

The Newspaper of The Essex and Southend-on-Sea Joint Constabulary.

Rent aid maximum up to £11-08p

MAXIMUM rent allowance for Federated ranks went up to £11.08 during last month, when this sum received Home Office approval. This will mean the amount of £48.17 monthly on pay slips when the new rates have been processed.

But the full amount of £11.08 may only apply to house owners who are now receiving the present maximum limit of £8.90 per

week. For occupiers drawing less than this sum now the new rates will make no immediate difference at all.

When the new rates will be included in pay cheques is anyone's guess. Says Bill

Austin of the Finance Office, "We are getting through the work as quickly as possible to get the new rates on to the payroll."

But with the mammoth task of going through 896

files (that is the owner-occupier total) the job could be a long one and Bill Austin is not being helped by people who telephone asking what their new rates will be. "They just take up time I could spend on the paper work," says Bill. "Please leave us alone to get on with it."

The new rates will be back-dated to 1st April, 1973. Revaluations are still being done on the original three-year cycle and will not be speeded by the introduction of the new rate. The new system described in last month's Law by Stan Smith is only at the discussion stage and will not be used to assess the new rates.

The new rate for Superintendents could be £11.58 but this has yet to receive the go-ahead from the Police Authority.

Benevolent Fund votes needed by January

EVERY five years (quinquennially as the Force Order would have it) a referendum must be held throughout the Force to decide upon the use to which the grant from the National Police Fund is to be put.

The National Police Fund was set up in 1926 from subscriptions received from the public in appreciation of police action in the General Strike of that year.

The interest on the investment of the fund is applied to recreational, educational or benevolent purposes in Police Forces.

This Force receives a quota of about £116 each year and can, in addition, get supplementary grants but only on two conditions; first that 75 per cent of the Force make a subscription of at least 1p per week to the benevolent fund to which the National Fund quota is added, and that the Chief Constable gives an undertaking that the quota will be put to the same purpose for five years.

The five years is now up. In 1969 a Force referendum placed the quota grant in the Force Benevolent Fund

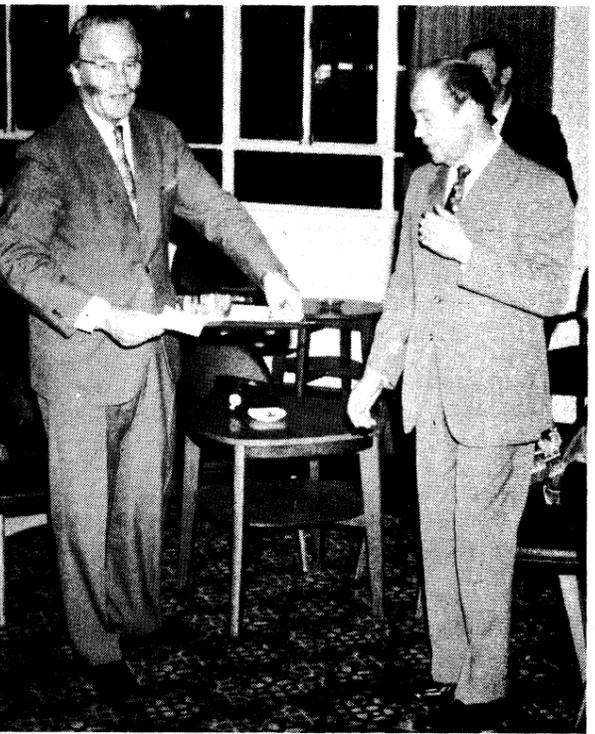
DOUBLE EVENT AT SOUTHEND



WITH PEOPLE already preparing for this month's constable-to-sergeant promotion examination the Peel Trophy for the top student from this Force in last year's examination was presented by Sir Jonathan Peel to Constable Bill Horsman of Westcliff.

After congratulating Constable Horsman he went on to say that it was a pleasure to visit Southend and that it was a shame as far as he was concerned that he did not know as many officers in this part of the County as he did in others.

Bill had his parents present and his father told The Law, "He has always, since the age of eleven, wanted to be a policeman. We are very proud of him."



At the same time, a presentation was made to Superintendent Ray Long, the retiring Chairman of the Joint Divisions Sports Club, on his promotion and move to Clacton. The gift, consisting of cut glass tumblers, a pen and a telephone directory, was made by Chief Superintendent Fred Bonfield. In his speech Mr. Long said, "When I was told by the secretary of the club that there was to be a presentation I told him it was stuff and nonsense as presentations are only made to people about to retire and I can assure you that I have no intention whatsoever of retiring."

He went on to say that he was proud to have been connected with the Club and that the members should feel proud that they were members of the premier club in the County.



THE NAVY might have had to forego their daily ration of rum but they still like to have their pin-ups.

When members of the frigate H.M.S. Falmouth visited Southend Police Station 'Off-Beat' bar, for a social held in their honour during a courtesy visit to Southend they found W.P.c. Carol Lambourn so arresting that they asked her to be their 'pin-up'.

Carol, who is 20 and engaged to P.c. Brian Jones from Westcliff, and the daughter of Sgt John Lambourn of Saffron Walden, told The Law, "I thought they were joking at first. They said they wanted a photograph of me in uniform for their mess deck. When I realised that they were serious I felt quite flattered. They are a nice bunch of lads."

Carol has been tentatively invited to visit the ship on its return to home waters but no date has yet been fixed for the visit.

Brian Jones, her fiance, said, "I don't mind her being a pin-up. I think it's a good idea. It makes me feel quite proud to think that the navy lads find Carol attractive."

Picture by courtesy of Southend Evening Echo.

EDIVIEW

New Club Rules

A COMMITTEE currently sitting to consider changes to the rules of the Force Sports Association is running into difficulties with diehards in divisions.

The Sports Association at present does not exist at all, to all intents and purposes, being a loose federation of autonomous divisional sports clubs. It is this constitution which has given rise to legal difficulties over ideas for fund-raising schemes, difficulties which led this column to urge that if the Association's constitution did not permit sufficient funds to be raised to cover all the activities which members desired then the rules should be changed.

The new draft rules have proposed just this. The committee suggest that there should be just one sports club, called "Essex Police Recreation Club," with divisional branches. Membership would be made up of individual members of the Force, cadets and civilian employees.

The club would be governed by a general committee which would include the secretary and three members of each divisional branch and the secretary of each sporting section, a full complement of about 60. There would, of course, be a smaller executive committee charged with getting things done, but changes of rules and major decisions would require the agreement of a majority of the general committee.

Of course, divisional clubs will lose their autonomy by these proposals but, considering the safeguards and the streamlined organisation, this is a small price to pay.

Fears that "they" at headquarters will veto proposals to buy a new ping-pong ball or even a colour telly for a divisional station are absolutely groundless. "They" will have rather less power under the new rules than now.

It will be a pity if yet another rules committee's work is lost for purely emotional reasons.

A Case to Answer

WE WERE impressed by the ingenious argument advanced on behalf of the first VASCAR victim to be taken to court who appeared recently at Chelmsford, defended at the expense of the RAC after being clocked at 100.3 miles per hour on the A12 road.

The defence, maintaining that there was no case to answer, said that VASCAR did not comply with Road Traffic regulations. "A policeman forms the opinion that a car is exceeding the speed limit. It is that opinion which is fed into a device which depends for its result on the opinion and judgment of the policeman without any corroborating factors."

We think that corroboration is provided by the speed of the vehicle which is also fed into the device, backing the policeman's opinion. But we would not claim that to be especially ingenious and in any case the defence was rejected, the motorist changed his plea and was fined £20.

So VASCAR is off the ground. We should add that ten other offenders pleaded guilty the same day and were fined without even appearing.

Abounding with Justification

NEW forms are always something of an event even in an organisation such as the police, loaded down with all sorts of documents, but the redesigned probationary training assessment report forms which burst upon the Force this month have made a longer than usual stride from old to new.

The form now has an "underline appropriate phrase" front and a "general account of work" rear, and therefore joins the general stream of assessment forms about which we had something to say in August.

And while we would never agree that the phrases offered for underlining leave no room for improvement — this phrase appears under two of the ten headings — expressions such as the title to this piece, which appears under "confidence," have a poetic ring that no-one could find fault with.

Now if only reporting officers will boldly underline the appropriate and not the safest phrase the new forms might get us somewhere.

Conversing in Bovine

WHATEVER they thought of our serious comments in August about staff appraisal someone seems to have taken the comic guide to heart in despatching the firearms section to shoot the bull — see back page. Perhaps we shall have to invent a new performance factor concerned with talking bullocks: certainly this was no emergency for passing water.

This column should not be interpreted as expressing the policy of the Chief Constable nor that of the Police Federation, and the views may be those of the writer alone.

Visitor to U.S.A. impressed by police sociology training



Sgt Stefan Labedzki

VISITOR to the U.S.A. this year was H.Q. based Traffic Sergeant Stefan Labedzki.

As a participant in the Anne C. Stouffer Foundation exchange programme Stefan was attached, for three weeks in September, to the Police Departments of the North Carolina cities of Winston Salem and Greensboro.

It came as a pleasant surprise to find that life, in that corner of America, progressed at a much gentler pace than one is led to believe from popular television presentations. "About as quiet and peaceful as Norfolk," said Stefan, "but with a semi-tropical climate and air conditioning."

He continued: "Despite what one might suppose, the cost of living in North Carolina is not high. Food, clothing and consumer products are no more expensive than in England and in many cases are considerably cheaper. Housing in particular is relatively inexpensive, with a smart brick built detached house averaging about £5,000."

"Not bad when you consider that a police recruit starts at about £4,000 a year, with extra pay for

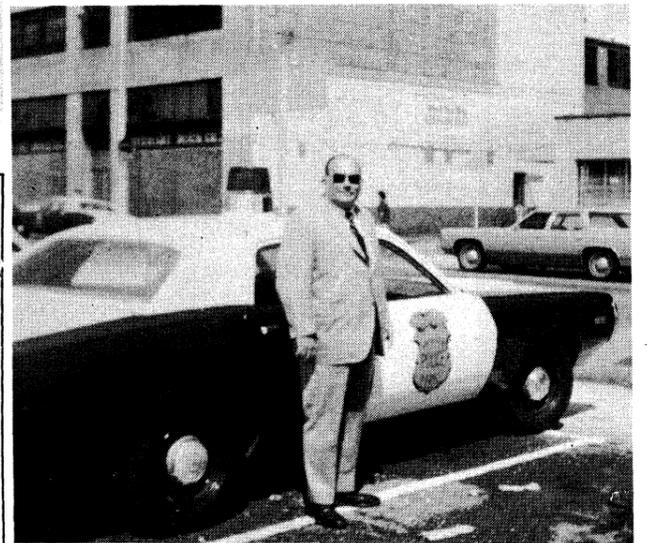
those with university degrees. It is hardly surprising that there is actually a waiting list to join the police, of course, they can afford to raise recruit standards to a level far above ours."

Stefan, who has recently completed a three-year external university course in criminology was impressed by the sociological content of the recruit training programmes of the two departments he visited.

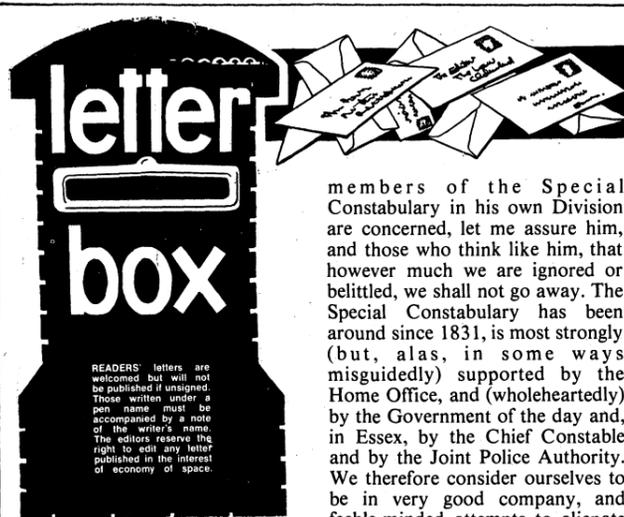
He said: "When a police officer understands the people he is employed to 'protect from one another' he is at an immediate advantage and also becomes a front line man for those authorities seeking the answers to local problems. An officer who can recognise a potentially explosive situation may be instrumental in relieving it before it grows to unmanageable proportions, and thereby increases his value to the community as a whole."

Sgt. Labedzki collected so much literature during his visit that he had to mail it home — and is still waiting for it to arrive.

We look forward to hearing more after he has had time to evaluate the material he gathered.



Pictured above is Mr. Arthur N. Marshall, the American inventor of the VASCAR speed-check apparatus. Stephan Labedzki met him during his visit to USA. In November Mr. Marshall is scheduled to visit Brentwood court when cases appear as a result of the use of the device in Essex.



Dear Sir,

The mischievous letter entitled "Specials and the lost ARD" published above the name of Pc 961 Chadd (The Law, October) appears to be yet another clumsy, albeit calculated, attempt to revive the regulars v. specials controversy, and really ought not to be permitted to go unchallenged. As Pc Chadd must very well know, whatever the reason for the loss of one of his paid additional rest days, which I for one do not begrudge him, it cannot by the remotest of coincidences be connected with the recent Home Office recruiting campaign for the Special Constabulary, which I personally considered to be misleading and inaccurate in the extreme. Whereas the recruiting campaign was almost certainly planned many months ago, the reason behind the lost ARD is in all probability purely financial, and I should have thought that his local Federation representative could have advanced more cogent reasons than he himself has put forward, and his attempt to suggest that the two events hang together cannot be accepted.

Insofar as his gratuitous comments upon the role played by

members of the Special Constabulary in his own Division are concerned, let me assure him, and those who think like him, that however much we are ignored or belittled, we shall not go away. The Special Constabulary has been around since 1831, is most strongly (but, alas, in some ways misguidedly) supported by the Home Office, and (wholeheartedly) by the Government of the day and, in Essex, by the Chief Constable and by the Joint Police Authority. We therefore consider ourselves to be in very good company, and feeble-minded attempts to alienate "specials" from the majority of their regular colleagues by active members of the Police Federation and their small band of followers will most surely fail.

In conclusion, may I say, sir, that your own attempt to denigrate the Special Constabulary in your editorial "What's in a name" (The Law, October) does you very little credit. It may be thought that if this is an example of the limit of your achievement, some changes are desirable in the editorial staff.

I hope you will find it possible to print this letter in its unabridged form.

Yours faithfully,
S. E. F. BROWN
(S/Sgt. 10)
(Chelmsford Town)

Oh, Mr. Brown, what an example of hyper-sensitive over-reaction. How could you imagine that we would edit your letter? Neither shall your comments on the editorial staff go unanswred. "What's in a name" was not about Specials who were merely mentioned in passing as being one of several groups who too closely resemble policemen. We still hold this view, and, replace us as you might, finding a scribe to fill our shoes who did not hold such an opinion might not be easy.

—Ed

Southend Police Divisions Joint Recreation Club

THE holiday fund for 1974 will commence on January 15. Application forms will shortly be forwarded to every Divisional Headquarters, and these should be completed and returned to Sergeant E. A. Easlea, Secretary, Police Station, Southend-on-Sea, by not later than Friday, December 14, 1973. All existing participants must complete a new application form for 1974.

Subscriptions can be 50p, or a multiple of 50p, per month, and are deducted from salaries at source. The amount of the subscription cannot be altered during the year.

Three-quarters of a member's yearly entitlement may be drawn out, on application, between April 1 and September 30. The remaining quarter will be paid in December, without application.

Withdrawal cheques may be cashed at any branch of the Trustee Savings Banks within the combined force area. They cannot be passed through officers' own bank accounts.

Receipts sent with Holiday Fund cheques must be signed and despatched to Sergeant Easlea by return.

WITHAM SUB MAKE MERRY AS SOCIAL SEASON STARTS



WITHAM Police Dance time came round again on October 5 when a good evening was enjoyed by members of the Sub-Division, their wives and friends. Our pictures show the party spirit building up.



On the left are Constables Michael Davies (extreme left) and Trevor Fisher with Mrs. Anne Fisher, Mrs. Carol Hall and Mrs. Beryl Davies. The right-hand picture shows from right Sgt Johnny Johnson, Mr. John Fincham, Mrs.

Stephanie Sims, Mrs. Valerie Fincham and Mrs. Jenny Johnson.

Pictures by Dennis Mays

Welfare Committee allocate funds

COLLECTING boxes held at various stations throughout the county have been emptied and once again Southend topped the list with £90.84.

The cash is divided 60/40 between the Orphans Fund and the Benevolent Fund and the boxes yielded £1,177.46, a total slightly up on last year.

South Ockendon collected the remarkable sum of £56.84, showing that even in an area where not everyone loves the police the public can, nevertheless, be generous.

Individual sums were as follows: Brentwood £60.35, Billericay £25.51, Wickford £16.32, Basildon £62.58, Chelmsford £49.76, Melbourne 20p, Danbury £10.37, Ingatestone £17.30, Broomfield £14.51, Witham £23.05, Kelvedon £1.10, Maldon £17.74, Southminster 71p, Clacton £75.28, Walton £28.67, Thorpe £6.02, Brightlingsea £16.39, Harwich £25.51, Mistley £9.23, Frinton £11.95, Wivenhoe £1.76, Great Bentley £1.00, Great Bromley 28p, Colchester £63.00, Braintree £19.87, Halstead £12.95, Copford £1.28, Great Horkesley £2.30, West Mersea £12.10, Castle Hedingham £4.10, Grays £34.49, Corringham £18.55, Tilbury £8.94, Harlow £80.94, Hatfield £6.70, Epping £37.61, Ongar £27.94, Saffron Walden £30.65, Newport £5.60, Dunmow £13.60, Stansted 76p, Rochford £15.88, Westcliff £21.65, Shoebury £4.96, Southend Bar £15.66, Hockley £1.07, Hadleigh £8.34, Benfleet £18.73, Rayleigh £33.06, Leigh £34.68, Canvey £18.73.

This was announced at the fourth meeting of the Combined Welfare Fund Committee on 17th October.

The actual allocation of the money was £706.46 to

the Force Orphans' Fund and £471 to the Force Benevolent Fund.

It was announced that there were 1,850 subscribers to the various Welfare Funds out of a Force of 2,153, and that these 1,850 members paid 30p per month. No less than 300 are therefore not contributing.

It was agreed that 13p of each subscriber's monthly total be contributed to the Gurney Fund. In this year, 1973, the members will have subscribed £2,880, and the Fund will pay back in grants to our dependent children £2,404.97. In discussing the Police Dependents' Trust Fund it was agreed that the amount contributed by each member be reduced to 2p per month. It was felt that in the last year a great deal of money had been donated by way of cocktail parties, boxing promotions and the like.

In the current year contributing members will have subscribed approximately £880 and total grants have already, in the first nine months of this year, amounted to £1,300, to dependents of this Force.

With regard to the Benevolent Fund it was reported that members will have contributed approximately £2,800 to this Fund for the current year. Of that grants have been made

to the sum of £645.

One thousand pounds has been paid to the Hove Convalescent Home this year and it was reported that a letter had been received from the Management Committee to the Hove Convalescent Home to the effect that they require more money to run the home effectively.

It was, with this in mind, that the remaining 17p of the Members' monthly contributions was allocated to the Benevolent Fund. It was pointed out by the Secretary that already this year 20 members of the Force had attended the Convalescent Home for a total of 39 weeks, 31 of which were paid for by the Force, the remainder being paid by the Regional Hospital Board. Thus, at the approximate cost of £31.50 per week the £1,000 donated to Hove has almost been spent in just under ten months.

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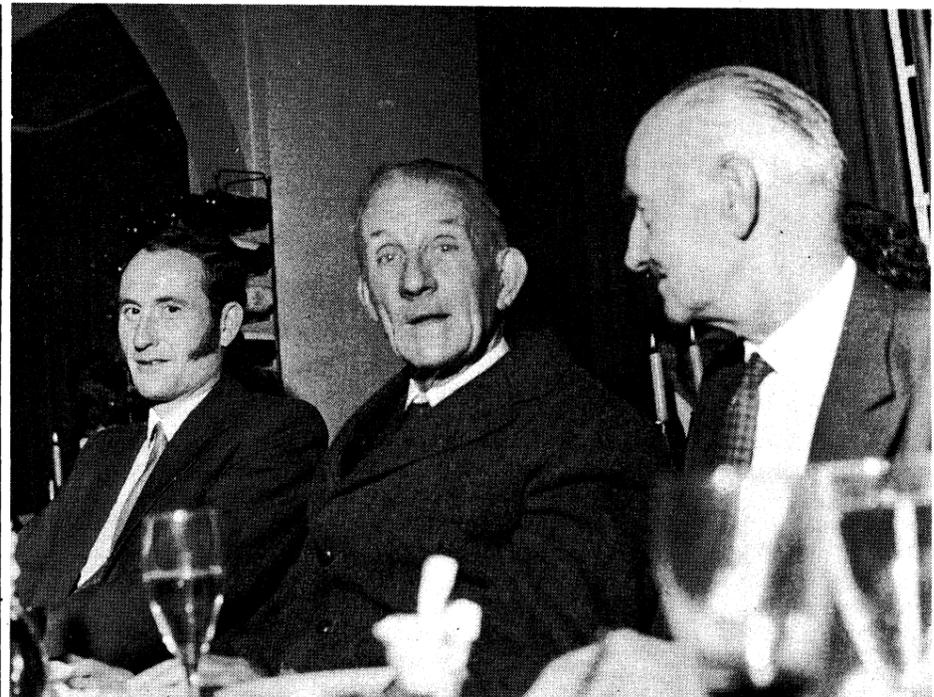
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by Bert Brinkley

THE Annual Conference at Ryde, Isle of Wight, proved very successful. The emphasis, of course, was on pensions. It was stressed that although under present commutations the 9.3 per cent increase was strictly correct the Public Service Pensioners Council are critical of the manner in which the increase is calculated. It did not adequately reflect the change in the cost of living and pensioners were entitled to expect not only a maintenance of pension purchasing power but also a share in the Nation's increasing prosperity. The Prime Minister has already expressed himself in Parliament as being in accord



Pictured at the Witham Special Constabulary dinner-dance at the Du Cane Arms, Great Braxted, on October 12th are retired Special. Sam Willingale has been a member of the Special Constabulary since November 1939 and will be retiring in December this year when he reaches the Willingale and Mr. C. Poulter who is a age of 70.

with this view. The 9.3 per cent (as from 1 December, 1973) represents the rise in prices index but the Chancellor of the Exchequer had agreed that wages had increased more, furthermore, the prices increase in food alone had risen 16 per cent, which is very considerable when it is realised that pensioners spend half of their pensions on food. It is the aim of the National Executive to strive for the inclusion of household services, viz, gas, electricity, coal etc., and in view of the ever increasing costs the Executive will aim for a six monthly review of all pensions.

The two delegates from Chelmsford have submitted a very comprehensive report which is being circulated to the Committee. It is very disappointing to note that no delegates attended from Colchester or Southend Branches. The importance of these Conferences cannot be over emphasised if Branches are to be kept up to date of the happenings of the National Executive.

The Conference decided that the present rate of levy on Branches for 1974 be retained, viz. 30 per cent of subscriptions. Likewise, there is no change in subscriptions for 1974 which remain — pensioners 48p (including wives), widows 12 pence.

The annual Luncheon of the Comrades Association was attended by about 100 members but more could have been accommodated. There are many who are members of NARPO and not the Comrades Association and vice versa but whichever way

it is a pensioner should join both Associations, especially NARPO. The Association is striving hard to improve the lot of the pensioner and it behoves everyone to support their efforts.

The Chelmsford Branch had their first 'get together' on 29 September, at the Staff Canteen, Police Headquarters, which proved very successful. It was intimated that further Social gatherings would be welcome as and when they could be arranged. Some 60 members and their wives attended, also 4 widows. Much was discussed as quite a few had not met for some years.

We regret to record the death of ex C/Insp. Herbert Chapman who died on 14 October, 1973, aged 72 years. He was serving at Hornchurch at the time of his retirement and many will have met him as a serving Officer and also on the Bowling Green, he was a member of the Clockhouse Bowling Club at Upminster. At the Cremation on 19 October many colleagues, serving and pensioners paid their last respect and there were also representatives from the Clockhouse Bowling Club. The lesson was read by Supt. J. F. Chapman from Grays.

Many will have received Coding notices for 1973/4 as the result of the increase in Old Age pensions from 24th September. It is noted that income tax is being charged on the increase for the whole year. The matter was taken up with the Income Tax Authorities who replied that a special code was being operated and the usual explanation that any adjustment necessary would be made at the end of the financial

year. It is impossible to work out how their minds work and it is to be hoped the same procedure is not followed when the Public Service pensions are increased from 1 December next.

The Association has referred three cases of hardship among widows to the Benevolent Fund and is pleased to announce that financial assistance has been given in each case. I can only repeat if any such case comes to the notice no time should be lost in reporting it and I will see that the Welfare Officer (Sgt. Easlea) gets the information without delay.

SOUTHEND

On October 17 the Southend branch held their Annual Dinner at Garons Restaurant, 66 High Street, Southend-on-Sea, when some 124 guests were warmly welcomed by the Chairman Mr. James Devlin in the absence of our President, Chief Superintendent F. Bonfield who was unfortunately on other duties.

A special welcome was extended to our chief guest, Mrs. Katie Sanftleben. A very fine meal well prepared and served was partaken of during which the Loyal Toast was proposed and drunk.

A short speech by our chairman touching on various aspects of our branch was given and at the conclusion of this a presentation was made to our Katie in recognition of her valuable assistance over the many years prior to her retirement from the police service. At the same time Katie was made a Honorary Life



Married at Chelmsford Registrar's Office on Saturday were the former Gillian Yates, of Mildmay Road, Chelmsford, and Mr. Karl Williams, of "Tahiti," Chalks Road, Witham.

Gillian Yates was until recently in charge of the Headquarters typing pool. Now she and her husband have gone not quite as far as Tahiti but to Africa where Mr. Williams is working. Photo: Arthur Tarrant

Five months in New York City

EARLIER THIS YEAR Chief Inspector Keith Hunter had the chance of representing the Police College in an exchange of staff between Bramshill and the John Jay College of Criminal Justice in the City University of New York. The Law here reprints Keith Hunter's report on his visit.

Says Keith, "It's in rather formal language but then, it's an official report. I could have written it in more interesting, journalistic terms for The Law. Behind the views so blandly and briefly expressed," he goes on, "lie more pungent and strongly felt views and numerous experiences — some quite hairy and spicy — so far unpublished."

This is soon to be put right and an article on comparative transatlantic driver behaviour and levels of police enforcement has been accepted by Police Review and will be appearing in due course. And Keith Hunter's sequel to his own report contains some strongly expressed views which many members of the Service will find interesting and with which many will just as strongly agree or disagree.

**Ch Insp
Keith
Hunter
writes
on his
staff exchange
trip to John
Jay College**



SINCE 1970 annual exchanges of staff, each of one term's duration, have taken place between the Police College and the John Jay College of Criminal Justice in the City University of New York.

I have had the honour and privilege of representing the Police College in New York for the third exchange visit, lasting from early February until 8th June, 1973. Professor William J. Wetteroth of John Jay College was later attached to the staff of the Police College for the duration of the Summer Term.

John Jay College grew out of the New York City Police Department's recognition of the increasing complexity of law enforcement and a growing sensitivity of relationships between the police and the community. In 1955, in an effort to expand the capabilities of police leadership, the department started a programme of higher education for its officers, in conjunction with the Baruch School of Business and Public Administration.

John Jay College was founded in 1964 as a baccalaureate - degree - granting - College devoted to the study of the criminal justice system. The primary mission was to "professionalise the education of law enforcement personnel." Over the years it has attracted many hundreds of students from the New York City Police Department (str. 35,000) and other city, county, State and Federal law enforcement bodies. These students have always mixed with civilian students and the current student population is in excess of 7,500. Forty per cent of the students are employed full-time in police and other public service occupations.

John Jay programmes are wide ranging, and include B.Sc. or B.A. degree courses in Police Science, Criminal Justice, Social Science, Forensic Science and the

graduate syllabus includes Masters' courses in Public Administration, Social Relations, Psychology and Forensic Science.

Marked lowering of tension

One of the apparent effects of the opening of higher liberal and professional education to all ranks, in a system not pre-conditioned by promotion and selection, in forces within the hinterland of John Jay College, is a marked lowering of tension between graduate and non-graduate police officers. There is, however, less suspicion of education within the community at large, which jealously regards education as a "right". This has led to minimisation of University admission criteria (by British standards) and, where individual aspirations outrun individual aptitudes, some diminution of standards. Nevertheless the College provides an outlet for all highly motivated members of local police and public services, and there appears to be less neurosis about educational qualifications within those services than in their English counterparts. American police patrolmen tend to see their own status and rank as enhanced, in the eyes of the public, when they can point to a growing number of fellow patrolmen with college degrees.

I taught a graduate seminar of sixteen students who were reading for their Master's degree, at weekly sessions, each of two hours' duration. My graduate class included one woman — a journalist — and probation, corrections and police officers, of various ranks, all of high calibre and possessing sound practical experience. Without exception their mid-term presentation papers were excellent and every paper led to lively and informative discussion. Subjects for presentation included comparative studies in police-community relations, drug addiction, police discretion, police training systems, organisation and

approaches to the problems of crime and public order. I graded my graduate students on the basis of presentation and term-end papers.

My thirty-six undergraduates received a grounding in English Police history, followed by lectures and discussions on comparative police organisation administration and methods. I taught these subjects twice weekly, in two two-hour sessions each teaching day, divided between morning and evening so as to accommodate shift working officers.

Undergraduate aptitudes varied between mediocre and excellent. Irrespective of aptitudes, however, every student was eager and enthusiastic about his chosen subject. Again, perhaps because of my subject, the majority of the class was composed of law enforcement personnel, but this time with varied experience.

Despite the availability of Mr. Critchley's 'A History of Police in England and Wales', I made much of my lecture material, especially in non-historical categories, available in outline notes.

I graded my undergraduate students according to results achieved in mid-term essays and an end-of-term examination.

I was fortunate during my stay to visit other academic and police establishments.

Seminars in State Universities

I lectured to and participated in seminars with police officers from Pennsylvania, Massachusetts and New York at their respective State Universities, and I took part in a debate on police discretion, televised for teaching purposes.

During late March I visited the Aspen Law Institute in Colorado, and contributed to discussions between Judges, Attorneys and senior police officers, on recent American Bar Association recommendations on judicial and police standards. I was especially thanked for my contribution which was described by one judge as having broadened his concepts of the real nature of many policing problems. Here, as in many other visits, the topic of "low profile" police discretion generated lively, often hot, debate.

I gave two lectures on comparative police organisation and administration and higher training to large gatherings of senior police and F.B.I. officers. The first followed a morning's

Smith in the Hudson Valley, in which I personally fired over 100 rounds, combat style, under the guidance and direction of an F.B.I. firearms instructor. I was thus made aware of many shortcomings in Firearms training within our own Forces. My second lecture was given at a luncheon of the Academy of Police Science in New York.

Naval officers

I also spoke to more senior law enforcement officers and members of the Queens Bar Association at the Naval Dockyard, Brooklyn, about recent Criminal Law Revision Committee proposals. As usual, comparisons between our respective rules of procedure (e.g. Judges' Rules and the "Miranda" Rules) and the contentious subject of their effects upon practical policing provoked a great deal of interest and a large number of questions.

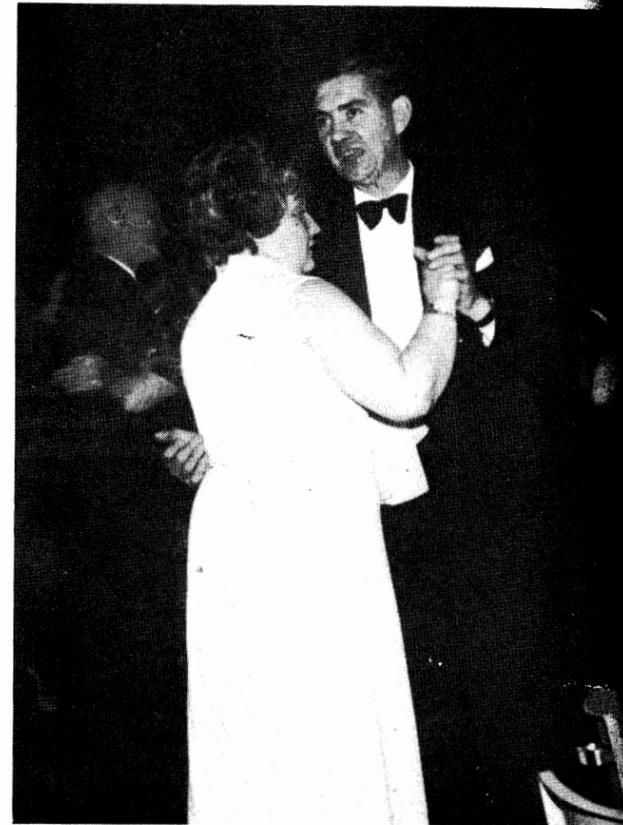
Shortly before my departure from New York I took part in a symposium on the subject of the Media and the Criminal Justice System, and compared British and American positions on restrictions on press reporting affecting the issue of fair trials.

Other professors at John Jay College invited me to lecture to their own students on the subject of British police organisation and community relations.

I had the privilege of visiting two small town police departments in New York State, at Newburgh (pop. 40,000 with 80 police officers) and Beacon; and I had two days with the New York State Police, perhaps one of the most impressive and efficient police forces on either side of the Atlantic. The latter visits included a tour of 'N.Y.S.I.I.S.' (New York State Information and Intelligence Service) a view of computerised criminal and fingerprint records and experiments in single print retrieval systems; also a visit to the State Police Academy and a Troop Headquarters in Orange County, with a flight on helicopter patrol. My first hand experience of the State Police's traffic patrols and impressive rate of enforcement, which includes daily use of radar and other electronic devices on "Thruways" which are all governed by a 65 m.p.h. speed limit, provided me with one answer to the question of better lane discipline and driving behaviour in the United States. Figures recently published in the New York Times showed the accident rate in the United States to be somewhat lower than in



With Stan Smith on the microphone, Mrs. Barbara Sutton of Fyfield steps up to claim the portable television first prize in the draw.



Mr. J. Duke, Deputy Chief Constable, dancing with Mrs. Easlea, wife of the Force Welfare Officer.

U.K. Needless to say, outside Los Angeles, it is said that no other police force in the United States is backed by more financial resources than the New York State Police.

Mid-town Manhattan

I also gained first hand experience of police organisation and patrol tactics in dealing with street crime and prostitution during tours of Mid-Town Manhattan police precincts. I noted a rate of robberies exceeding the figure of 1,500 for the first four months of 1973 in one of those precincts.

I had lunch with several high ranking public officials, including the now retired Commissioner Patrick Murphy of New York, and gained an insight into many American police and public service problems.

Expenses paid by John Jay College proved adequate. For the first three months I lived as a bachelor, in a hotel apartment, complete with refrigerator and cooker. My wife and children joined me for my last four weeks

and the kindness of Professor Wetteroth who placed his temporarily vacated home, in the Hudson Valley, at our disposal.

Throughout the visit American hospitality, official or otherwise, was unsurpassable. My colleagues at John Jay College, all ex-police officers and now fine teachers, were responsible for a happy and rewarding stay and for this I now record my appreciation.

I feel that the exchange scheme continues to be a success. It is quite clear that there is a wealth of mutual benefit and experience to be shared in educational, training and operational fields. Although we in the United Kingdom have moved ahead in terms of police co-ordination and amalgamation, both officers and teachers in American forces and colleges have many shrewd, relevant and constructive contributions to make in many aspects of policing and police training in the United Kingdom. They are capable of creating as many question marks as reassurances, and this cannot be but a healthy exercise.

There are problems which are relevant on both sides of the

Force Charity Ball

a great time had by everyone

THE annual Stan Smith spectacular otherwise known as the Force Charity Ball took place at Chelmsford's Chancellor Hall on October 26.

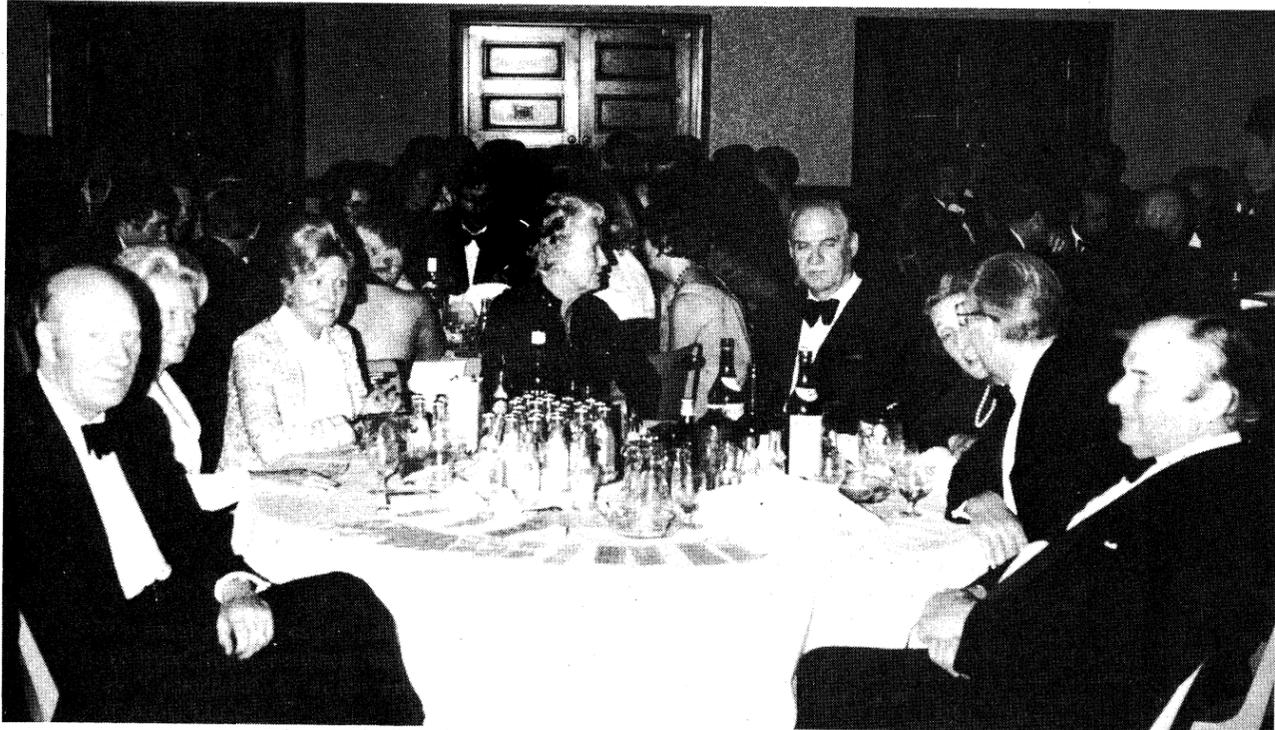
In aid of the Orphans Fund the ball is expecting to have raised over £200 in this cause. The prize draw had as its main attraction a portable colour television set,

generously presented by Teleton whose representative Mr. Alexander was an honoured guest at the ball.

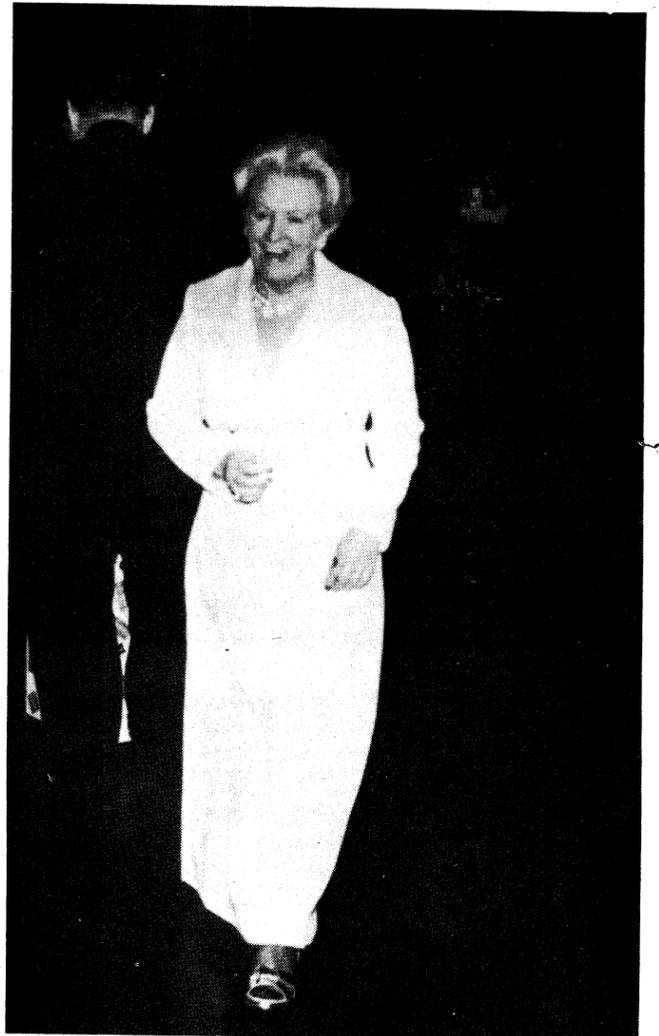
Only one division failed to contribute prizes to the draw and there were over 20 valuable items to be won. But the organisers were sad to see not one divisional commander present.



Sitting between Mrs. Duke, left, and his wife, is Mr. Alexander, accounts executive with Teleton, the firm which presented the portable colour television, first prize in the draw.



The Chief and Mrs. Nightingale, centre, with their guests.



It seems that Mrs. Petherick always wins a prize and true to form there she was again, fully enjoying the prize and the occasion.



Det. Ch. Insp. Les Humm dancing with his wife, Ruby.



Mrs. Taylor, wife of ACC (A), looks delighted as she collects a raffle prize.



They weren't going to get away with an evening off. Welfare Officer Ed Easlea and his wife answer a summons to come and make the prize draw.

**Pictures
by
Tony
Armstrong
(Jones?)**

24 HOUR WHEELCHAIR PUSH

ON 23rd and 24th November, Police Cadets working in pairs will push wheelchairs round Central Park, Chelmsford, for 24 hours to raise cash to provide amenities at Oakwood Spastics Centre, Kelvedon.

And in a spirit of self-help, spastics from the Centre will be riding in the wheelchairs.

Advanced sponsorship has already raised the price of a colour telly. But more sponsors are being sought.

With sublime self-confidence the cadets are giving away their first ten three-mile laps free. Only after each wheelchair has covered thirty miles will it begin to earn money for this worthy cause.

Cadet Denis Sheppard, the organiser, says, "In view of the initial free laps, every penny of sponsorship we can get will count. We hope anyone approached will be generous."

many which provoke mutual criticism and constructive debate: first, slowness of civilianisation in most American forces; the other the existence of fewer formalities, strains and tensions between the ranks (of which there are fewer in the U.S.A.) in many efficient and respected forces in America, despite what I detected to be more rigidly applied discipline codes here, and no lessening of courtesy.

Volunteer students

The British policing ideal is always enthusiastically received in the United States, but experience of American police organisation, training and management, despite a wide variety of standards, can be rewarding and enlightening. The "Traffic Science" course conducted at the New York State Police Academy, at Albany, is perhaps one of the most professional training courses run on either side of the Atlantic.

The higher training and education of police officers of all ranks, as volunteer students, in establishments like John Jay where educational outlets are provided for all comers and where police and civilian students rub

shoulders and engage in lively discussions, may, in some minds, pose a question as to the exclusiveness of other types of training. Certain Chief Officers, such as my own Chief Constable, have been forward in organising seminars at local universities attended by academicians, civilians, students and officers of all ranks. I see no reason why the Police College should not open its portals more often to indulge in this type of activity, loosen the bonds which appear to tie it to our career structure and establish more democratic associations with officers of all ranks who might otherwise be disaffected by its apparent exclusiveness. This may, of course, require more College expansion and extension of facilities but the benefits would, in my belief, be enormous.

Strong doubts

So much for the official language of the formal report. Now for some views of my own.

Behind the comments on the Police College lie stronger doubts as to the validity of present structures and concepts of higher training in this

country, based as it is, in my view, on a historical situation which is now socially and professionally outmoded. In brief, I believe that certain forms of training in management, community relations and other problems of police administration should not be the exclusive preserve of a few selected and fortunate officers; nor should senior officers shielded by the artificial exclusiveness of any institution, form abrasive and expurgative encounters with the subordinate objects (or victims) of their training. Distinguished officers of all ranks, from motivated and conscientious senior constables upwards, ought at some stage to be forced to rub shoulders and bring one another down to earth or in touch with reality, and remove some of the nonsensical mysticism from police management.

This might entail severe shortening, and a re-statement of the objectives, of the Special Course (described by an American friend as a long competition to outscintillate brother officers in both social and vocational life), and other command courses at the Police College. Only recently a

senior academic on the College staff expressed to me the view that the one great failing of our Service was its inability to raise the status of the Constable. In my humble view we are the prisoners of an understandable but unfortunate history, and this includes our College. It is the so-called "University" of the Service, but until its opportunities and the scope of its training are more "universal" and democratic, it will not deserve such an appellation. Mere alteration of the syllabus is not enough; nor is occasional academic fetishism, such as spatchcock learning in the doubtful "science" of management theory, discussed in classrooms remote from real life situations.

My own vision is one of a completely integrated national system of training, with the Police College approximating more to an "Open University" of the service, with "wings" in local and regional centres, providing a wide variety of courses, for men of talent in all ranks. Whether or not such a stiff dose of democratic salts would be allowed, by the sentinel ghost of

Trenchard, to pass through the bowels of higher police thinking, I shall probably never know.

The concept of "officer material," valid perhaps in the 1920s and 1930s, is now mischievous and divisive, along with its corollary of "other ranks." It is a concept which is increasingly alien to the products of progressive education — the open classroom — of the 1960s and '70s, and one which will lead us into ever-increasing recruiting problems in the 1980s (whether or not we can stomach new educational psychology and its products). Yet it will still live on, but it will in no way diminish my own iconoclastic feelings. Many of the traditions, institutions and attitudes of the service may be in danger of assuming the dignity and rigidity of medieval scholasticism and the longevity of "the great chain of being." Strong meat? Perhaps. It may be that my view of tradition and ritual has been damaged by life in an abrasive, ultra-democratic and plain-speaking society — with all its horrific faults, and its refreshing capacity to absorb criticism without resentment.

Records go as cross-country starts again

RUNNING on their home course in a league race for the first time in nearly two years the Force teams made a competent start to the season, both men and women putting in some fast running.

Indeed, fast running was a feature of the day and with conditions under foot and overhead being near perfect. The women were off first and reappeared in a very short time with Julia Foster in the lead but being pressed hard by Thames Valley's Sue Rix. Times were so fast, that officials wondered if a short cut had been taken as even third-placed Ros Beardwell came in under Maria Oldall's old course record.

At this stage the men's race got to the halfway point on its two-lap course with Andy Down well in advance having covered 2½ miles in under 13 minutes. This led to more discussion on the accuracy of the watches and competence of course markers but no faults could be found.

Essex runners were well down the field at halfway no doubt feeling the fast start and it appeared that last season's winning form was not being repeated. It could hardly be expected really, with L. Britt and P. Davies, high scorers in 1972, no longer in the Force and Barry Daymond suffering from "post-100" weariness and on a driving course anyway.

As the competitors in the women's event arrived. Michele Hicks and Shirley Keeble completed the Essex score. Both

are newcomers and will strengthen the team considerably.

In no time at all Andy Down reappeared under the Chelmer Bridge leading by two hundred yards and setting a new course record of 26m 44s. Past visitors to this course include Brendan Foster, current world record holder, so Andy's present form is impressive.

Mick Wayland (Surrey) finished second and he was followed by K. Kitson (TV), P. Bidmead (Sx.), A. Collins (TV), and C. Carter (Sx.).

Peter Blois and Clive Skingley ran good races to finish 11th and 18th. But David Dutton may be the find of the season, ripping through the field after a slowish start to finish 16th. Gary Matthews and Kevin Nowell completed the scoring for the home team.

Essex scorers:

Men: A. Down 60, P. Blois 50; D. Dutton 45; C. Skingley 43; G. Matthews 36; K. Nowell 35; A. King 31; M. Faulkner 29; M. Mattack 26; L. Berry 24; W. Spooner 21; M. Fayle 20; M. Barlow 19; T. Williams 17; M. Cook 15; K. Fitzjohn 14; N. Draper 12; T. Yarman 11; J. Topolewski 10; S. Clarke 6; I. Brown 4; M. Howe 3; T. Crow 2; A. Masson 1.

Women: J. Foster 30; R. Beardwell 28; M. Hicks 27; S. Keeble 26; S. Moss 24; B. Burgin 23; J. Yoxen 21; A. Dempsey 20; B. Wright 19; J. Young 18; L. Fell 17.

Teams

Men: Sussex 281; Thames Valley 281; Essex 269; Kent 239; Herts 210; City of London 73; Surrey 69; Herts 42.

Women: Essex 111; Thames Valley 76.

SPORT

Cadets defeat Devon— Cornwall

THE National Cadet competition match against Devon and Cornwall was effected by a stiff breeze blowing from end to end, against which Essex played in the first half. Play was even, both sides having a goal disallowed.

Immediately after the change round Essex began lobbing long balls down the park giving the forwards a chance to run. Mid-field man Austin opened the scoring with a curving shot which went away from the visiting goalkeeper. He was unlucky to be beaten in this way, perhaps, having just before made two good two-fisted saves from Gammon and Carpenter.

Soon after Carpenter got through to have his shot blocked, then Cannon tried one but this too was stopped before Carpenter took the ball close to the goal-line and scored high in the corner of the net from a narrow angle.

This was to be the extent of the scoring but Devon-Cornwall were still dangerous and as the home defence eased off began to make dangerous thrusts. After a carrying offence by goalkeeper, Warriner, a free-kick on the six-yard line was almost converted, the ball hitting the base of the post after being headed off the line.

A hard physical game, as was last year's tie against the westerners. Cadets now play Birmingham in the next round.



The Cadet soccer squad. Standing from left: Inspector H. Fuller, S. Youngman, P. Gamman, J. Carpenter, S. Coates, M. Sear, B. Jeapes, S. Reynolds. Kneeling: L. Austin, M. Harrison, I. Ellison, P. Warriner, M. Rowe and A. Elliott.

Police beat Norfolk

THE FORCE football team also made progress in the PAA competition but it was close. An even, uneventful game against Norfolk at Chelmsford left the teams level at full time neither having scored.

But in extra time Wilkinson slammed the ball against the cross-bar and John Rhymes was on hand to put the rebound in the net.

In the Olympian League the team is enjoying more success than for several seasons being in the upper half of the table.

And having disposed of Bowers United after a replay Police are still in the League Cup competition.

Opening 7. The team placed 6th, back together in mid-field and Sheppard just held off King to make their personal score two races each in October.

RESULTS

Woodford 7M: 13-10-73. 14th D. Sheppard 60.02; 17th J. Hedgethorne 60.19; 25th M. Faulkner 63.14; 30th K. Mann 65.15; 32nd L. Berry and T. Williams 66.15; 43rd P. Blois 68.51; 44th I. Brown 69.30; 45th A. Armstrong 69.54; 47th P. Warriner 70.15; 48th W. Stephen 71.04; 51st A. Trebilcock and A. Masson 73.20. Team placed first.

Crystal Palace 5000m: 17-10-73. 7th D. Sheppard 25m 3.6s; 8th A. King 25.06; 10th J. Hedgethorne 25.49; 13th T. Williams 26.39; 15th M. Faulkner 27.17; 16th M. Thornton 28.40; 17th I. Brown 28.45; 18th J. Topolewski 28.46; 19th W. Stephen 28.48; 21st P. Warriner 29.40; 22nd A. Trebilcock 29.41; 23rd A. Armstrong 30.01; 25th A. Masson 30.20; 26th D. Coleman 30.21.

Nationals: Sheffield: 20-10-73. Junior 5m: 13th A. King 41.38; 16th D. Sheppard 42.16; 21st T. Williams 42.45; 34th L. Berry 44.35; 37th M. Faulkner 45.45; 39th P. Blois 46.35; 40th G. Matthews 46.47; 43rd M. Thornton 48.51; 48th 3m: 26th J. Topolewski 27.57; 27th P. Warriner 28.04; 28th W. Stephen 28.13; 31st D. Coleman 29.05; 32nd A. Masson 30.16.

Inter-Cadet race: Hendon, 24-10-73. (Short 5) 3rd A. King 39.21; 4th D. Sheppard 40.38; 9th M. Faulkner 42.40; 14th P. Blois 44.36; 15th G. Matthews 44.37; 16th T. Williams 44.39; 17th L. Berry 44.40; 18th N. Wiseman 44.45; 19th J. Topolewski 44.46; 23rd W. Stephen 45.28; 27th I. Brown 46.03; 31st D. Dutton 46.32; 32nd A. Trebilcock 47.08; 39th A. Masson & D. Coleman 48.18; 44th K. Nowell 49.02. Teams: 1 Met 73; 2 Essex 138.

Vauxhall 7: 27-10-73. 29th D. Sheppard 60.10; 30th A. King 60.12; 34th J. Hedgethorne 60.34; 49th T. Williams & L. Berry 65.03; 54th K. Mann 65.57; 57th M. Faulkner 66.15; 64th A. Trebilcock 68.54; 67th B. Daymond 69.44; 68th P. Warriner 69.45; 72nd I. Brown 71.39; 75th A. Masson 72.36.

LEAGUE TABLE

	P.	W.	D.	L.	F.	A.	Pts.
Benfleet	7	5	2	0	16	6	12
Sawbridgeworth	7	4	3	0	22	7	11
Chadwell Hth.	6	5	0	1	15	6	10
Burnham	6	4	1	1	12	5	9
Essex Police	6	3	2	1	14	8	8
Bowers	6	3	2	1	12	8	8
Herongate	6	3	2	1	13	11	8
O.C.s	6	2	3	1	10	11	7
Brentwood	7	1	4	2	11	9	6
Writtle	6	2	2	2	10	4	5
Collier Row	5	2	1	2	15	7	5
Runwell Hos.	7	2	1	4	13	11	5
E.C.C. Staff	6	1	2	3	8	14	4
Dunmow	6	1	1	4	9	24	3
Marconi	7	1	1	5	3	29	3
Ongar	5	1	0	4	9	14	2
Stortford Sw.	7	0	1	6	4	25	1

Golf

ALL fixtures for the present season have now been completed. It has been a wonderful season for the police golf team, having played 15 matches against surrounding police golf societies and other golf societies. The Police of Essex Golf Society have won 10 of the matches, four matches lost and one halved.

The summer scratch championship was played at Canons Brook Golf Club, Harlow, and the scratch golf champion for this season is Terry Gibbons, who returned a very fine gross score of 79. The runner-up in the scratch championship was Don Canham with a gross 86. The afternoon Stableford competition was won by Bob Cameron and Mr. Ken Horsfall. This was a pairs competition and the winners returned a collective 68 points. The Individual Stableford was won by Rod Booth with 36 points. The best all day scratch prize was won by Ch./Supt. W. Vickers with a gross score of 179 over 36 holes and D/Sgt. A. Cook won the best all day handicap prize with a nett score of 152.

The autumn meeting of the society was also played at Canons Brook Golf Club. The morning round over 18 holes was a

Netball

THE POLICEWOMEN'S netball team are again on the trail of the Becke Trophy and the National P.A.A. title which narrowly eluded them last year.

With only four of last year's almost-successful team playing the girls met Norfolk in the first round at Chelmsford on October 25.

Norfolk looked much the better team in the first five minutes passing the ball well and scoring twice in this time.

The Force team then started to settle and came to grips with the opposition and after the first quarter the score line was 5-3 to Essex.

The pattern of the second quarter was similar and at the end both sides had doubled their score: 10-6 at half time.

In the final two quarters Essex and Southend girls continued to score at the rate of five per quarter finishing with the score at 20-6, a

handicap competition which was won by Bob Hayes with a nett 63 playing off a 24 handicap. The runner-up was Brian Lee with a nett 73, Brian also plays off 24.

The afternoon round was a Stableford competition. This was a

Continued on Page 7

THE swimming gala held at Chelmsford on October 27 provided Ted Travers with another chance to win the Croker Cup for the highest individual points total.

But he didn't win by the usual margin this year, Colchester newcomer, 22-year-old Trevor Burdett, finishing only two points behind while veteran Eric Scott was third.

The team contest provided more excitement after than during the races a recount being necessary to bring Colchester level on points with Basildon after the latter team had been announced as winners.

RESULTS

100 mts: 1st E. Travers 76.9; 2nd G. Blois 77.7; 3rd R. Scott 78s. Novices: 1st Sanderson 52.5; 2nd Savage 55.9; 3rd Morrison 58.7. Women: 1st T. Skinner 53.9; 2nd L. Brooks 62.4. Diving: 1st Benham, 2nd Blois, 3rd Bright.

Breaststroke (2 lengths) 1st T. Burdett 59.1; 2nd E. Travers 59.5; 3rd E. Scott 60.0. Backstroke: 1. Wright 55.8; 2nd Payne 57.1; 3rd R. Scott 60.5.

200 mts. breast: 1st T. Burdett 3m 35s; 2nd E. Travers 3m 37.5s; 3rd E. Scott 3m 46.4s. Veterans: 1st E. Sharpley 53.4; 2nd Young 56.3; 3rd E. Scott 62.2. Butterfly: 1st E. Travers 60.2; 2nd T. Burdett 64.9; 3rd G. Blois 68.6s. Lifesaving: 1st E. Scott; 2nd C. Buller; 3rd T. Skinner.

Freestyle relay (4 x 1 length): 1st Basildon 83.8; 2nd Southend E 84.9; 3rd Grays 87.2. Medley relay: 1st Basildon 95s; 2nd Southend E 95.1; 3rd Colchester 98.5. Waiters: Basildon. Boats: Colchester.



Watched by Pat Cole (left) and Jane Trollope (back to camera, centre) Susan Youngs scores a goal against Norfolk.

good start in the competition. Maureen Chaplin from Southend, playing goal defence, played a barnstorming match, reading the minds of the Norfolk attack well, and cutting out most passes.

Four of the team played again in the evening representing the Cadet Corps in a Chelmsford Evening League game, when they met "The Comets," the only team to beat them this season.

As if to prove how much the Cadet team has improved during the season they won by 28-10.

To date the team have only lost one match, and won the other three which puts them at the top of the league.

Hockey

BEDS and Luton policewomen were guests at Chelmsford on October 24 in the first round of the National competition.

After a delayed start, Essex, in their yellow and white strip, got off to a promising start and were soon attacking the Bedford goal. However, during play it became apparent that the Essex team was mainly made up of defensive players as shots at goal were few.

Within 10 minutes Bedford had the ball in the back of the net but the goal was disallowed because the whistle had gone for a corner before the shot. While Bedford were still arguing about the decision Essex made a quick attack and went into the lead with a shot by Margaret Cooper. But Bedford and Luton continued to attack and had another goal disallowed for offside. Not all their efforts were in vain, though, because shortly before half-time they equalised with a fierce shot from the edge of the circle.

The score was still level after a comparatively uneventful second-half and so it was decided to play to the next goal. Only seven minutes were needed to settle the match after Bedford and Luton scored a good goal to beat Essex 2-1.

THE FIRST LEG of the Inter-Divisional winter athletics championship, cross-country running, will take place at Chelmsford on Wednesday 19th December. The event will be used to select the team for the Regional P.A.A. Championships at Wimbledon on 2nd January.

Walking

IN ALL the circumstances to have held the silver medal position gained last year in the national junior championships is success indeed. Mike Eldred injured and Denis Sheppard's form indifferent left the team less than confident.

As the race began Sheppard pushed on with Alan King about 20th and Trevor Williams about 10 places further back. As the race progressed the latter two worked forward King particularly showing well to overtake Sheppard and finish 13th.

Williams fought well in the closing stages. Just as well because those silver medals depended on just one point, Met Cadets being third. Home team Sheffield won by a street.

The youth team were less successful than in 1972 but fought well to take 5th place.

Earlier in the month the 1973-4 Essex League season continued with Police winning easily with several key men missing from the team.

Later the same week 5000 mts at Crystal Palace provided a warm-up for the national championships with Sheppard and King walking well, the latter, especially, putting in a strong even-paced race.

Inter-Cadet School

Hendon versus Springfield has grown into a first class junior fixture over the last few years with more good junior walkers on view than in any other similar fixture in this country.

Met got the better of Essex on this occasion but there is a return at Chelmsford this month. And so to the end of October with Hedgethorne, Mann and Daymond joining the juniors for the Vauxhall

Band

notes

by Harry Rossiter

THE band went to the Thameside Theatre at Grays on Wednesday, 26th September and performed to an appreciative audience. Harold Hull was the solo artist and included on the programme was that fine soprano voice Miss Jean Woods. The band performed an ambitious programme including Rossini's "Thievish Magpie" and "The Emperor Waltz" by Johann Strauss. The customers liked it, so I trust we will be asked to repeat our visit there.

Another concert was given on 3rd October at Broomfield Hospital which was given in a rather more relaxed atmosphere. No doubt this was due to the presence of our Dougie Rampling with his repertoire of funny stories and his own style of music. Miss Phyllis Prior, our bandmaster's sister, entertained the patrons at the piano and an enjoyable evening resulted. This is becoming an annual event which is a pleasure to fulfil. Then a concert at the Senior Citizens Rally at the Helena Romanes School at Dunmow on 17th October to a capacity audience. I think the size of the audience rather took us by surprise. There must have been about 600 all enjoying themselves. Charlie Woods did his stuff at the piano and what with his singalong and our rendering of the "Gay 90's" they had a good sing and liked us so much that we have been asked to repeat the performance next year.

As our bandmaster for this occasion Wilf Kennedy said: "It proves something." He was standing in for George Prior who took himself a holiday abroad and has been off sick ever since.

Now I have news of expenditure on new band instruments as I told you in the last edition, all your kind contributions have been and are being well invested in the real basic stuff of brass bands, to wit, those new instruments.

We have "shopped around" and prices have fluctuated. Where we have been able to get an instrument a bit cheaper perhaps because it had been in stock rather a time or for some other equally good reason. The cornet I am now playing cost £88 with case. That was a special offer by Boosey & Hawkes. Other cornets cost as follows: Two with cases, £192, and another £77 with case. A Flugel horn on order is costing £117; a Euphonium cost £165; an E flat bass £275 (that's a big 'un); a B flat trombone for £50; two 'E' flat horns for £317. That's a total of £1,281. That's the way the money goes. So having kindly donated your cash towards this formidable sum, come along and hear what we are doing to your converted subscriptions. Our next public appearance is on Wednesday, 7th November, 1973, at All Saints' Church Hall, Maldon, 7.45 p.m., when once again my friend the Rev. Arthur Dunlop will be the star turn. This is another of the annual events when we get much enjoyment out of playing to the paying customers. Attend and give your verdict. Good listening.

P Federation P

CID OVERTIME

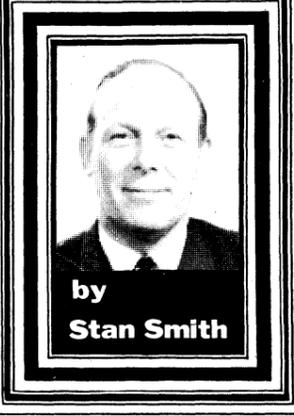
At the Joint Branch Board Meeting on 15 October, 1973, the question of the problems and anomalies brought about by the Regulations governing overtime was fully discussed, with a view to deciding what can be done to assist members of the CID in this period of restrictions on pay.

It was generally agreed that communication between the Joint Central Committee and members of the Service on this particular subject had not been as good as it might have been. Although some members of the Federation are aware that nothing in the Government's policy has changed, it was thought that some circular explaining the position, especially in the light of Phase Three of the Policy would have been useful.

A number of ideas were discussed, among them a suggestion that if all members of the CID agreed to give up all claim to any of the present allowances in relation to overtime, i.e., Detective Duty Allowance and Supplementary Detective Allowance, then perhaps a claim could be put forward for the payment for all overtime actually worked by CID members. It was thought that agreement would not perhaps be universal and a referendum should be circulated to determine the views of members of the CID. Since this meeting, enquiries have revealed that this question has already been determined by the Pay Board and when the standstill on pay and other renumeration came into operation, such schemes were specifically excluded. The Government White Paper on this subject states: "The cost of improvements in other terms and conditions of employment must be included in the total cost of settlements." This is taken by the Pay Board to mean that all scales set prior to the Government's Policy being introduced must not be improved unless the amount it would cost is taken from the global sum to be distributed in pay increases for the whole of the group concerned.

As you will know, all CID officers presently receive an allowance which is equivalent to a notional three hours' overtime a

Notes



by Stan Smith

week, taken at the five year scales for Constables and an intermediate scale for Sergeants, Inspectors and Chief Inspectors. The Supplementary Detective Allowance is an idiotic system of averaging all overtime worked among the whole group of officers as a rank qualifying for Detective Duty Allowance. For an average of over eight and under twelve hours a week a lower allowance is paid and over twelve hours a higher rate is payable. All officers eligible then receive payment whether they actually worked any overtime or not. Taking the proposition that three hours per week is already being paid for at the standard rate, the payment received for the other five hours making up the eight hours minimum for payment of Supplementary Detective Allowance is roughly equivalent to about half-pay.

The recent introduction of full payment for all overtime worked by uniformed Constables and Sergeants has rather reversed what the uniformed officers considered a favourable position in that the CID had some payment for overtime whereas his uniformed colleague was only granted time off, and it is understandable that members of the CID now feel that they should be treated in the same manner as the uniform branch.

I would remind members that for the past ten years, the policy of the Police Federation has been that CID officers should receive full payment for all overtime worked over 4½ hours per week. This figure is arrived at by the addition of 1½ hours (which is likely to be worked by uniformed members as casual overtime for which no payment is received) to the three hours for which payment is already received by way of Detective Duty Allowance. At pay negotiations during the past ten years, this claim has been rejected by the Police Council, one of the reasons being given is that some of the Official Side members think the quality of overtime worked by CID officers is not necessarily of the same value as that worked by members in uniform. The 'quality' referred to is in relation to the strict supervision of overtime as being necessary, and not mixed with a social undertone.

This is not a dialogue in agreement with the principle, but merely a statement of how CID overtime is looked upon by official sources, and of course, by some members within the Service.

So we now come to the question of what can be done to remedy the situation in which we find ourselves, because of the Government's pay policy.

The Joint Central Committee do not feel that in light of the Pay Board's outlook, there is any use in going to Arbitration because the Arbitration Panel have said quite clearly in the past that they must be guided by Government policy as well as the merits of any individual case put before them, and it is 100 per cent certain that they would take the Pay Board's point that any increase in payment for CID overtime is against the law.

If Phase Three of the Government's policy lasts a long time, as it now seems likely, there is absolutely no hope of achieving any kind of amendment until the Police Service actively submits a case for a rise in pay operative from 1 September 1974. If the present policy still applies at that time, all members of the Service may be eligible for a maximum 7 per cent increase in salary, subject of course to a maximum set by the Government.

It is at this time, and this time only, that the question of better rates for CID overtime can be negotiated, and only then if the



AT AN INVESTMENT held at County Hall on October 23, Sir John Ruggles Brise presented Chief Superintendent Willis Vickers with the Queen's Police Medal. In the presence of Brigadier T. Collins, the Chairman of the Joint Police Authority, the Chief Constable, all the Assistant Chief Constables and other senior officers, Sir John said, after giving a brief history of Mr. Vickers' Police career: "His service to Queen and country is second to none and is acknowledged by the award, in the recent Birthday Honours, of the Queen's Police Medal. Mr. Vickers, who family were present to see the presentation, later said, when asked for his comments on his decoration: "I daren't say anything." Pictured by West Essex Gazette, the Lord Lieutenant pins the Q.P.M. beside Mr. Vickers' other medals.

Joint Force Types No 52 The Short Sighted (but successful) recruit,



No, that's not a 'T' And kindly stop calling me, "madam".

Police Service as a whole will agree that the extra payment for CID members in respect of their overtime shall come from the global sum offered to all ranks, making in effect a reduction in the pay award received by all members of the Service.

The Joint Branch Board wish to know if members of the CID would like the Board then to consider putting forward this proposition?

Please contact your CID Representative on the Joint Branch Board and let him have your views so that he can put this matter on the agenda for the next meeting in January. Failing this, may I make a suggestion that the Chief Constable be asked to allow a meeting of all CID officers to take place so that this problem, together with other matters relative to CID working, may be discussed.

RENT ALLOWANCE

At their meeting on 26 October, the Police Council discussed the

new system of valuations which will shortly be taken into effect by the Metropolitan Police. No decision regarding the rest of the Forces in the country was made, but a thorough examination will take place before any definite decision is taken. If a satisfactory solution to the apparent anomalies can be found, the new system may well be introduced in Forces wishing to adopt it in the Spring of next year.

MOTOR CAR ALLOWANCE

Now that a large number of members receiving car allowance who are also owner/occupiers will be calculating their allowance on a lower rate, I think it would be useful if I re-stated the position for the benefit of those who will not be getting as much for the use of their cars as previously. Owner/occupiers who have a garage receive an amount in their rent allowance for this amenity. They also receive a similar amount in their car allowance for the very

THE FORCE pistol meeting, shot at Colchester on 22 October, was won by Support Unit. Due to pressure on space, and rather than cut the story we have saved it for the next issue — with pictures.

same garage if their rent allowance is above the new maximum limit of £11.08. Members whose rent allowance does not come up to the new maximum will have their mileage allowance cut by the amount calculated within that allowance in respect of the provision of a garage for the car they use on duty. The Home Office assert that it is not right for the public to pay twice for one amenity, but because any system of pro-rata allowance for those whose property is assessed above the maximum limit and therefore will not receive the full value of their garage in their rent allowance, is not practicable, it has been agreed that these members will continue to receive the full mileage allowance.

Perhaps the introduction of the new system of valuation of property will assist in reducing these anomalies.

LEGAL ADVICE

Members are again reminded that they can obtain free legal advice from the Federation Solicitors on practically any matter affecting them and their families. This does not, of course, extend to writing letters or commencing legal proceedings except in those cases eligible under the Federation Rules, but many members are presently taking advice from local solicitors which they could obtain free by letting me have something in writing.

FORCE DIARIES

I should receive the 1974 Force Federation diaries very shortly. Members wishing to buy them at 10p each are advised to enter their names on lists which will be circulating shortly.

Continued from Page 6

pairs competition, the partners being drawn for after the round was completed. Tony Robinson and John Clark were drawn together and won the competition with a collective score of 68 points. The individual winner of the Stableford competition was Bryn Cattell, who scored 39 points.

The captain's prize was won by D/Sgt. A. Cook with a best all day handicap score of 142. The best all day scratch prize was won by Peter Rouse with a gross score of 167.

After the evening meal the annual general meeting of the Police of Essex Golf Society was held when the following were elected to the committee for the coming season, 1973/1974: Chairman, C/Supt. W. Vickers; secretary, Con. John Clark; assistant secretary, Con. Ron Irwin; treasurer, Con. John Clark; vice-chairman, Con. Ron Irwin; captain, Con. Steve Bardwell; vice-captain, Con. Jim Stranger.

A vote of thanks was passed to Sgt. Brian Snipe, who had been the treasurer of the society since it was started in 1965.

All members are looking forward to a successful season next year and in particular to meeting old friends again and doing battle with them on the golf course.

NARPO

Continued from Page 3

Member and when this announcement was made it was greeted with great applause from all those assembled. Katie replied with a few words ending with "I am deeply moved and greatly honoured by all that has been said and done and from the bottom of my heart I thank you one and all."

We then retired to the lower floor where entertainment consisting of disco dancing commenced. This was followed by an excellent floor show presented by the Black and White San Toy Minstrels of Hadleigh, Essex, and then by the raffle (many thanks to those who contributed prizes).

The Law Shop

FOR SALE: Miniature Dachshund puppies (2 dogs), red smooth coated with a dark stripe along back; excellent pedigree; K.C. registered; available from December 8, 1973. Contact D.C. Finch, Colchester ext. 61.

FOR SALE. Two Miser Gas Fires, converted to North Sea Gas, in almost new condition, £25.00 the two O.N.O., would consider separate sale. Contact Mr. A. Davis, 5 Ingestre Road, Forest Gate or T. V. Davis, Police Headquarters. Chelmsford 53131 ex. 245.

Cadets restore pensioner's faith in the young

DURING their second year at the Cadet School cadets work at the local hospitals on a rota, two attending casualty each evening.

On 17th September Bernadette Cussen and Chris Bragg were on duty there when Mrs. Ida Tunbridge was brought in with a broken femur. She had slipped on some tea spilt on the floor at the Bingo.

Mrs. Tunbridge who is 61, was a bit shaken up and in some pain so the two cadets set about comforting and making her as comfortable and reassured as possible.

So much so that Ida just had to write to Chelmsford Police Station:

"Dear Sir,

A few weeks ago I had occasion to write to complain about some youths and girls at Chelmsford Bus Station.



This letter is to tell you I have had my faith restored in the young, especially in two of your wonderful cadets, who were helping at the C. & E. Hospital on the evening of September 17th. No one could have been kinder to me especially the boy — he was an angel. Having broken my femur I was in awful pain but he gave me such confidence.

Thanking you,
Ida Tunbridge

And after all their colleagues had chipped in Bernie and Chris took off for the hospital with a big bunch of flowers for Ida and they'll be going again 'till Christmas while Ida's femur mends. Who knows, perhaps her letter has restored their faith in the not-so-young.

Pic by Essex Chronicle

The Guv'nor gets his cards

IN A whirl of social extravaganza usually reserved for mortals in the upper echelon of society, Clacton town dignitaries, serving Police Officers and Civilian Staff, the Specials and The Guv'nor himself have all, in turn, said their farewells.

One feels certain that never before, within a Police District, have so many gathered together at different functions as a tribute to a senior police officer and his wife. The senior officer? Chief Superintendent Bill Docker.

On reflection it is understandable. His sincerity and devotion to the Service over 36 years, his astute understanding of human nature and, in particular, an intense loyalty to the job and men contributed to his being held in high esteem and with affection by very many people both in and outside the Police Service. And at all times it can be said that he was so ably supported by Mrs. Docker.

The social pattern of events commenced when the Chairman of Clacton Council gave a special reception in his honour to which about 50 special guests were invited.

This was quickly followed by the Specials holding a social function at Harwich during which Mr. and Mrs. Docker were presented with an oil painting by a local artist.

The Divisional Sports Club held a Buffet Dance where representative members of the sports club entertained the chief guests, Mr. and Mrs. Docker. In order to ensure that Mr. Docker kept working after his retirement an electric drill with various attachments was presented to him, together with entertainment while he

worked in the form of a presentation of records specially autographed to mark the occasion by the recording artistes. While on the subject of working in retirement his fellow Superintendents made doubly sure of productivity by giving Mr. Docker tools galore!

It was then the turn of Senior Officers past and present from the Division to make their contribution. At a dinner with Mr. and Mrs. Docker as their guests they presented a "Teasmaid" and a replica of the Force Crest to the couple.

Mr. Docker then held three informal functions at Sub Divisions where he and his wife were "at home." A special surprise at the



Clacton Sub Divisional gathering was the unexpected appearance (at least for some) of Ex Ps Eric Chambers and Mrs. Chambers — all the way from Devon especially for the occasion!

Finally Mr. and Mrs. Docker were "at home" to the Divisional Senior Officers. One would imagine that all gifts which were to be given had already changed hands but

it is rumoured that Chief Inspector Phil Weall had an ace up his sleeve — by presenting The Guv'nor with his Insurance Cards!

The tributes paid to Chief Superintendent Docker in his role as a senior Police Officer reflect not only on himself but on the Force as a whole and The Law speaks for many when we wish him and his wife a long and very happy retirement.

Appraisal in the Market Place

IT IS NICE to see that some readers of The Law take heed of what it prints. In August of this year a form of Staff Appraisal was published to assist Senior Officers in the completion of their assessment of officers performance factors.

The publication of this guide has brought some reaction from junior officers as well as the senior ranks for recently two such officers dealt with a situation which required initiative and skill.

A bullock escaped from the cattle market in Victoria Road, Chelmsford, and led the market officials a merry dance.

Belted round

After a chase around Chelmsford Town Centre, the animal, a belted Galloway, turned up on the A414, in a residential area.

P.s. Gowers and P.c. Montgomery, the Force Firearms Training Officers, were asked to attend, with weapons, in case life and limb of the public came near to danger.

Together with market officials the two stalwarts, sliding far and smoothly on bull, lured the creature into a

vehicle by promise of things to come.

By taking the cattle float used, to the scene, loaded with three cows, tempting to even a bullock, the officials and officers managed to get the animal into the vehicle, hot on the t(r)ail of the cows.

Definitely not a case of shooting the bull!

Benevolent Fund

Continued from Page 1

coffers for five years. As result we have been receiving a supplementary grant top of the £116, which amounted to £92 in 1970.

Option forms are being supplied for each member of the Force to make his choice between recreational and benevolent purposes.

The Benevolent Fund committee, who are naturally not keen on losing over £200 per annum from their resources, are urging every member of the Force to complete his option form leaving the quota where it has been for the last five years, with the Benevolent Fund.

Forty per cent ex-cadets



TINKER, TAILOR, soldier, next issue of The Law and (Chelmsford) and Barry sailor... not quite but the will, we hope, be "getting to Gibbons (Basildon).

previous jobs of members of grips" with the public. Barry will be remembered the current local procedure They are from left to by those members of the course are diversified almost right: Daphne Hagger Southend Force with whom to this extent, with ex- (Chelmsford); Kevin Britton he served for six years prior painters and decorators, (Harlow); Bob Foster to amalgamation. butchers, chefs, machine (Harlow); Steve Huggett Missing from the minders and telephone (Colchester); Dick Kerry photograph, due to a court engineers involved. (Southend 'H'); Pete Leech attendance is Greg Sheehan, (Rayleigh); Andy Norton a transferee from the Mets

The recruits will be joining their new stations (Basildon); Roy Osborne who will be posted to before the publication of the (Southend 'H'); Paul Smith Rayleigh.