come at the Open Meeting in March. If through apathy, this system is adopted because of an apparent lack of opposition, you will be stuck with it, perhaps for the rest of your service. Now, read on.

The Problem

DISSATISFACTION had been expressed concerning the system of choice which was in operation in the former Essex County Constabulary, which did not appear to operate fairly upon all members.

The system operated in the former Southend-on-Sea Constabulary was favourable to those members to which it applied, but because of the decision of the Chief Constable to permit, for the present, a separate system to operate in those areas formerly policed by the former Borough Force, has created problems for those Officers who are transferred into or out of this area, and where there are now two systems being operated within one Division.

The Working Party consider that one uniform system operated throughout the whole Force would be of advantage.

Different systems examined

There appear to be four different systems operated in the Police Service, some of which vary to some degree within a similar framework. These four systems are:

1. A system based upon choice by seniority in service.
2. A "free for all" mutual selection system with overriding priorities.
3. A rotational quota system.
4. A fixed allocation system.

The Seniority System

This is still operated in one or two Forces in the Country and it is basically that the most senior member of any group has the first choice of leave periods. The thought behind the system is that eventually



all members will come to have priority as they progress in service.

We unanimously discarded this system as being inherently unfair. It would take some years for a newcomer to the Force to be able to have a holiday at a reasonable time, and the whole system fosters a bad feeling between the ranks.

The Free for All System

This is the system which is at present still being operated in the areas of this Force previously policed by the Essex County Constabulary.

Some of the objections to this system are:

- (a) Apart from the mutual agreement of periods, and the priority given to those Officers with children of school age, there is no standard procedure operating in all the Divisions affected. Conditions vary according to which Officer is in charge of the Division at the time.
- (b) The system is not completely fair to all members. It depends a lot upon who has first access to the Leave List each year, and the list is sometimes kept in a locked drawer until certain Officers have had a chance to insert their names in a favourable period.

Although any Officer has the right to insert his name in the same period, the tendency is to stick to another period so that there will not be the need for someone to adjudicate upon the priorities which may necessitate that Officer having to move to another period after all the better periods have been chosen.

Where there is a clash the Officer with schoolchildren has priority even though his child may only

be five years old. This creates bad feelings as, quite obviously, there are certain years when it does not matter a great deal if one's child is kept from school for a fortnight.

Those Officers who have either not been blessed with children or who choose to remain childless for other reasons, are automatically placed at a disadvantage and may never have the opportunity to have a holiday with friends either inside or outside the service whose firms have fixed holiday periods. With the Force now being staffed by Officers of a lower average age, a greater percentage of Officers are being discriminated against.

(c) Because of the uncertainty of which period one is going to get each year, Officers are unable to plan ahead for more than six months or so, and therefore cannot make arrangements with any certainty to have holidays with other persons outside the Force with a view to travelling abroad. It is sometimes now useful to know of one's leave period at least a year ahead if one is to take advantage of some of the more exotic holidays which may need saving for over a long period of time.

It must surely be only a few years before the majority of people will be able to visit practically any part of the world on holiday.

(d) This very system of priorities surely breeds acrimony among Officers at some Stations, and this is detrimental to morale and efficiency.

The Rotational Quota System

This system is the one being operated within the Southend

Divisions and which operated in the former Borough Force.

In this system the Force is divided into four groups and each year the groups rotate so that 25 per cent of the Force comes to the top of the list for freedom of choice. This is said to work very satisfactorily in those Divisions which operate it, but we consider that it would be impractical to work it within the more remote areas where there is a greater movement of personnel and fewer members in a quota group. There is also a drawback in the fact that even though one reaches the top of the quota, there may be many others within that quota group who have the opportunity to choose the more favourable periods first.

The Fixed Rotation System

This system is perhaps the most popular, or most practical of all the systems presently used. It is impartial in that it does not favour one Officer more than another, and one advantage is that everyone knows exactly what period of leave he is due to have over a long period of time. It is possible, as in the others, to have some movement within the groups by mutual arrangement, but it ensures that each Officer can expect to have each of the fortnights during the summer period at some time or other over a period of nine years.

We appreciate that there could be some difficulties arising over transfers and promotions, but we do not think that these are insuperable, and, in fact, advantage can possibly be gained. It is also felt that this particular system is the only one which could be used for the more rural areas and the large towns.

We recommend that this system, which we have knocked into shape to fit the needs of the Force, should be given very serious consideration with a view to it being taken into operation for the Leave Year 1971-1972.

The full system, together with recommended instructions and explanations, is outlined in Schedules One and Two of this Report, and it will be noted that it is tied in with the Force Rest Day Rota so that every Officer is guaranteed to have 16 days leave, which includes three complete weekends, within his summer leave, without interfering unduly with the practice of allowing every Officer to have one or more of the Christmas days off.

We feel that although negotiations are going on to obtain both an increase in Annual Leave and a shortening of the summer period, that this is not very likely to reach fruition in the near future, or at least until the recruitment problems have been solved. We also consider that the system can be adapted to cater for any necessary change if these claims come about.

HAVE the Federation Party solved a problem? Are they themselves up? Is the problem greater than real? Of taking a crack at a nut? say so — at the meeting on 16th March

Schedule 2

Ten years leave at a glance

1971

1972

1973

Period commencing	Period commencing	Period commencing
WINTER	WINTER	WINTER
3. 4.71 — B5	1. 4.72 — B1	31. 3.73
10. 4.71 — B5	8. 4.72 — B1	7. 4.73
17. 4.71 —	15. 4.72 —	14. 4.73
24. 4.71 — A5	22. 4.72 —	21. 4.73
1. 5.71 — A5	29. 4.72 — A1★	28. 4.73
SUMMER	SUMMER	SUMMER
6. 5.72 —	C2	5. 5.73
13. 5.72 — D2	C2	12. 5.73
20. 5.72 — D2	A2	19. 5.73
27. 5.72 — B2	A2	26. 5.73
3. 6.72 — B2	C3	2. 6.73
10. 6.72 — D3	C3	9. 6.73
17. 6.72 — D3	A3	16. 6.73
24. 6.72 — B3	A3	23. 6.73
1. 7.72 — B3	C4	30. 6.73
8. 7.72 — D4	C4	7. 7.73
15. 7.72 — D4	A4	14. 7.73
22. 7.72 — B4	A4	21. 7.73
29. 7.72 — B4	C5	28. 7.73
5. 8.72 — D5	C5	4. 8.73
12. 8.72 — D5	A5	11. 8.73
19. 8.72 — B5	A5	18. 8.73
26. 8.72 — B5	C1	25. 8.73
2. 9.72 — D1	C1	1. 9.73
9. 9.72 — D1	A1★	8. 9.73
16. 9.72 — B1	A1★	15. 9.73
23. 9.72 — B1		22. 9.73
WINTER	WINTER	WINTER
25. 9.71 — C1	C2	22. 9.73
2. 10.71 — D1	C2	29. 9.73
9. 10.71 — A1★	A2	6.10.73
16. 10.71 — B1	A1★	13.10.73
23. 10.71 — B1	C2	20.10.73
30. 10.71 — D2	C2	27.10.73
6. 11.71 — D2	A2	3.11.73
13. 11.71 — B2	A2	10.11.73
20. 11.71 — B2	C3	17.11.73
27. 11.71 —	B3	24.11.73
4. 12.71 —		1.12.73
11. 12.71 —		9.12.73
18. 12.71 — D3	C3	8.12.73
25. 12.71 — D3	C3	22.12.73
1. 1.72 —		30.12.72
8. 1.72 —		6. 1.73
15. 1.72 —		13. 1.73
22. 1.72 —		20. 1.73
29. 1.72 — A3		27. 1.73
5. 2.72 — B3	A4	3. 2.73
12. 2.72 — B3	C4	10. 2.73
19. 2.72 — D4	C4	17. 2.73
26. 2.72 — D4	A4	4. 2.73
4. 3.72 — B4	A4	3. 3.73
11. 3.72 — B4	C5	10. 3.73
18. 3.72 — D5	C5	17. 3.73
25. 3.72 — D5	C5	24. 3.73

A LAWFUL LAUGH ... by Nala



"I STILL SAY YOU COULD HAVE GOT YOUR SUMMER LEAVE PERIOD AT A TIME WHEN IT WASN'T SO HOT!"

ed last year?

NEW LEAVE RULES

How it would work is shown below. These are the rules by which this system would be run.

Schedule 1

1. THE object of this order is to ensure that all members of the Force receive the leave to which they are entitled; to ensure that there is an even distribution of personnel on such leave; and to ensure that leave is allocated fairly.

2. The leave year for the Force will commence on April 1 each year.

3. That part of the leave year from approximately May 1 to September 30 will be occupied by summer leave and most of the remainder, including Christmas week, by winter leave, leaving a number of unoccupied periods so as to allow some flexibility as referred to later in this Order.

4. Summer leave shall be made up of 16-day periods, inclusive of rest days, commencing on a Saturday and ending on a Sunday, both days inclusive.

5. The remainder of an Officer's entitlement varies from rank to rank and depends upon service. It will be taken in coded periods shown on the chart or in parts of coded periods according to entitlement.

6. Although the leave chart shows coded periods covering the Christmas holidays, these periods can be flexible in the years in

ation Working problem which have dreamed them more ap- Is this a case lgehammer to you think so, Open Meeting arch.

the chart where it applies so as to avoid an unnecessary splitting up of the days from Christmas Eve to Boxing Day inclusive. This however, is not intended as a means of facilitating a disproportionate number of Officers taking Christmas as Annual Leave, otherwise the spirit behind the granting of Public Holiday leave at Christmas cannot be followed. Only those Officers in the codes indicated for the Christmas period can avail themselves of leave at this time.

7. Chief Superintendent/ Superintendents (wording

THESE ARE PROPOSALS ONLY

left for the discretion of Chief Constable)

8. **Chief Inspectors/ Inspectors** will arrange their leave on a mutual basis with the approval of their Divisional / Departmental Commander.

In thus arriving at an allocation of their leave, regard will be given to the principle to the leave periods shown in the leave chart but overlapping from one code to another will be permissible in that Officers of these ranks may take up to two-thirds of their total annual leave entitlement in the summer leave period. The balance again related to codes in the winter leave period, will be taken as a whole or in two parts.

9. **Sergeants and Constables** will be allocated a leave code number based on the weekly rest day groups system. The code number will be allocated to personnel by Divisional Commanders and Heads of Departments, as explained in paragraph 10.

10. A key chart for the next nine years is given as an Appendix to this Order. To obtain the coding for annual leave, take the four code letters for weekly rest days, divide equally personnel in each of these codes into five sections, thus totalling 20 units. Each unit will be allocated to a leave period as shown on the chart. This will ensure that the weekend at the end of a period of leave will be rest days in accordance with the weekly rest day code.

11. The allocation of leave code numbers will be on a permanent basis in that the

allocation will not be altered unless absolutely necessary as in the case of transfers or promotions or other exceptional circumstances.

12. Where a new rest day code is so allocated, an Officer may, if he wishes, retain the leave period already allocated in the current leave year. Thereafter leave will be taken in accordance with the new allocation.

13. Changing of leave by mutual arrangement with another Officer of equal rank of the same rest day group in the same geographical section is permitted. The Officer in charge of the Sub-Division will be informed by written report of the change signed by both Officers.

14. An Officer who wishes to change his leave allocation to a leave period that is vacant can make application to do so to the Officer in charge of his Sub-Division or Department.

15. Where an Officer qualifies for extra leave by length of service he can apply to the Officer-in-charge of the Division/Department for the extra days to be deleted from the allocated period and taken during a vacant period.

16. If for special reasons an Officer desires to take leave not in accordance with his allocation he can make application to the Officer-in-charge of the Division/Department, stating the special reasons for the change.

17. Leave in accordance with the allocations will be taken automatically without need to apply.

18. A record book will be kept at each Station containing the addresses of personnel away from home on leave. The Officer concerned must ensure that an entry is made in the book before commencing leave.

19. Records of leave including Public Holiday leave taken by all Officers below the rank of Superintendent will be maintained at Sub-Divisional and Departmental offices.

20. To avoid clashes with annual leave all reports which



may result in proceedings will clearly indicate leave periods of the reporting Officer and other police witnesses. An Officer will not be expected to attend Court when on annual leave.

21. When courses are arranged full regard will be given to annual leave allocations.

22. Sickness on annual leave, if notified and supported by a Medical Certificate, will be treated as sick leave and not as annual leave.

23. If owing to exigencies of the service, an officer is prevented from taking the full period of annual leave in any leave year, he may make application to the Chief Constable in accordance with Police Regulations to take such leave in the following leave year.

24. It should not normally be necessary to re-call an officer from annual leave unless under very exceptional circumstances. Where, however, this is done one day's leave in lieu of each day, or part thereof, actually spent in performing duty

(which includes travelling to or from such duty) shall be granted. The allowances set out below may be paid:

(a) Necessary travelling expenses incurred in attending Court and returning to the holiday place.

(b) Any refreshment or subsistence allowance to which the Officer may become entitled by reason of his attendance at Court.

(c) Expenditure over and above the allowances covered by, and within, the limits of Police Regulations necessarily incurred on food and lodgings because the Officer's home is closed.

(d) Any charges made at the holiday place for accommodation or food in respect of periods which the Officer was absent from that place, provided he can show that he took all reasonable steps to avoid the expenditure.

glance — Starred to give an idea of how the periods vary — group A.1.

	1974	1975	1976	1977	1978	1979	1980
commencing	Period commencing	Period commencing	Period commencing	Period commencing	Period commencing	Period commencing	Period commencing
	WINTER	WINTER	WINTER	WINTER	WINTER	WINTER	WINTER
R	30. 3.74 — B3 6. 4.74 — B3 13. 4.74 — A2 20. 4.74 — A3 27. 4.74 — A3	29. 3.75 — B4 5. 4.75 — B4 12. 4.75 — 19. 4.75 — A4 26. 4.75 — A4	27. 3.76 — B5 3. 4.76 — B5 10. 4.76 — 17. 4.76 — A5 24. 4.76 — A5	1. 4.77 — A1 ★ 8. 4.77 — A1 ★ 15. 4.77 — 22. 4.77 — B1 29. 4.77 — B1	31. 3.78 — A2 7. 4.78 — A2 14. 4.78 — 21. 4.78 — B2 28. 4.78 — B2	30. 3.79 — A3 6. 4.79 — A3 13. 4.79 — 20. 4.79 — B3 27. 4.79 — B3	28. 3.80 — A4 4. 4.80 — A4 11. 4.80 — 18. 4.80 — B4 25. 4.80 — B4
R	SUMMER	SUMMER	SUMMER	SUMMER	SUMMER	SUMMER	SUMMER
C3 C3	4. 5.74 — C4 11. 5.74 — D4 C4 18. 5.74 — D4 A4 25. 5.74 — B4 A4 1. 6.74 — B4 C5 8. 6.74 — D5 C5 15. 6.74 — D5 A5 22. 6.74 — B5 A5 29. 6.74 — B5 C1 6. 7.74 — D1 A1 ★ 13. 7.74 — D1 A1 ★ 20. 7.74 — B1 A1 ★ 27. 7.74 — B1 C2 3. 8.74 — D2 C2 10. 8.74 — D2 A2 17. 8.74 — B2 A2 24. 8.74 — B2 C3 31. 8.74 — D2 A3 10. 8.74 — D2 A2 17. 8.74 — B2 A2 24. 8.74 — B2 C3 31. 8.74 — D2 A3 16. 8.74 — B3 A3 23. 8.74 — D3 C3 30. 8.74 — D4 C4 4. 9.74 — D5 A5 14. 9.74 — B3 A3 21. 9.74 — B3	26. 4.75 — 3. 5.75 — C5 10. 5.75 — D5 C5 17. 5.75 — D5 A5 24. 5.75 — B5 A5 31. 5.75 — B5 C1 7. 6.75 — D1 C1 14. 6.75 — D1 A1 ★ 21. 6.75 — B1 A1 ★ 28. 6.75 — B1 C2 5. 7.75 — D2 C2 12. 7.75 — D2 A2 19. 7.75 — B3 A2 26. 7.75 — B3 C4 33. 7.75 — D4 C4 7. 8.75 — D3 C3 14. 8.75 — B4 A4 19. 8.75 — B4 A4 26. 8.75 — D1 A5 33. 8.75 — D4 C4 10. 9.75 — B5 A5 17. 9.75 — B4 A4 24. 9.75 — B4 A4 31. 9.75 — B5 A5 18. 9.75 — B5 C1 25. 9.75 — B5 A5	1. 5.76 — C1 8. 5.76 — D1 C1 15. 5.76 — D1 A1 ★ 22. 5.76 — B1 A1 ★ 29. 5.76 — B1 C2 5. 6.76 — D2 C2 12. 6.76 — D2 A2 19. 6.76 — B3 A2 26. 6.76 — B3 C3 3. 7.76 — D4 A3 10. 7.76 — D4 C4 17. 7.76 — B4 A4 24. 7.76 — B4 C4 31. 7.76 — D5 A4 7. 8.76 — D4 A4 14. 8.76 — B4 A4 19. 8.77 — B5 A5 26. 8.77 — D1 C1 33. 8.77 — D5 A5 11. 9.76 — B5 A5 18. 9.76 — B5 C1 25. 9.76 — B5 A5 32. 9.76 — B5 C1 18. 9.76 — B5 A5 25. 9.76 — B5 C1	6. 5.77 — D2 13. 5.77 — D2 C2 20. 5.77 — B2 A2 27. 5.77 — B2 C2 3. 6.77 — D3 A2 10. 6.77 — D3 C3 17. 6.77 — B3 C3 24. 6.77 — B3 A3 1. 7.77 — D4 A3 8. 7.77 — D4 C4 15. 7.77 — B4 C4 22. 7.77 — B4 A4 29. 7.77 — D5 A4 5. 8.77 — D5 C5 12. 8.77 — B5 C5 19. 8.77 — B5 A5 26. 8.77 — D1 A5 33. 8.77 — D5 C5 16. 9.77 — B1 A1 ★ 23. 9.77 — A1 ★	28. 4.78 — 13. 5.78 — D3 C3 20. 5.78 — B3 A3 27. 5.78 — D3 A3 34. 5.78 — B3 C3 10. 6.78 — D4 A3 17. 6.78 — D4 C4 24. 6.78 — B4 A4 31. 6.78 — B4 C4 8. 7.78 — D5 C5 15. 7.78 — B5 C5 22. 7.78 — B5 A5 29. 7.78 — B5 C5 16. 8.78 — B1 C1 23. 8.78 — B1 A1 ★ 30. 8.78 — B1 C1 13. 9.78 — D2 C2 20. 9.78 — D2 A2 27. 9.78 — B2 A2 34. 9.78 — A2	4. 5.79 — D4 11. 5.79 — D4 C4 18. 5.79 — B4 C4 25. 5.79 — B4 A4 1. 6.79 — D5 A4 8. 6.79 — D5 C5 15. 6.79 — B5 C5 22. 6.79 — B5 A5 29. 6.79 — D1 A5 6. 7.79 — D1 C1 13. 7.79 — B1 C1 20. 7.79 — B1 A1 ★ 27. 7.79 — D2 A1 ★ 34. 7.79 — D2 C2 10. 8.79 — B2 C2 17. 8.79 — B2 A2 24. 8.79 — D3 A2 31. 8.79 — D3 C3 7. 9.79 — B3 C3 14. 9.79 — B3 A3 21. 9.79 — A3	2. 5.80 — D5 9. 5.80 — D5 C5 16. 5.80 — B5 C5 23. 5.80 — B5 A5 30. 5.80 — D1 A5 6. 6.80 — D1 C1 13. 6.80 — B1 C1 20. 6.80 — B1 A1 ★ 27. 6.80 — D2 A1 ★ 4. 7.80 — D2 C2 11. 7.80 — B2 C2 18. 7.80 — B2 A2 25. 7.80 — D3 A2 32. 7.80 — D3 C3 1. 8.80 — B3 C3 8. 8.80 — B3 A3 15. 8.80 — D4 A3 22. 8.80 — D4 C4 29. 8.80 — D4 C4 5. 9.80 — B4 C4 12. 9.80 — B4 A4 19. 9.80 — A4
R	WINTER	WINTER	WINTER	WINTER	WINTER	WINTER	WINTER
C3 C3	21. 9.74 — C4 28. 9.74 — D4 C4 5. 10.74 — D4 A4 12. 10.74 — B4 A4 19. 10.74 — B4 C5 26. 10.74 — D5 C5 2. 11.74 — D5 A5 9. 11.74 — B5 A5 16. 11.74 — B5 23. 11.74 — B1 30. 11.74 — B1 7. 12.74 — 14. 12.74 — 21. 12.74 — D1 C1 28. 12.74 — D1 C1 4. 1.75 — 11. 1.75 — 18. 1.75 — 25. 1.75 — A1 ★ 1. 2.75 — B1 A1 ★ 8. 2.75 — B1 C2 15. 2.75 — D2 C2 22. 2.75 — D2 A2 1. 3.75 — B2 A2 8. 3.75 — B2 C3 15. 3.75 — D3 C3 22. 3.75 — D3	20. 9.75 — C5 27. 9.75 — D5 C5 4. 10.75 — D5 A5 11. 10.75 — B5 A5 18. 10.75 — B5 C1 25. 10.75 — D1 C1 1. 11.75 — D1 A1 ★ 8. 11.75 — B1 A1 ★ 15. 11.75 — B1 22. 11.75 — 29. 11.75 — 6. 12.75 — 13. 12.75 — 20. 12.75 — D2 C2 27. 12.75 — D2 A2 3. 1.76 — 10. 1.76 — 17. 1.76 — 24. 1.76 — A2 31. 1.76 — B2 A2 7. 2.76 — B2 C3 14. 2.76 — D3 C3 21. 2.76 — D3 A3 28. 2.76 — B3 A3 6. 3.76 — B3 C4 13. 3.76 — D4 C4 20. 3.76 — D4 27. 3.76 —	18. 9.76 — C1 25. 9.76 — D1 C1 30. 9.77 — B1 A1 ★ 10. 10.76 — B1 C2 17. 10.76 — B1 C2 24. 10.76 — D2 C2 31. 10.76 — D2 A2 20. 10.76 — B3 A2 27. 10.76 — D3 C3 4. 11.76 — D3 A2 11. 11.76 — B3 A2 18. 11.76 — B3 C3 25. 11.76 — D4 C4 32. 11.76 — D4 A4 9. 12.76 — D4 C4 16. 12.76 — B4 A4 23. 12.76 — B4 A4 30. 12.77 — B5 A5 9. 1.77 — 6. 1.78 — 13. 1.78 — 20. 1.78 — 27. 1.78 — 3. 2.78 — 10. 2.78 — D5 C5 17. 2.78 — D5 C5 24. 2.78 — B5 C5 31. 2.78 — B5 A5 9. 2.79 — D1 C1 16. 2.79 — B1 C1 23. 2.79 — B1 A1 ★ 30. 2.79 — C2	22. 9.78 — D3 29. 9.78 — D3 C3 5. 10.78 — B3 C3 12. 10.78 — B3 A3 19. 10.78 — D4 A3 26. 10.78 — D5			

Trialists take awards

The Motorcycle Trials Team from Laindon Traffic Garage have had a reasonably successful season. Derek Sadler gained the Summer Novice Championship of the Chelmsford and District Motorcycle Club, with John Gaut runner-up.

In October, the team of Harold Cook, Albert Horne, John Gaut and Derek Sadler took part in the Midlands Trial at Birmingham, no awards being gained, but the team came fifth.

In the Welsh two-day trial in November, the same team attended this well organised Police Trials and gained similar placings to the Birmingham Trials.

In the Metropolitan Police Trials, held in December near

London Airport, Harry Cook was unable to ride due to illness, and the team of Albie Horne, John Gaut and Derek Sadler had their fair share of troubles. Derek Sadler was unable to compete in the first day's trial, due to chain trouble, and although Albie Horne suffered from mechanical trouble, he was able to complete the extremely muddy and treacherous course.

John Gaut rode both days and came home with the Novice Cup. Considering the riding conditions and the high standard of the opposition, this was no mean achievement, there being many retirements due to the conditions.

Any officers interested in motorcycle trials are invited to get in touch with any member of the team at the Laindon Traffic Garage.



Veronica Migliorini and Eileen Wilson, both stationed at Grays, who won the regional table tennis doubles championship.

WINTER WALKABOUT

THE Force 10 was held on February 18 over the HQ course, newly measured to the exact distance. This date was also the occasion of the Cadet 10 miles endurance walk so the two were combined.

The good field of 44 was soon well strung out as John Hedgethorpe went into a lead which gradually lengthened until he won in a best of season 86m 24s. Behind, Mike Blackwell had never let himself get too far in arrears and his 90m 06s was his best ever and took him into second place. He was followed by Keith Mann, Geoff Lee and Peter Cox, the last named also putting up a best ever of 93m 20s after a desperate sprint finish with Lee.

But shock walking by the cadets was the real feature of the event with big Ron Hammond putting in a remarkable 94m 31s in his first 10 with John Weatherley, 102m 34s, and Derek Reeve, 103m 49s, not far behind. The cadet event is covered on page 6.

Harlow division took the team event by weight of numbers as much as anything with 11 walkers on the road. Indeed it was a Harlow team in name only because not one Harlow man was there, all the competitors coming from Ongar, Epping or Walden, but a good effort all the same. Southend West were second and Clacton third. Their score of 72 enabled Harlow to take the winter championship—see scores in box. At 12 to score Cadets beat the Force by 155—175.

Result

Hedgethorpe (HQ) 86.24, Blackwell (S.W.) 90.06, Mann (Bas) 91.47, Lee (S.W.) 93.16, Cox (Cla) 93.20, Hammond (Ctds) 94.31, Weatherley (Ctds) 102.34, Furnival (Cla) 103.07, Reeve (Ctds) 103.49, Hastings (Ctds) 107.31, Groult (Ctds) 107.38, Whiting (Ctds) 107.48, Bowman (Har) 107.53, Fletcher (Ctds) 107.55, Kittle (Ctds) 108.20, Adams (Ctds & Chelms) 110.46, Bruce (Ctds) 110.48, Madden (Ctds) 111.39, England (Har) 112.41, Sitch (Ctds) 112.46, Govus (Ctds) 112.58, Jaggs (Ctds) 113.38, Blois (Ctds) 113.50, Sugden (Ctds) 115.32, Barlow (Ctds) 116.32, Burrows (Har) 117.10, Debbage (Ctds) 117.31, Biddle (Ctds) 117.31, Weavers (Ctds) 117.57, Parker (Har) 118.04, Lockwood (Har) 119.48, Bradshaw (Ctds) 120.49, Nunn (S.W.) 120.50, Pickford (Ctds) 123.37, Gallie (Har) 123.56, England (Ctds) 124.19, Hirst (Ctds) 124.19, Corrie (Har) 124.43, Cooper (Har) 124.52, Parsons (Ctds) 127.59, Cross (Ctds) 127.59, Story (Har) 132.49, Green (Har) 135.10, Jackson (Har) 135.20.

LEAGUE TABLE

Southend 925, Ilford 688, Woodford 620, Basildon 566, Police 499, Essex Beagles 354, Newham 182, Leigate 167, Thurrock 134, Walthamstow 80.

A smaller team contested a 10 miles club match at Enfield on 7th February over another killer course on which only John Hedgethorpe got near his previous time though he was lucky enough to be towed along by a fast group which good fortune eluded Keith Mann and Brian Jaggs.

RESULTS

Essex League 10 miles at Basildon on 31.1.70.

8th J. Hedgethorpe 86.46, 10th K. Mann 92.16, 11th M. Blackwell 93.53, 12th G. Lee 95.12, 18th D. Reeve 108.02 (pers. best), 19th S. Nunn 115.24, 20th B. Jaggs 115.48; 23 started.

Teams: Police 168, Southend 108, Beagles 80, Ilford 75, Basildon 75, Woodford 71, Leigate 32.

Club 10 miles at Enfield on 7.2.70.

8th J. Hedgethorpe 86.46, 10th K. Mann 96.34, 13th B. Jaggs 118.56; 14 started. Teams: Enfield 13, Highgate 17, Woodford 19, Police 30.

Indoor Games

Best ever

Force team win two silver and four bronze plaques

By Bob Whatling

THE No. 5 Region Championships were held in two parts this year, billiards and darts at Cowley, table tennis and snooker at Brighton.

In the billiards Jim Glaister (Colchester) had very bad luck in the draw, and drew Jack Francis (Herts.), many times Regional and National finalist, in the first round. He put up a very creditable performance, at one time being fifty in the lead, but as is usual with Jack he came into his own towards the end and won with a very convincing break of 29.

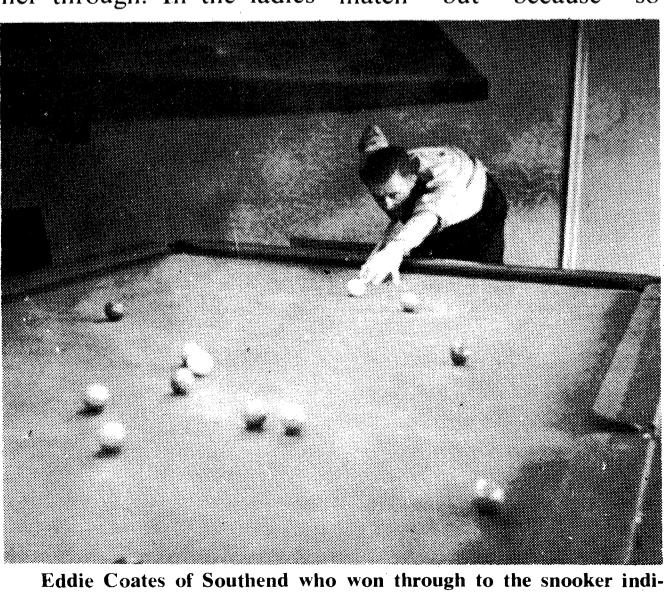
In the men's darts singles doubles Eileen and her partner Veronica Migliorini (Grays) put up a sterling performance to win their way through to the finals eventually beating the Thames Valley pair by three straight sets to win our only two silver plaques. Veronica is expecting a happy event and will not be a member of the Force in March, so will not be able to participate in the finals at Durham, unfortunately no substitutions are allowed which is very bad luck for Eileen. Our best wishes to Veronica in her new occupation as a full-time housewife and mother.

In the ladies' singles darts, Jill Pauler (Basildon) went out in the first round. In the ladies' doubles, Jill and her partner, Barbara Washbrook (Southend) fought gallantly to reach the final but lost two games to one giving a very polished performance but obviously lacking in match practice.

BRIGHTON

In the table tennis events held at Brighton Peter Rouse (Leigh) fought hard to reach the final of the men's singles, only to be outclassed by many times Regional finalist P.C. Carlile (Sussex) who beat our Peter by three straight sets. In the men's doubles Peter and his partner Dick Bloomfield (Traffic) played hard to reach the semi-finals where they were unlucky to be beaten. In the mixed doubles, Eileen Wilson and her partner John Barham (Grays) again reached the semi-finals but although their defensive play upset the Kent pair, this was not enough to enable them to win through to the final. In the ladies' singles, Eileen had a very unlucky draw meeting WPc. Norris (Kent), the eventual winning finalist, in the first round but her play was not aggressive enough to see only the pink to win the her through. In the ladies' match but because so

Dave then potted brown and blue requiring only the pink to win the her through. In the ladies' match but because so



Eddie Coates of Southend who won through to the snooker individual final and pairs semi-final at Brighton.

CROSS COUNTRY



ABOVE Chris Whiting leads a bunch up a steep slope at Goodwood. After a shower the chalk was as slippery as ice. BELOW First finisher Richard Madden feeling the effects of the gradient and reduced to a hands-on-knees gait near the top.



Team slips at Goodwood

THE long journey to Chichester ended on the course with only three minutes to spare before the "off" and once they were away the team came rather unstuck on the hills around Goodwood, where the race was held.

Although our own runners seemed to be up to their usual speed other teams appeared to enjoy the hills and put in better-than-usual performances.

At half-way Chris Whiting was loping along in front of the Force team, holding 24th place, with Mervyn Fairweather, Richard Madden and Mick Barlow bunched just behind him. But at the finish it was Madden who came home first in 23rd spot with Whiting back to 30th—he prefers to start fast and hang on—and Fairweather and Barlow running together, 33rd and 34th. The latter was below form but he travels badly, as does Graham Green, also off-colour and back in 42nd place with Mike Grout just behind him.

NO PLACES LOST

This completed the scoring and with 161 points put the team in 7th place although overall the Force holds 6th league position.

At the top the Herts-Sussex battle was renewed with the latter gaining the verdict, this time by 12 points. Individual winner was Randall, of Thames Valley, with the Herts Blundell-Parsons pair pushing the big name Chris Carter back to 4th.

RESULT (DISTANCE 5 MILES)

23rd R. Madden, 30th C. Whiting, 33rd M. Fairweather, 34th M. Barlow, 42nd G. Green, 43rd M. Grout, 48th M. Puttick, 49th S. Sugden, 57th I. Kittle, 58th A. Biddle, 59th R. England, 60th C. Govus, 62nd B. Jaggs, 64th L. Weavers, 65th S. Evans, 66th D. Reeve, 68 started.

Teams: Sussex 305, Herts 293, Kent 215, City of London 213, Thames Valley 191, Essex-Southend 161, Hants 65, Overall: Sussex 1494, Herts 1481, City 1260, Thames Valley 889, Kent 862, Essex-Southend 793, Bedford-Luton 358, Surrey 272, Hants 55.

Top Essex-Southend runners with only one race to go are Cadets Graham Green, with 129 points, followed by Chris Whiting 117, Richard Madden 111, Mick Barlow 106, and Force champ Mervyn Fairweather 82.

Federation News

By Stan Smith

Annual leave

I MUST make it absolutely clear from the outset that, contrary to what some people might have already said, the Joint Branch Board do not wish to ram this system down the throats of members against their wishes.

Let me explain how all this came about.

In recent years there have been a number of complaints from members about the unfairness — real or imaginary — of the present Annual Leave system. The Board have waited until after amalgamation, and with a view to obtaining if possible a new system satisfactory to all, have set up a small Working Party to consider other systems against our own



The Law Shop

FOR HIRE: Large Continental frame tent, separate bedrooms with sewn-in groundsheet, Calor gas cooker and other extras, £5 per week. Trailer also available. Ted Davidson, H.Q. Planning Department (Home), Chelmsford 57092.

FOR SALE: 1961 Morris Mini, white with red roof; good condition, good tyres, taxed and tested; price £100. Apply to: P.C. 1291 McGarr (South Ockendon) or W.P.C. 23 McGarr (Grays).

FOR SALE: Wine glass class dinghy, sail number Z99.15ft., all fibre glass, cruiser/racer, alloy spars, all stainless steel fittings and rigging, terylene sails, many extras, including new Snipe trailer, roller bags, paddle, life lines, boom up cover, all gear brand new in 1968. £255. D. I. Wyatt, Colchester 74444 or Birch 486 (home).

SAVE STAMPS FOR SPASTICS

Used postage stamps — any country, value or age — collected at the address hereunder. Leave a wide margin of paper round stamp please — do not trim closely with scissors. Postage returned if required. Many thanks to all who have forwarded consignments in the past year.

Officer in Charge, Police Station, Great Horkestone, Colchester, Essex.

For Sale: Berkeley caravan, four-berth, 18ft. long, sited at Whitfield Hill near Dover at £45 per annum; aluminium outer with plywood grained interior, blue and cream exterior, fully equipped separate kitchen, fitted for Calor and electric lighting, small solid fuel combustion stove, new curtains, spring mattresses, wheels and tyres in excellent towing condition, standard ball and socket hitch; toilet compartment; two entrance doors; complete with carpet, table and stools, kitchen cooker (gas) and utensils, deck chairs, etc. A very genuine offer of a complete mobile holiday home in very good weatherproof condition for £160 or near offer. Apply T/W 35 Mrs. D. Cannon (Grays), telephone Grays Thurrock 2998.

DID you see the Headquarters musical society's production of "Desert Song"?

Would you like to hear the songs from the show again?

A recording was made of the show, and arrangements have been made with Pye Records to press a record. Some copies of this LP are still available at 14s. 11d. each, plus postage and packing, and anyone interested should contact: Geoffrey Wheatley, c/o Stores Office, Headquarters, Chelmsford.

A member of the Force is anxious to make contact with anyone who is likely to have a baby which she is prepared to offer for private adoption. Any information, in confidence, to Force Welfare Officer, please.

SUE SPEAKS FOR THE OTHER HALF

Mainly for Wives

I DON'T suppose I shall be the only person to write in this issue of The Law on the subject of capital punishment and the murder of policemen, but perhaps I will be the only policeman's wife to do so.

It is easy to get emotional about this and lose track of the point. People are shouting for a return of the death penalty for the murder of a policeman, but I can't go along with that opinion.

Capital punishment is barbaric. It is deliberately taking a life; just as surely as murder is, admittedly with the sanction of the law. To re-introduce it, for whatever reason, would be a retrograde measure.

Is it logical to say: "I have lost my husband/son/brother, therefore the wife/mother/sister of the man who did this terrible thing to me must suffer in the same way?"

This is not to say that I am satisfied with the law as it stands; far from it.

Some way must be found of dealing with the people who turn into habitual criminals right from the start to prevent them going from bad to much worse.

This is not an original idea and I am no more sure of the answer than anyone else but I am convinced that the time to hit them hard — not necessarily literally — is at the beginning.

Prevention

There can be no doubt that there is a general pattern of development in the criminal field, even if there is not an instantly recognisable criminal type.

Perhaps the blame lies right back with the unqualified J.P.s in the magistrates' courts. Perhaps their world is so totally alien to that of the small-time teenage crook that they honestly believe they are doing the best thing. But there must be something drastically wrong with a system which values injury to property higher than injury to another person.

Forty-hour week

The Chief Constable has informed the Board that because of the deficiencies in manpower, he will require the Force to continue to work a forty-four hour week, with the proviso that those members who wish to work a forty hour or a forty-two hour week may do so, provided they inform their senior officers. It has been agreed that the one weekend in four shall be preserved, with the present Force rest day roster being the basis upon which the additional rest days can be included. There will be discretion for some differences to operate within Division and Departments to cater for the particular needs of the Service and the members.

Agreement was reached at the pay negotiations on 25th February that the extra rest day to be worked shall be paid at the overtime rates as is the present one.

One additional rest day will be lost in a period of annual leave of a fortnight or more, and during courses over a similar period of time. This, of course, is to cater for those periods when no extra time is worked.

Force Open Meeting

The Force Open Meeting will be held at Police Headquarters

Chelmsford at 7 p.m. on Monday 16th March, 1970, unless there is information to hand that more than 250 members will be attending. The Assembly Hall will only hold that number, so it is imperative that members inform their local representatives whether they are attending so that transport can be provided where it is required and if the total is greater than the hall will hold, then arrangements will have to be made for more suitable accommodation.

We have lined up some good speakers for you. The chairman of the Joint Branch Board will comment upon important developments both national and local; the Chief Constable will no doubt take the opportunity to comment upon his policies and the effects and results of amalgamation; Dick Pamplin as the national secretary will have all the up-to-date information on national matters, and he will be backed up by Harry Heath of the Metropolitan Constables' Board and a Joint Central Committee member, who has a very good grasp of most of the problems which beset the Service and has vast Federation experience. We hope that many members will attend this meeting.

It is sickening to see some of these grinning yobs leaving a magistrate's court after being fined £10 (half, or less, of a week's wages) for a third or fourth assault or theft charge.

Everyone agrees that the present system is unsatisfactory, particularly in relation to firearms offences. Figures prove this only too horrifyingly — but what is going to be done about it?

That is a question for the government and its advisors to answer and surely it can't be beyond the capabilities of the best brains in the country to do so.

No thought or money must be spared in coming to a definite conclusion to this problem — urgently.

Just a statistic

All our husbands know that they are more likely than most to turn into a murder statistic and we know it, too, but that does not stop them doing their job. Yet.



W.P.C. June Head plays the unusual role of waitress when Ockendon entertains local foster children.

Ockendon entertains

SATURDAY, 14th February was the occasion of an unusual "At Home" at South Ockendon. About thirty children (never still long enough to be counted) under the care of the Greater London Children's Department and living with foster parents at South Ockendon, were invited to the Police Station for a party.

Guests and hosts alike had a great time, it is hard to say who had the most fun. Sergeant Peter Spensley was completely unsuccessful in keeping order but managed to arrange the games side of the function. The children were subjected to the usual type of entertainment and fun fight, each child being given a present when leaving.

The hard work of preparation was organised by W.P.C. Head ably assisted by Mesdames Chapman, Smith, Spensley and S.W.P.C. Allen.

This venture was part of the effort being made by all Officers at South Ockendon to improve relations with young people living on G.L.C. estates. During the past year staff at this station have given instruction to many local youths in connection with the Gold, Silver and Bronze awards of the Duke of Edinburgh's Award Scheme.

Parties of children from nearly every school in the area have visited the Police Station as part of their general education programme. It is hoped that future generations of policemen serving at South Ockendon will reap some benefit from these efforts to engender better relationships with these young people.

Sleepy Hollow

From page one

The time was then about 8.20 a.m., but it was bright although still cold and crisp. The remainder of the force continued further into the dense country, leaving us two staunch fellows mounting guard. Then the wind got up and a freezing mist surrounded us and we were cut off from the remainder of the force.

We gradually became colder and stiffer, but carried on regardless. Members of the press by this time were beginning to arrive and due to their eagerness to obtain their stories and photographs we began to move around, all two of us holding them back, but the blood began to circulate again preventing rigor mortis from setting in.

At 9.30 a.m. another vehicle drew up promptly stopped by the noddy rider, who enquired as to the identity of the two men in the vehicle. After production of his warrant card, Detective Chief Superintendent Davies (M.P.D.) was allowed to continue. This was the first of the many senior officers to arrive, he being shortly followed by Chief Superintendent Vickers, who was in uniform so we did not ask for his warrant card, but managed to raise the right arm although stiff with cold.

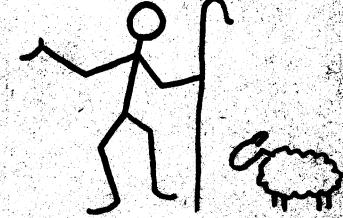
Mr. Vickers was followed by Superintendent Crossingham with the first convoy of the main task force in personnel carriers. This gave the newshounds something to photograph and roused their interest still further. More carriers followed shortly with an imposing crest on the sides and we realised that these were the Metropolitan Police Task Force on paid rest days and overtime with subsistence allowance thrown in, so rather than salute to the officers in the front of each carrier we fell humbly to our knees.

The freezing fog was still surrounding us as we saw walking along the shrouded lane towards us three varyingly dressed persons who from their headgear and other wearings

apparel could only have been members of the C.I.D. Knowing this we allowed them to continue without being challenged, but we are still wondering why they walked all the way from Chelmsford. Perhaps they were economising on petrol or had called in the local before leaving for a quickie which gave them extra strength and warmth. As if this wasn't enough, no sooner had they gone we again looked in the same direction and saw two more figures walking towards us. I recognised one as Detective Superintendent White, and then realised that something obviously had gone wrong with the transport from headquarters. As he walked by and we gave him a bright "Good morning, Sir," he was heard to say (quote) "B... cold isn't it." (That was an understatement).

The Press kept enquiring into all the personnel and it appeared to us that the majority of the hierarchy had arrived and before long the search would be under way.

Other vehicles were still arriving, including the dog vans and a large van containing Sgt. Phil China with his crew and swimming gear, including I am told a bottle of whisky. Anyway on a day like that they were welcome to the swim and deserved the whisky to go with it.



Before long the dogs could be heard whining and a thin blue line of uniforms could be seen stretching across the fields, through the fog. One or two of the Press had managed to get through to the main search area by crossing over the fields in the fog out of our view, but within minutes were seen to be running down the lane after seeing members of the canine section sniffing around and growling.

About mid morning a white Rover 2000 appeared through the fog. Fortunately by this time, as it was getting on in the day, my arms and hands had defrosted and I was able to salute correctly as The Chief Constable and The A.C.C. Mr. Waller drove by. The Chief giving a sly grin with his feet, I suspect, by heater.

By lunch time the mobile canteen had arrived and we were relieved by two other frozen individuals so as we could get some refreshment. The queue was already quite long as we mingled with the members of the M.P.D. and one Hertfordshire cadre who I think had been left over from the search the day before at "Rooks Farm" two miles away. Either that or he was on one of the outward bound tests. As usual there was a lot of joking and those from the M.P.D. looked even colder than us. One of them did mention that he was cold and a reply from a certain Essex officer was, I quote, "It makes a change for you to get out here in the fresh country air, listening to the sparrows singing and flying around, rather than hearing the pigeons coughing and shaking the smog from their wings."

If that wasn't enough, while the Essex officers were tucking into the sandwiches and steak pies, the Metro men were starving as their own food was lost after leaving the main A11 (even with up-to-date methods and systems the simplest of things go wrong sometimes). I never did know if it arrived but we took pity on them and gave them a bite, without payment as they said that they couldn't afford it.

After lunch the search over fields, in undergrowth, and in ponds continued without result and was finally called off about 2.45 p.m., everyone returning to their own tranquil offices and places of hiding, feeling much better and refreshed for their day in the open air!

Apart from this activity other recent occurrences in the Saffron Walden sub division, which I won't go into in detail, have been a hotel fire in which 11 died, and a murder. So you see we might be right little old country boys, but we do have a little work to do now and again.