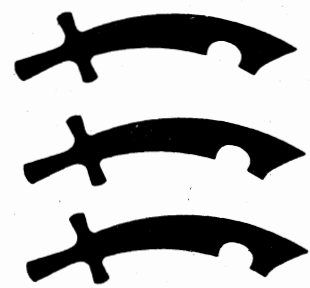




# THE LAW

December, 1976 No. 90



**The Newspaper of the Essex Police**

## Southend Mayor raises magnificent sum for Dependants' Trust Fund

DURING his Mayoral year the last Mayor of Southend, Councillor Norman Clarke, who is also the Vice-chairman of our Police Committee, made a special effort to raise money for the Police Dependants' Trust. With the help of his staff, public and private, and his family he organised a series of functions in Southend which were very well supported. In all Councillor Clarke raised the sum of £4,592.94 which has been sent to the Trust.

The trustees are most appreciative and I am sure members of the force will feel a sense of gratitude to Councillor Clarke and those who helped him, for their efforts.

J. NIGHTINGALE Chief Constable

## Probationers absent in large numbers

A PATHETIC turnout of 12 probationers faced the examiners at the Bennett Trophy competition on 25th October. When one considers that the competition rules require that contestants have attended a final probation course in the past 12 months and that 83 had been on such a course, the turnout was poor to say the least.

Younger members of the Force should seize opportunities to face examinations and go through an interview because these are the basis of advancement in the service.

One must not detract from those who did come and who

achieved as high a standard as usual, throwing up the eventual winner Constable Malcolm Oakey of Colchester.

Sir Jonathan Peel, former Chief Constable, usually comes to Headquarters to present the Bennett Trophy and his own Cup for the highest marks in the last promotion examination to sergeant. Unfortunately he was unwell and the Chief Constable made the presentations.

Afterwards he told the contestants, "I hope your keenness in turning out today is an indication of the way you will carry out your duties throughout your service."

The written examination consisted of police duty and first-aid questions for 200 marks with an oral test after lunch for another 100. P.C. Oakey was ahead in both parts.

Scores: M. Oakey 190; S. Reynolds 170; B. Stadden 165; Napier 161; J. Worland 155; E. Walker and R. Smith 143; R. Nutt 141; G. Matthews 131; T. Stephen 124; A. Burch 103.

The Peel Trophy went to Southend Traffic Constable, David Westoby who topped the exam marks for Essex candidates sitting to sergeant last year. It was his fourth attempt and as he said himself, "It just shows the value of study."



"WELL DONE," say Malcolm Oakey and Dave Westoby (right) to each other after the presentations of the Bennett and Peel Trophies.



Eleven of the Bennett Trophy contestants chat while waiting for their colleagues to

## Comrades' Luncheon



THE COMRADES LUNCHEON of 1976 took place in Chelmsford's Chancellor Hall on 14th October, when a good turnout of pensioners and serving officers sat down to a good meal.

Our pictures show guests gathered for a chat before the meal. Above, Bert Brinkley NARPO columnist for The Law regales his listeners with the facts of the matter — bound to be financial — while Mr. Duke looks sceptical and Brigadier T. Collins, Police Authority Chairman, somewhat doubtful.

Below a Colchester Borough group, from left, Bill Geddes, ex Traffic Sgt.; Len Carter, now at Tollesbury having rejoined after the Boro' merger; Brian Denton, ex Road Safety Sgt. Joe Baker, recently Supt. R. & T.; Les Brown, ex Det. Sgt. at Witham (not an ex-Boro' man, really, just ex-Colchester) and Frank Hart, ex-Epping Inspector.





## Edview

### Beware rumours

MEMBERS of the Force may have read that the Rate Support Grant for 1977/78 has been reduced by 4½ per cent. This and a redistribution of the grant means that there will be substantially less money available for the Essex County Council to spend on its services.

A thorough examination of the Police estimates is in hand but there will be no firm news for some weeks yet and so all rumours should be treated with great caution.

### Interesting

THE MINERS are campaigning to retire at the age of 55 on full pay, an age which will have a familiar ring to federated ranks as that at which they compulsorily retire on as little as half pay, taxed as unearned income. It will be interesting to note any possible contrast between the hurry and bustle to give in to the miners and the dilatory fashion in which police pay negotiations are currently standing still, to mix terms.

### Scandalous mush

"CHILDREN in prison: a national scandal" yelled the heading to the leading article in the November Readers Digest. The writer seemed to base his facts on an establishment called Thorpe Arch in Yorkshire, a remand home.

Indeed he was not writing about prisons at all, only what he chose to call prisons because the inmates are apparently not free to come and go. And neither was he writing about children but what he chose to call school-children, in effect young persons of school age.

A clue to the writer's standpoint can be gained from one revealing sentence "A boy comes into court charged, perhaps, with some quite trivial offence (joy-riding in stolen cars is popular)."

Perhaps. But further on the writer mentions "One chirpy 14-year-old (who) told me he was in for T.D.A.

Less than five feet tall, with a uniform several sizes too big, he appeared a pathetically vulnerable figure until he added, with a mischievous grin, that he had more than 100 TICs."

The article is riddled with such sentimental slush as this. Indeed is not the treatment of villains generally, liberally larded with such mush? The sub-heading stated, "To gaol juvenile offenders is simply to store up trouble for the future." Maybe. But to deal with crime in this superficial and sentimental manner is to stack up trouble for the present.

Black mark, Readers Digest.

### We are paying

A REMARKABLE example of the too-little-too-late syndrome was to be found with our pay-slip this month: a leaflet issued by Essex County Council.

Urging economy, the leaflet asked everyone to use the telephone, "as if you were paying," these last words in bold type. Haven't the Council heard that we are paying? We always have paid — and no doubt, always will. The poor old ratepayers in recent years, have been bludgeoned into pouring ever more cash into grandiose, and probably unnecessary, schemes.

Indeed we even paid for the leaflet.

If the need for economy has finally sunk in at County Hall we are, at last, getting somewhere. But has it? The news that since December, 1974, the number of county council employees has risen by 3588, almost 5 new salaries every day, makes us wonder.

It seems not all departments take the need for economy as seriously as do the police, and after all it is salaries which run away with the ratepayers' money. In the same period the total number of civilians employed by the Police Authority has fallen from 992 to 941, this despite a constantly-increasing work load.

Whether this achievement will continue into the coming year with three new police buildings to staff is open to some doubt but at least Police have made the effort.

## Christmas 1976

### Christmas Story

AS THE festive season is approaching, settle down and old Uncle Ed will tell you a story. Once upon a time, all good fairy stories start like this, in a far country where everyone had a pound in his pocket at a stroke, there was a land where all the people were mad.

Indeed in this faraway land to be mad was a great distinction. The most famous and honoured people were as mad as hatters while the insignificant and lowly were not nearly so mad, only as mad as cobblers, in a manner of speaking. And while the truly mad were greatly revered and given the most important posts in the land, those unfortunates who were only just a little bit mad were made to serve in the Guardians of the Peace.

Ah, yes, this land and its people were not so sane as to try to do away with peace and tranquility. They even named this desirable state after a woman, Laura Norder, but because they were mad, hindered every effort the Guardians made to bring it about.

Now in this country, of mad people, the poor Guardians, who were not nearly so mad despite the fact that they constantly said to one another, "We must be mad", were badly treated and constantly tricked out of their just rewards.

There were laws in this land against unfair discrimination on the grounds of sex, religion or colour, against unreasonable dismissal or unfair trading, all laws, indeed, to protect the mad people from themselves, but no law to stop them from treating their not-nearly-so-mad Guardians badly.

So it was that pay was very poor in the Guardians of the Peace and while all the mad people gave themselves a pay rise they pretended to argue whether Guardians should have £6 or 4½% just as an excuse to give them nothing. It was the same with the Guardians' rent. By pretending to talk about typical houses the mad people kept the rent £5 below Guardians' rent in other lands nearby. And the Guardians were very sad because they were not mad enough to do anything about it.

What rent the Guardians did get was taxed by an army of the most revered of all the mad people, the Inland Revenue, who spent long hours taking away the tax, handing it all back at the end of the year, then taxing what they had just returned in order to hand this back the next year. And all this, because it was truly mad, the only state of affairs to be honoured in this faraway land, attracted much higher pay than the not-nearly-so-mad Guardians got.

Now one day the maddest people decided that they would have a social contract under which they would pay themselves less for working than for staying at home watching the telly, which was a sort of idol the mad people prostrated themselves before.

But other people, marginally less mad than the others said: "This is madness" and because they were truly mad the authors of the social contract took this not as a compliment but as a criticism and began to examine ways of taxing the money paid to people who did no work.

"Aha", they said to each other, "we can extend the Guardians' tax system to everyone so that all the unemployed can have the benefit of our truly mad methods."

"Our social services army can pay out the money and our inland revenue army can take some of it back. Then when the unemployed start work again, because they will be getting less money, we can give them a tax rebate, although this might have to be taxed."

"What a truly, remarkably, uniquely-mad system," they cried to each other, "we shall be famous."

Now it so happened that one day a Guardian became a little madder than he had been before. Indeed he had become mad enough to be able to get out of the Guardians of the Peace if he had wished but he kept quiet to earn his pension even though it was to be taxed as unearned income.

In a flash he was mad enough to see clearly. He would finish his twenty-five, a quaint phrase used by Guardians to indicate the time when they would be mad enough to leave the service, and get a job with some half-mad employer who, on an agreement not to involve the industrial tribunal, would sack him after a week.

Then on one pretext or another, and after all he had worked hard and achieved madness enough for this now, he would live on social security for the rest of his life.

He had gone mad at last, he loved Big Brother (with apologies to Orwell who was not very mad either). Goodnight children, another story about the mad people next Christmas.



"IS IT cold up there?"

"Don't you be cheeky, infant, I have morsels like you for breakfast."

A confrontation between Cadet School pups Kersey and Flint. The former, a Great Dane of 20 months, having been

about the place longer, was later seen to be the ringleader in spraying the rose bushes with a well known defoliant.

Flint, a 10 weeks Alsatian, found the meeting rather tiring and took himself back to bed under P.c. Pat Campen's desk.

## CONCERNED at the number of incidents causing damage to police vehicles

### THE CHIEF writes:

THE NUMBER of accidents and incidents causing damage to Police vehicles is a matter of concern to us all. It is significant that accidents increase in bad weather, an observation which is continually brought to the attention of all drivers on the roads. There is an increase of accidents when answering emergency calls, usually caused by drivers driving beyond their capabilities or that of their vehicle.

There are many minor accidents caused by failure of drivers to observe the most elementary rules, usually when reversing, parking, opening doors or taking a vehicle unnecessarily off the highway. Excessive injuries are being caused to occupants of vehicles through the failure to wear seat belts provided.

Such accidents and incidents must be reduced. A greater responsibility to the privilege to drive must be appreciated. Your driving must be an example to all motorists.

In future issues of The Law photographs of Police vehicles will be published showing damage caused by neglect or irresponsible attitudes by our drivers. I hope it will be increasingly difficult to obtain such photographs by virtue of an increased responsibility shown towards driving by all ranks.

## Social Centre

COMPLETION of the new headquarters complex is in sight, at least for those with good eyes. And as the building will include an extensive social suite, clubroom and dining rooms, the Chief has set up a working party with the following terms of reference:

### Terms

"To consider and recommend on the staffing, management and controls for servicing and funding, a viable Force Sports/Social Centre at Headquarters, and to reflect in the recommendations as far as practical the needs of the existing sectional interests

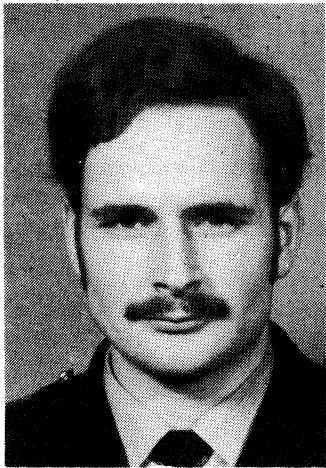
The idea of bringing all the sectional interests "under one roof" will be considered by a committee made up of Supt. Bill Gray, Planning, Ch. Insp. Alan Collins, H.Q. Sports Club, Bill Austin, Finance Office and Sgt. Ed Easlea. The sections involved might include the Force Sports Association, Staff Divisional Sports Club and its spin-offs, Seaxes and the Musical Society. Also affected will be the Bar Committee and possibly the Force Sports Students' Fund and the

# This course is Special

IT'S VERY fair and very thorough but you feel like you've been through the mangle after three days up there. So said Sgt. Peter Bartlett, about his three-day extended interview for the Special Course.

The course came into being some 13 years ago and takes place at Bramshill Police College. It is an accelerated promotion course. Those who fight their way on to it are promoted Sergeant at the start. And 12 months after successful completion of the course they are promoted Inspector.

The route on to the course begins with the promotion examination to sergeant. High marks secure a place on the Force Board which in turn, leads to a Regional Board — if you pass. From these the dwindling number of candidates find themselves on a three-day



extended interview — the mangle.

Peter Bartlett went through it all, "And I went through the mill last year too — right to extended interview — but failed," he told *The Law* with a rueful smile.

He certainly has earned his place because his original exam marks were not high

enough for a Board so he had to go away and try another route. This involved passing two 'A' levels in his own time — Sociology and Constitutional Law. He already had French from schooldays. With three 'A' levels he could try again — and succeed.

"It made a difference, I am sure," he says, "that this year I'd been promoted sergeant and had passed to Inspector."

Peter Bartlett's service began 5½ years ago at Leigh where he remained until April this year. Then he moved to Grays on promotion.

He is 26 and a former pupil of Brentwood School. The Law asked Mrs. Jane Bartlett what she thought of her husband going off on a 12-months course. "When I first heard I just said 'Oh crumbs,' but now I've got

## It lasts a year—and you go through the mangle to get on it

used to the idea," she said.

At their own expense the family — completed by Nicholas, nearly 4, and Mark, 19 months — have just moved back to Benfleet so Jane will be nearer friends and relations while Peter is away. He will be home at weekends.

The course begins on 4th January. "All I want now is to get on with it," says Peter, "it seems so long since I heard I was going."

It will be hard going. The course is high powered with about half of the 42 students already graduates having come into the police as graduate entrants. Does this worry him?

"No not really" he

replied, "if half of them are graduates already, there will be more Bramshill Scholarships to share among those who are not."

A Bramshill Scholarship means three years at University. But in answer to the common question when do these people do some

police work, Peter had earned his stripes the hard way already. And the Special Course doesn't sound too much like a holiday.

## Ex-Redcaps—Why not join Association

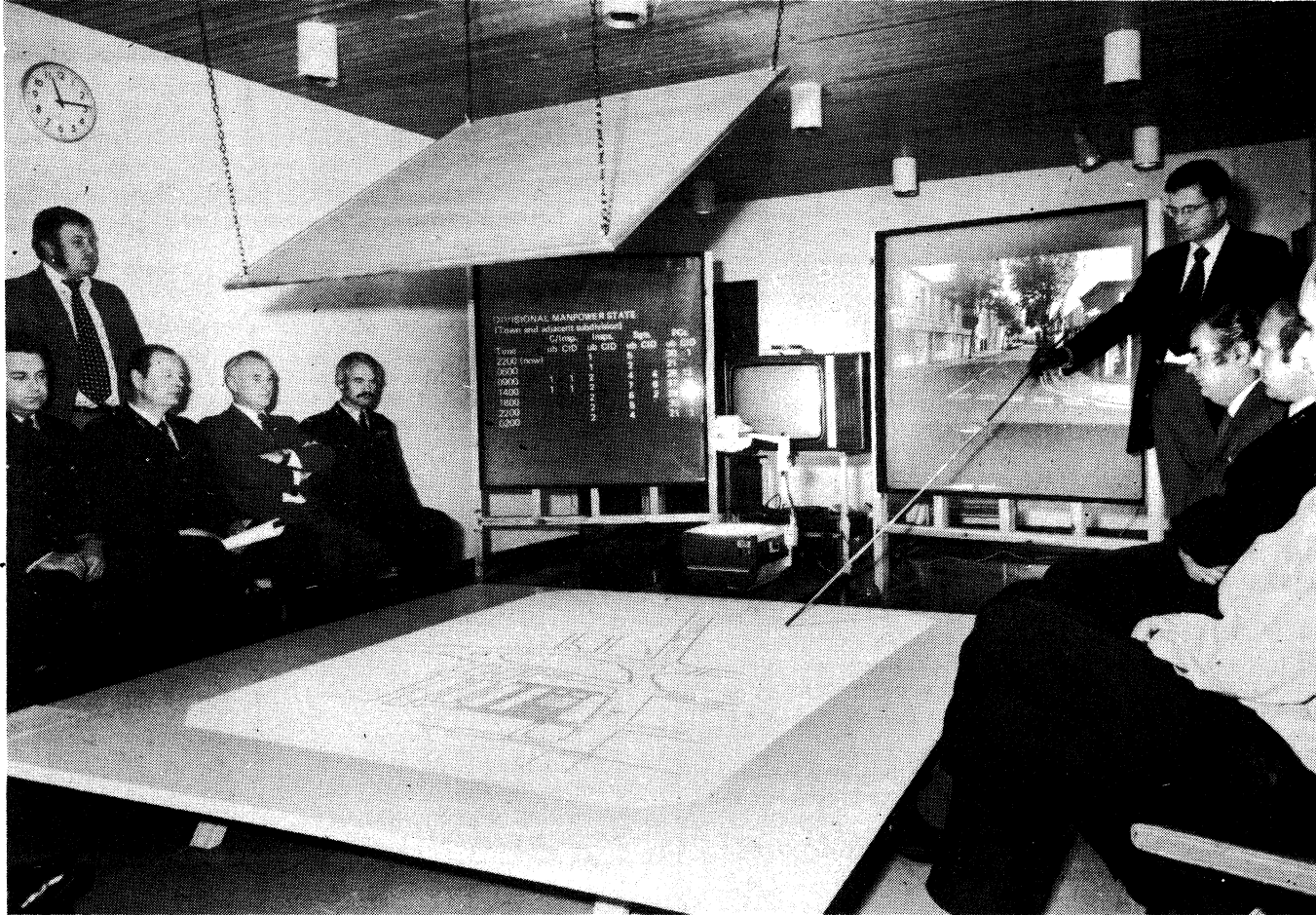
EX-REDCAPS. Why not join flourishing RMP Association at Colchester? Meetings held second Wednesday every month in Sgts' Mess, 156 Pro Coy. All ex-members of the Corps welcome.

# Training revolution as 'the thing' is born—

RECENT visitors to Force Training School will have noticed an odd assembly of gadgetry in the old darts and table tennis room. "Now that I've assembled the 'thing,' I don't know what we should call it." So says Superintendent Keith Hunter, who has designed and assembled the 'thing,' with acknowledgments to Mr. Barnes (H.Q. Engineer), Messrs. Kodak, Rollei, Opperman Glass (Basildon) and the Commandant and members of the West Yorkshire Police Training Academy staff.

Titles like 'Multi-Media Exercise' or 'Audio-Visual Simulation Equipment' make clumsy mouthfuls for a new and realistic method of practical exercise training. Recent members of the Detective Training Courses at Wakefield will recognise the equipment as 'B.3' from the room in which it is installed at the Bishopsgarth 'Academy.'

The problem with all other forms of practical training exercise is that of realism and relevance. The



'thing' attempts to overcome such problems by bringing a real life situation (which may be based on an actual occurrence) into the classroom, and re-producing it by audio-visual methods; slides, videotapes and tape recordings.

The equipment consists of twin back projection screens with twin slide projectors which may be synchronised with tape recordings, T.V. monitor and video-tape recorder, and an overhead projector which throws horizontal images on to a

large central, floor-mounted, matt-white table, by means of a mirror suspended from the ceiling.

Having decided upon an exercise situation instructors can assemble the class around the table and feed them information as the "plot" unfolds. The exercise can begin with a film and then still shots and plans of the area can be added. The picture above shows just this situation with the second screen showing the divisional manpower state. Supt. Hunter wields the

pointer.

Testing situations can be simulated where information is fed to the "controller" only as he asks for it.

But to build the apparatus is only one tenth of the job. Says Keith Hunter, "Now that this equipment is available operational officers can expect to see the entry of the training 'boffin' into the operational arena, complete with T.V. and 35 m.m. cameras. Those who have hitherto criticised training, often justifiably, for lack of

realism, should now be more satisfied."

Shooting real incidents will give film to form the background to future exercises. Officers of other divisions may have the opportunity of "dealing" with incidents they have heard about.

The real problem will be assembling the films, slides and plans. This is likely to be a full-time job and already Sergeants Mick Benning and Ken Goldsmith of Training School are engaged on it part time.

## but exit Moriarty

REACTION to the news that Moriarty is done for will vary according to whether one reads Sherlock Holmes, listens to the Goon Show or studies for police promotion examinations.

The police text book issued to Essex recruits for longer than most care to remember has had its day and all at the best of a working party set up to look at probationer training.

The working party heard that both probationers and training officers were dissatisfied with the present issue of text books.

These include Student Lesson Notes part I on which the initial training course is based. They are printed by HMSO, cost, with binder, £2.10 and need amendment, a time consuming job, fairly often.

Student Lesson Notes Part II are printed within the Force and cost 90p per copy. They are used only within the Force.

In addition every recruit receives a copy of Moriarty's Police Law, the latest edition of which cost £5, which has been found to have serious limitations for probationer training.

The Working Party felt that an alternative would be to follow what some other forces do and issue Student Lesson Notes Part I during the induction course and recover it at the local procedure stage. This way each student would, if necessary, add any amendments as they were issued, saving much instructor-time.

For all subsequent training the text book would be Baker & Wilkie's "Police Promotion Handbook."

Although this costs £10 per copy, the saving on Student Lesson Notes II and Moriarty would be £5.90 and the remaining amount would be covered by diminished labour costs — typing, duplicating and paper — and improved value in training.

Issue of Baker & Wilkie instead of Moriarty will begin this month.

The working party consisted of Chief Superintendent J. F. Challis, Superintendent J. T. Baker, Superintendent K. E. Hunter, Chief Inspector W. J. Thurgood, Inspector R. W. Crawshaw, Sergeant K. H. Goldsmith.

March and anyone interested should get on the "Bandwagon" early. But for the over 65 — the Index Linked Certificates would appear to be the best investment at the moment.

My post has recently brought greetings from H.M. Inspector of Taxes in the shape of a Re-Coding notice as the result of the retirement pension increase from November 15.

Both the Treasurer and myself are indeed grateful for the tokens of appreciation shown in your letters, which we both reciprocate and trust that 1977 will prove more beneficial than that last year.

With best wishes for Christmas to you all and your families and

## National Association of Retired Police Officers by Bert Brinkley

WE have read quite recently in the National Press the utterances of a certain Liberal M.P., and others, expressing their concern at the pension increases awarded to Public Service Pensioners. I have no doubt that a very suitable reply will be sent from official sources in due course.

The Pensions Act, 1971, approved the increases linked with

the Retail Prices Index. The Review period being 1 July to 30 June. What is not generally realised is the increases are not paid until the 1st December following (referred to as the five month gap) without any retrospection. The excuse put forward is that it takes the Paymaster General five months to prepare the necessary legislation with the consequent administrative problems, this lame excuse has never been accepted by the Association.

The same Authority permits increases in Salaries to M.P.s also to pensions, but little is heard of these awards. What would be interesting to know is (a) what service as an M.P. qualifies for a pension, and (b) what contribution

does an M.P. make towards this pension.

A police pensioner contributes either 6½% or 7% of his gross pay during the whole of his police service which gives him 50% pension at 25 years and 2/3 pension at 30 years or over, the pension is not granted until the pensioner reaches 55 years of age.

Of course, one can always see elements of apparent unfairness in all schemes, but when fully explained the matter becomes clearer. Civil Servants, we are told, do not contribute towards their pension as this is deemed to be within their wage structure, this is fair enough and part of their Contract, so why all the outburst of criticism?

Police Pensioners Housing Association Lottery.

According to the autumn bulletin the next 20 weeks Lottery commences on January 9, 1977, and Chance Cards at £1 each can be obtained direct from Frank James, 190 Westwood Road, Sutton Coldfield, West Midlands, B73 6UG. The current Lottery ends on November 20 there will therefore be a short break before the next one in January. A Police Widow in need.

An example was quoted in our last bulletin of a widow getting into financial difficulties. These cases are all too frequent but are not easy to identify and publicise because individuals are proud and therefore reluctant to admit their situation.

We are extremely fortunate in Essex through having an excellent Welfare Officer (Sgt. Easlea) and his committee of watchdogs who see that any deserving case of hardship coming to their notice is immediately brought to the notice of the Welfare Committee for consideration of monetary assistance. It therefore behoves anyone who is aware of any cases deserving of assistance to notify the Secretary immediately.

National Savings Certificates. It has been published in the National Press (although not too much has been said at present) that the Government is issuing a New Savings Certificate at increased terms from December 1. The



# New Police premises should

THE ECONOMY inevitably taken a chop or two out of the building programme. However, for all the need for economy there could be some cause for cautious optimism as things stand at present. It is true that the

modernisation programme for the rest of this year and next has gone, to save £80,000.

And Mr. H. Taylor, A.C.C.(A), told The Law, "There will be no modernisations in coming years though this excludes Coggeshall and Great Yeldham stations, which are almost completed.

But against this several major works are nearing completion and no planned works have actually been axed.

## Opening soon

Headquarters, Rayleigh and Tilbury are due to open next year. Of the others Grays is furthest forward. Said Mr. Taylor, "Negotiations are taking place to build a new police station at Grays. All permissions have been obtained and if the right tender is received we shall go ahead."

But he added, "The future of other projects is not clear."

The county, nowadays, puts building projects on what is known as a "moving shelf." This means that the list of planned buildings can be moved backwards or forwards according to circumstances.

## All systems go

At the moment most of the movement is back but a reflation of the economy could really put the programme into orbit. Reflation or deflation could mean the difference between all or nothing.

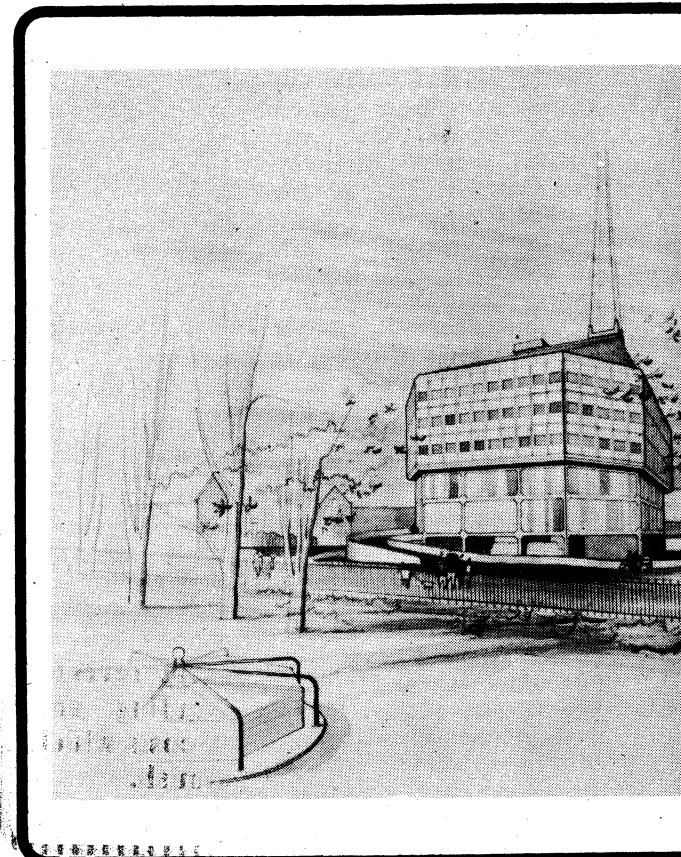
List of priorities include such diverse projects as a new Colchester Police station, extensions to Laindon Traffic Garage, a police station at South Woodham Ferrers and a radio mast at Rye Hill.

## How big?

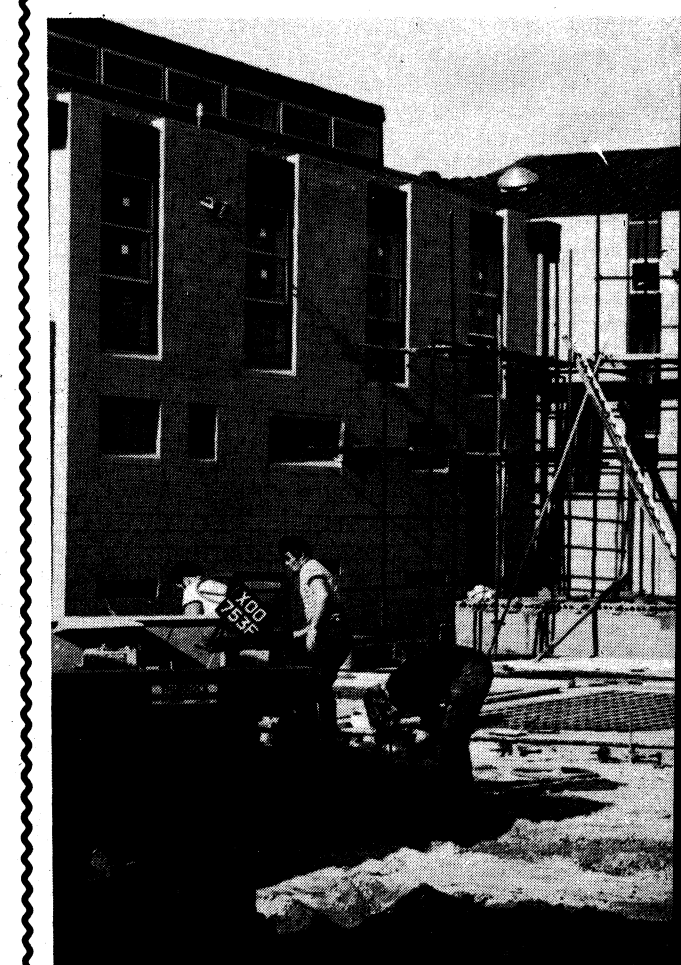
At Colchester negotiations over the site are still going on. No one can tell, at present, what sort of station will be required at Woodham as various parties are still locked in dispute over how large the new town should be. It is planned to go up to 18,000 people.

In addition, offices at Theydon Bois and Great Waltham are going ahead as present arrangements there are unsatisfactory.

Essex Police have been very fortunate in recent years having been able to modernise, extend or replace various buildings. The trouble with this is that when the stream dries up the contrast is all the more marked.



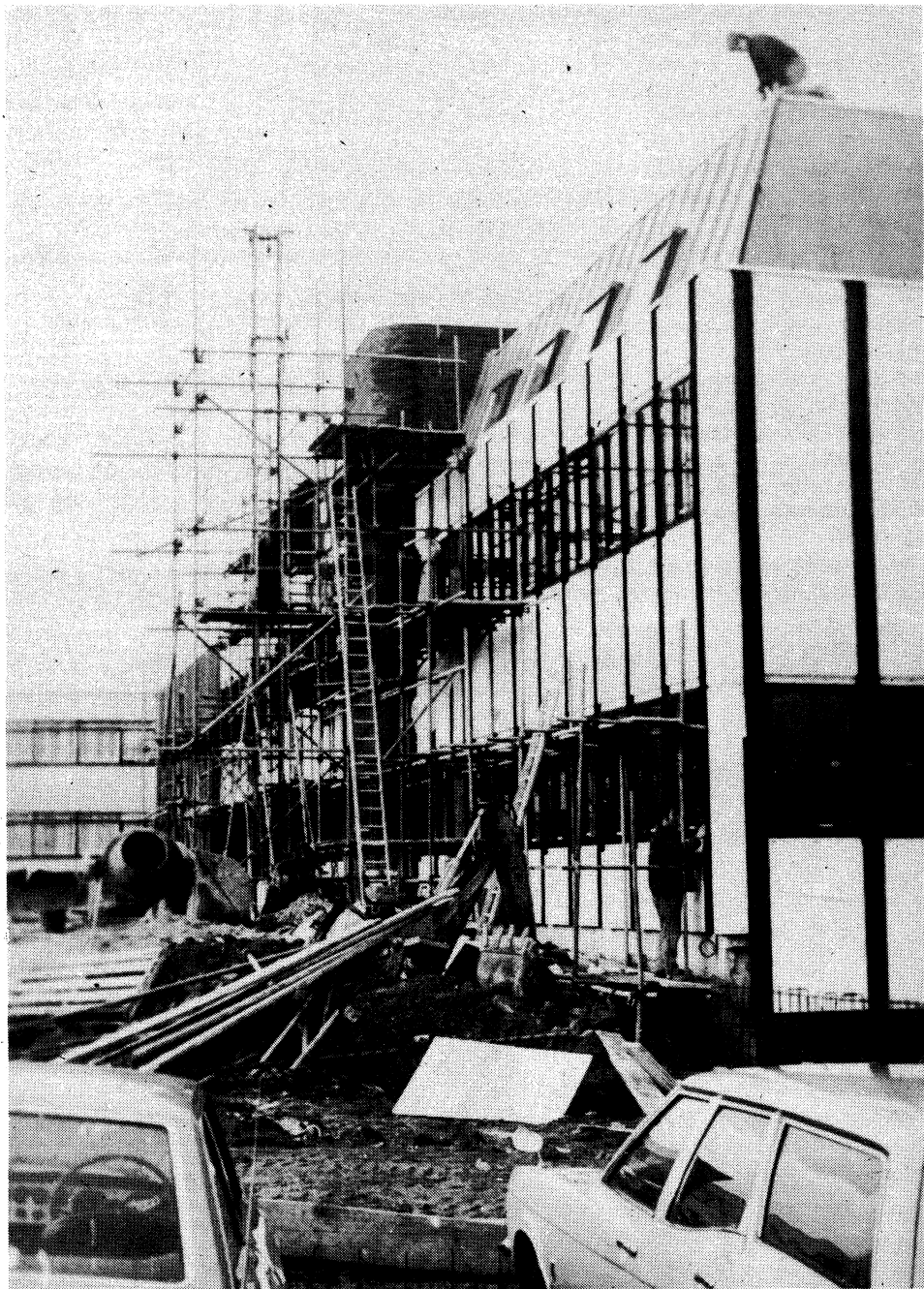
## But with costs



TILBURY'S new police station has got its roof on, the glass in the windows and as our picture shows, the concrete yard is coming on.

Situated in Civic Square opposite the Fire Station, the new building will be one of the smartest in Tilbury, not as large, to be sure, as the Grain Terminal or the Power Station, but rather more elegant.

When it is opened in the Spring it will provide great relief from the cramped surroundings in Dock Road, but more than that the dreadful situation at the Hathaway Road, Grays, Traffic Section, will be relieved when the Section also moves to the new



AT RAYLEIGH, although no one will actually admit it, work is a couple of months ahead of schedule. There is every chance that here too a Spring hand-over ceremony is on the cards.

The architects have cleverly used the whole site — with the exception of the three dwelling houses at the back which are the present temporary Nick, the previous one having been knocked down to leave space for the new. Thus the new building abuts on to the High Street pavement, standing where the previous station had its public car park.

It will be a full divisional headquarters as well as the Rayleigh sub-divisional station. So it is large. When The Law visited, Chief Insp. Les Brewer viewed its vast proportions somewhat dolefully.

"It's very big," he said, "I'm not sure that Rayleigh justifies a D.H.Q. Someone told me it would be fine capital asset and I thought, 'That'll be useful if anyone wants a second-hand police station'."

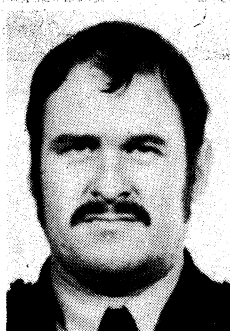
Moving Southend West's D.H.Q. out of the Borough to Rayleigh occupied local authorities in long discussions before the decision was taken. The new building will relieve congestion at Southend where two D.H.Q.s occupy the same floor.

And Southend Traffic Sub-Division will also move out to Rayleigh, further relieving congestion at the old Borough H.Q.

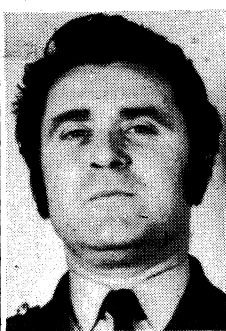
The building is faced with plastic panels which will cut down maintenance and although The Law has not yet had the advantage of inspecting the interior, the outside certainly presents a light and elegant appearance.

## Seventeen promoted Sgt

"P" for promotion day came at the end of October when 17 men were promoted sergeant all on one Order.



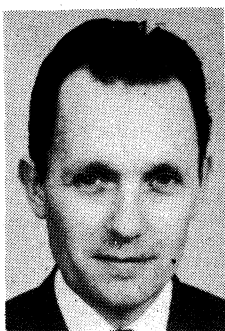
A. R. THOMSON  
Driving School  
No move.



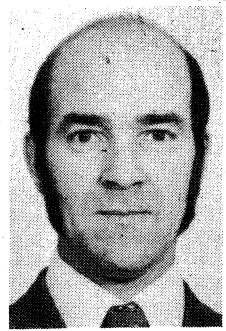
L. F. WEIGHT  
Traffic Southend  
to Basildon U.B.



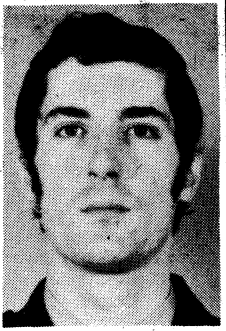
B. J. SQUIRRELL  
Traffic Chelmsford  
to Traffic Stanway.



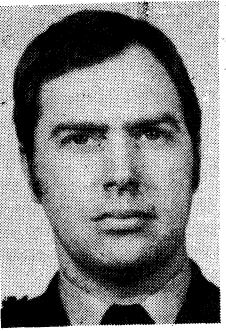
A. J. MILLARD  
H.Q. Fraud  
to Basildon.



C. E. FINCH  
Scenes of Crime  
Basildon — No move.



M. J. HOLYOAK  
Traffic H.Q.  
to Benfleet.



T. W. M. FISHER  
Rayleigh to  
Benfleet.



P. GREEN  
Scenes of Crime  
Clacton — No move.



L. CALKIN  
C.I.D. Chelmsford  
to Dunmow.



# open for business in 1977

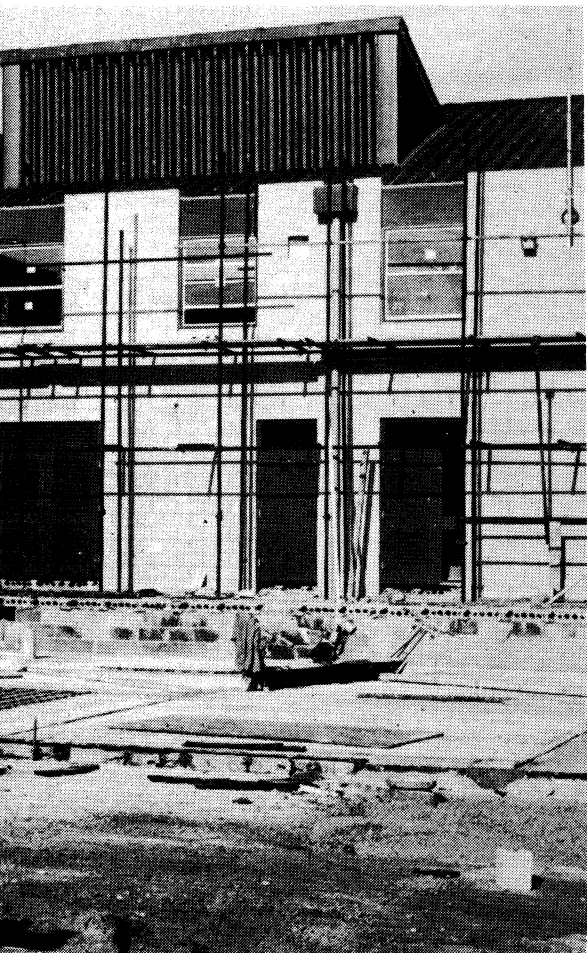
AS the new headquarters extension begins to take on the appearance of the original artist's impression, The Law has been out to survey progress on other building projects around the county.

All these premises are due to be taken over during 1977 when The Law will look at them in detail.

In the meantime it is a sobering thought that at a time of financial difficulties these new buildings can only add to these because of the additional revenue expense of staffing and maintenance, costs which will never diminish.



ising all the time, can we afford to heat and clean them?



building.  
All sections of the Tilbury Sub-division are catered for. Indeed, as is always the case, the plans are behind the times — an office is labelled on the ground floor plan, "Women Police". The building and its precincts are spacious with adequate parking and under-cover storage space.  
When The Law visited Tilbury the Guv'nor, Ch. Insp. Eric Cooper, was in conference with planners, discussing furniture, things have come this far.  
Our picture shows the rear of the new station with workmen concreting the yard.



JUST TO SHOW that The Law is not merely concerned with the large, but also sees the small things in life, we went to Thaxted.

The pair of police houses in this picturesque village with its much photographed Guild Hall, stand at the end of the street with fields beyond.

Constable Ken Boorman who moved there from Harlow last January has 3½ years service. He has seen the long front lawns covered in rubble and vehicle ruts as the builders work towards completion of a new single house and office standing close to the road.

"The old house is damp," said Mrs. Diana Boorman, "there are black patches on the walls."

Local builders Cox and Son, of Saffron Walden, have put up the new house which should be ready for occupation in the spring. Then the old houses which were built in 1939 will be flattened — 38 years seems a short life.

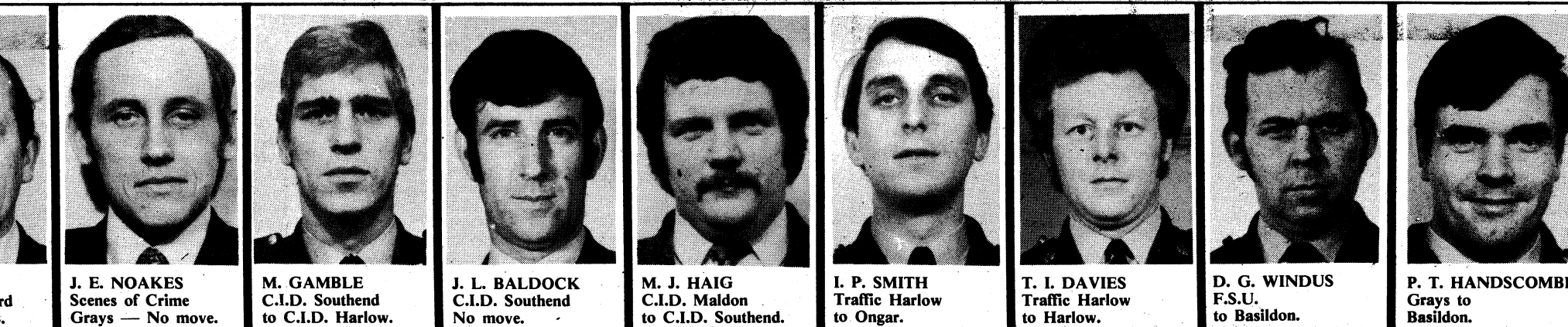
Pictured above the new house and office and, right, the old house.

## SEAXES AUTO CLUB

# New Years Eve Dance

At BOSWELLS SCHOOL, CHELMSFORD  
8pm FRIDAY 31st DECEMBER  
Tickets £2

Dancing to the fabulous "TASTY"  
Tickets from: John Hart, Chelmsford Town  
Derek Arber, Chelmsford Traffic



J. E. NOAKES  
Scenes of Crime  
Grays — No move.

M. GAMBLE  
C.I.D. Southend  
to C.I.D. Harlow.

J. L. BALDOCK  
C.I.D. Southend  
No move.

M. J. HAIG  
C.I.D. Maldon  
to C.I.D. Southend.

I. P. SMITH  
Traffic Harlow  
to Ongar.

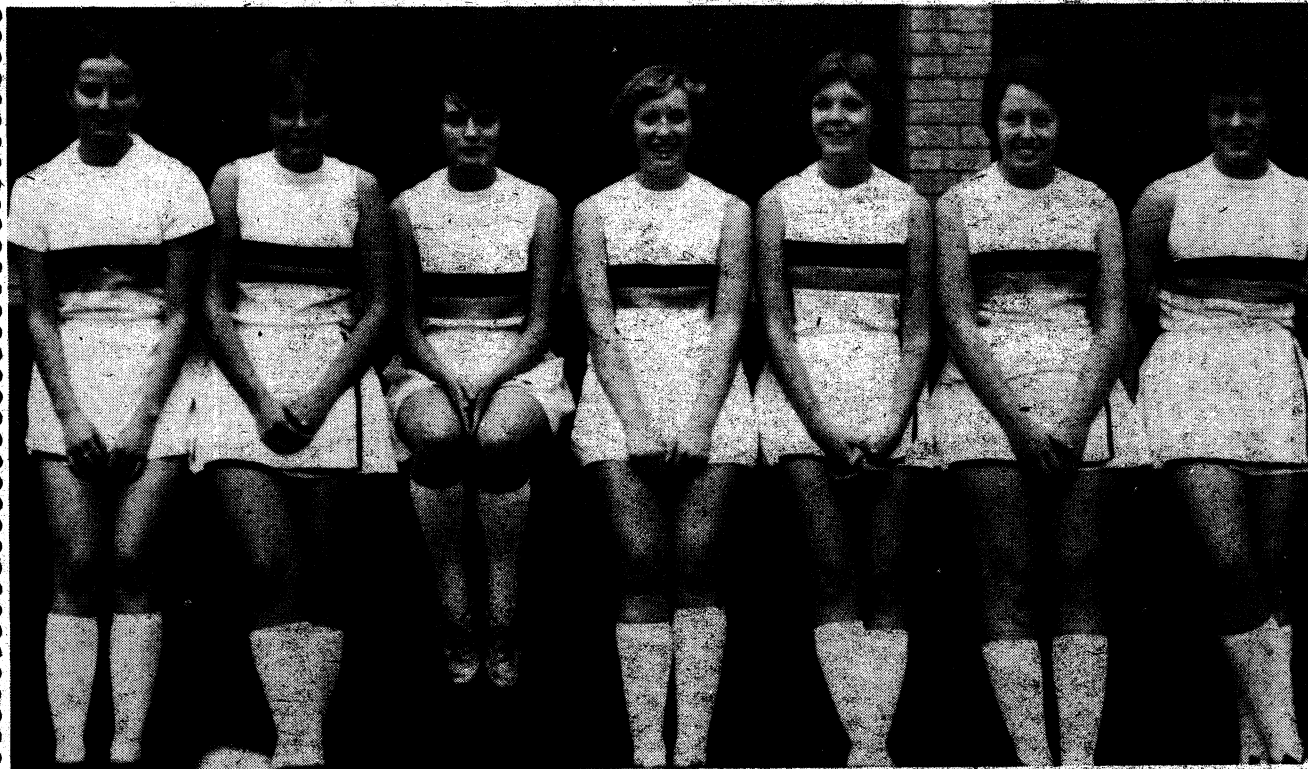
T. I. DAVIES  
Traffic Harlow  
to Harlow.

D. G. WINDUS  
F.S.U.  
to Basildon.

P. T. HANDSCOMBE  
Grays to  
Basildon.



## Netballers win one and lose one



IT WAS PANIC stations as the start time came round for the first round netball match between Essex and Northants: several Essex players were missing.

Once it was realised that the error was administrative Essex moved fast and having cadet players readily on tap, dragged 3 out of class in quick time and they ran on court still tying their laces.

But once they arrived Northants must have wondered what the real team was like. The Essex cadets, reinforced by Constable Susan Youngs put on

their whirlwind act after a steady start — leading 7-3 after the first quarter — and ran away with the match 33-9.

All the cadets regularly play together in the local league which enabled them to co-operate fully from the first whistle.

Pictured resting after the first quarter, from left: Alison Marshall, Gill Skilleter, Tracy Haymes, Susan Watson, Carolyn Poole, Susan Youngs, Siobhan McAuley.

## Essex go out of this year's P.A.A. competition

ALAS, when the first-choice team did get together, for the second round match at Norwich on 30th November, nothing went right.

The weather was foul, torrential rain falling throughout and after briefly leading at the start Essex

fell behind, never to recover.

The final score of 15-12 will be one they will prefer to forget. Team: A. Marshall, C. Poole, L. Franklin, J. Bailey, B. Ruby, K. Meiklejohn, S. Youngs, reserve, G. Skilleter.

## Police Sport and the Appeal Court

AN APPEAL COURT decision could affect police sport, but only marginally in most cases. Constable J. Michael was playing for Gwent against Dorset when he was injured. A National Insurance Commissioner refused him industrial injury benefit on the grounds that the injury did not happen "in the course of, or arising out of, his employment."

P.C. Michael was backed by the Federation in his claim that although he was playing on his day off, representing his force was part of his job as senior officers expected him to play.

Lord Denning, Master of the Rolls, said that policemen who were good at sport were expected to use their skill for the benefit of the force. Nothing was strictly compulsory but a constable looking for promotion ought to play when he could.

But it was no part P.C. Michael's employment to play in the match.

Lord Justice Lawton added: "Anyone who brought him down in a foul tackle would not have been obstructing him in the execution of his duty."

But, his Lordship went on, if the Chief Constable directed attendance on a P.T. course to toughen up constables for their duties and this included a five-a-side football game, anyone injured then might have a claim as the injury would arise out of his employment.

The Law comments: their Lordships' views on the interest taken by senior officers in force sport and on the considerations which go into making promotions are quaint, but are held by the majority of the public. With PAB's actually going on, perhaps applicants should get their shorts on, just in case.

Secondly, a policeman injured while representing the force would most likely draw his normal pay until he resumed work. Industrial injury benefit is merely a way for the police authorities to recover some of the cost. However, in the case of permanent disability I.L.B. might be important.

### Walking

### Rugby

SINCE this column believes team success to be more important than individual, the greatest achievement of the month was without doubt the excellent 2nd place gained at Imber Court in the annual 7 miles match against Civil Service, Met Police, Stock Exchange and Belgrave Harriers.

None of these outfits is a pushover but on the day only Civil Service beat the team walking as Essex Police CSAC, though to be fair it included one or two police walkers from other forces. Never mind, the name's the same and it was a great triumph.

The team has also been successful in the several 9kms yacht handicap contests at Blackheath. A yacht handicap is where the slowest man goes first and the quickest last. In theory, but only in theory, the whole field should finish together. Team positions of 1st and 2nd were gained.

Denis Sheppard three times improved his best for the course during the month and twice got through to a prize position despite being penalised by 1 min. after the first time.

John Hedgethorpe also set a new personal best for the course in the October race and then exactly equalled this in November. John has put in 10 races since the last review and seems to thrive on the exercise.

Certainly it helps pace judgement. In one race at Brighton there was a buster handicap. This means every walker has to guess what his time will be for the 7 miles and then walk as near to it as he can. If he goes faster he is "busted", and out of the contest. Hedgethorpe guessed 58 mins and clocked exactly this time.

Dave Furley has begun to get going, knocking 24 mins off his best for 7 miles at Brighton and also putting up a p.b. for 3,000 mts at Woodford. Here he had a great home straight burn-up with Steve Wilmott but Steve was stretching just too far and was pulled out by the judge. But he, too, has made a break through this month.

Siobhan McAuley took a good 2nd place over 5,000 mts at Luton and a 4th at Brighton but has now gone to Training School so will be missing for a while. Mark Spellman has come back from Eynsham and has already added to our midweek strength.

All, 14 walkers have walked for the squad during this period, a good total. But all is not entirely rosy as three have offended the judges at one time or another, thought presumably this denotes a fierce competitive urge.

The walkers face a new problem in the coming year as their well-known circuit at Brook End has been dug up by building contractors, facing them with the task of mapping out a new course.

THE SEASON has started reasonably well, but we are still suffering from apathy. We cannot hope to win unless 15 players turn up for a game. To date we have relied heavily on Cadets to make up the team — and play they do — all of them have given their best.

All players please note, if your name is on the Force Sports Circular make sure you notify either Colin or John if you can play.

The games so far have gone well. In the P.A.A. we lost to Norfolk 38-Nil. The less said about that the better. On the other hand the results against K. Div. and Div. of the Metro. at home were very encouraging; we won both 14-8 and 4-0 respectively.

In between these victories we played Herts and lost 35-4. The only try coming from Pip Bailey, nice to see him playing again.

We played the Post Office at home and ran out winners 22-12 with tries coming from P. Fincham (2), D. Bessent (2), Bill Horne and Mick Hall, 1 apiece. Bill's was another diving effort. The following week we lost at Chatham 17-8, with only 14 men this wasn't bad.

So far the record, excluding P.A.A., reads:

P W L F A  
5 3 2 54 60

New faces in the team this year are, D. Bessent and P. Mitchell from Chelmsford, K. Cresswell from Saffron Waldon, Traffic, we welcome back Gordon McIntyre from Northern Ireland and Julian Gibb from Grays.

Unfortunately we have lost John Bowman who is out for the season with a back injury and therefore the captaincy has again been given to Colin. What would we do without him?

Thinking ahead to next year's tour we need names now. Unless players/friends indicate they want to go it's not worth the effort to arrange. Suggested spot — Midlands!

A reminder to all non-playing rugby fans, don't forget if you want to watch we play our home games on Coronation Park, Chelmsford and the Club House is open at all games. The bar staff are delightful.

Let me finish as I began — we need 15 players for each game please make an effort to turn up, listed.

### LATE LAMENT

On Wednesday, 1st December the 'Force' travelled to Essex University to play rugby. However, the game had to be cancelled as one other than Colin Edkins and Jake Gibbs turned up to play (except Cadets).

If this attitude continues we won't be a Force Rugby team next year because nobody will play a game.

"It's down to you. If you want to play, turn up. If not let us know," writes John Bowman.

RESULTS on page 8.

### Shooting

IN the Force Champion shot competition for 1975/76, 11 shooters applied but only four completed the six cards. The winner was Dc. Wolton (Colchester) who scored 589 x 600. 2nd was Dc. Byde also of Colchester who scored 573 x 600. 3rd was Ps. Bredding of Grays who scored 558 x 600. 4th was P.C. K. Smith of Grays 537 x 600. Dc. Wolton receives the Club Champion jacket badge for the 3rd year in succession. P.C. K. Smith receives the runners-up medal, this medal can only be held once and has been held both by Ps Bredding and Dc. Byde in the past.

The Long Range Small-Bore Rifle competitions for 1976, which consist of the PAA Championships at Bisley, the Home Counties Meeting at Imber Court, Surrey, and the Long Range PAA Individual competition, the latter includes the Force Leslie Bailey Memorial Trophy, was won by Dc. Byde. It was decided that in view of the fact that several members who compete at Bisley and Imber Court are unable to shoot long range competitions individually, because of the shortage of local long ranges, that the winner would be the one who scored the highest out of any two of the three competitions. Malcolm Byde shot in all three and scored 376 x 400, 383 x 400, and 380 x 400. Rob Wolton also shot all three and scored 380 x 400, 379 x 400 and 378 x 400. The Trophy will remain at Colchester for the fourth year in succession and Malcolm Byde will have his name inscribed on it.

Six members of the Force went to the Home Counties meeting at Imber Court, Surrey, on June 24, 1976. Six cards were shot, 2 at 25 yards, 2 at 50 yards and 2 at 100 yards. Scores were as follows: Dc. Byde dropped 24 points out of 600. Ps. Stenson (HQ) 30 points. Dc. Wolton, 36 points. P.C. Carter (Tollesbury) 46 points. Ps Bredding 58 points. P.C. K. Smith 77 points. Malcolm Byde won two prizes plus 70p for 12 centres of the bull obliterated completely.

Only three members attended Bisley on August 19, 1976. Dc. Wolton scored 379 x 400. Ps Bredding 369 x 400 and P.C. K. Smith 342 x 400. Rob Wolton qualified for an Expert Badge and George Bredding for a Marksman Badge.

Unfortunately, the Essex County Summer League in which the Force have a team each year was not finished due to circumstances beyond the control of two of the team.

### Football Roundup

DURING the past month the fortunes of many clubs have changed dramatically. This has been due mainly to the playing off of the preliminary and first round matches in the Inter-Divisional Competition, the Collinge Cup.

In the preliminary round of the competition Harlow met Grays and provided what must be regarded as a turn-up for the book. In a hard fought contest, the Harlow side, who haven't played more than a handful of games this season, defeated the Thurrock League side by 3 goals to 2.

Harlow now go on to meet Basildon in the 1st round, the game due to be played on December 20, at Harlow.

The Clacton v Colchester tie lived up to its promise of being a high scoring game, the two teams

meeting for a friendly about a week before the cup fixture and Colchester won by 9-0. The cup game was a keenly fought contest, with the more experienced Colchester side winning 5-2.

Southend 'J' were knocked out of the cup by the Staff Division side, in their game played at Rayleigh. It was a game 'J' division really wanted to win as it is the only game they play in the season as a divisional side, the result, perhaps somewhat inevitably, was 3-0 in favour of Staff.

The Force team are not having a particularly happy start to the season in the Olympian League.

In their last game they met Benfleet at home and did well to hold out for 70 minutes before conceding three quick and crushing goals. Considering they

only had 10 men throughout it's not too bad a result.

The Forces' form to date in the league is as follows. They are fourth from bottom in the league.

P W D F A Pts  
10 2 2 6 14 6

On the brighter side however, the Cadets have shown a vast improvement in form (thanks mainly to Mick Benning who now plays for them regularly).

In their last four league games they have only dropped one point and have been on top of Division Two of the Southend and District Wednesday League, impressively beating their closest rivals B.R.S.A.

On Wednesday, November 10, they beat Chelmsford Police in the 1st round of the Senior Charity Cup Competition. It was a desperately hard game. The Chelmsford goal-keeper, Wally Appleby, was carried off on a stretcher 20 minutes from the end. (We understand he's O.K. now). Doug Adams took over in goal and made some fine saves.



INTO the Guinness Book of Records go Clacton brothers Ron and John Jacobs who played non-stop two-man darts for 10 hours last month to score a world record 451,066, beating the old record by over 36,000.

Gas fitter Ron Jacobs is pictured (by courtesy of East Essex Gazette) taking aim watched by John, Sergeant at Clacton. The marathon was played at the Eastern Gas Social Club.

The brothers threw at a rate of 16 throws a minute and still achieved 296 scores of over 100. Other statistics: there were 19 scores of 133, 25 of 140, one of 153. At least 7 or 8 times Ron just missed a maximum 180 while John, aiming at the 19, twice had a maximum 171.

Afterwards both had the right hand and wrist bandaged but said John, "We shall certainly do it again if anyone beats our total."



# Girls make the running in League

EXACTLY maintaining their positions in the police leagues, the Force men and women's cross country teams have contested two league races in the period under review.

And how different were the conditions under which they competed! The November race, in Amptill Park took place on a pleasant enough day with mainly good grassland under foot. But at Oxford last week they slipped, slithered, even wallowed in the mud, made worse by rain actually falling at the time.

## Two more wins

The women extended their unbeaten run for two more races — but it is getting tight. Most of the star performers of other seasons seem to be missing this year: thus Siobhan McAuley was available in November but then went off to training school, while Alison Marshall was on a course in November but turned out in December. Now she is due to join up before the next race.

McAuley had to accept a beating in November, Miss Robinson of Bedford, on her home course, running very well. But the Essex girl was 2nd and was soon followed by Margaret Whitley, well above normal form in 4th place with Linda Brewster 7th.

The team advantage over Kent was only 9pts but overall the Essex lead stretched to 18.

The Oxford race in December turned form right upside down as Carol Whitley swept through to lead the team home in 5th place, just ahead of Brewster. Miss Marshall who herself upset the form book on this course last year had to be content with 8th though she ran an excellent second half.

## WALKING — Cont.

### RESULTS

Blackheath 9000m (yacht) 20-10-76.  
5th J. Hedgethorpe 45.19; 7th D. Sheppard 45.09; 17th T. Hinds 52.23; 27th S. Wilmott 53.15; 29th D. Furley 53.45; 60 finished.

Brighton 7 miles: 23-10-76.  
10th J. Hedgethorpe 57.56; 26th T. Hinds 65.28; 34 finished.  
Womens 3000mts same day: 4th S. McAuley 16.44.

Luton 7 miles: 30-10-76.  
44th J. Hedgethorpe 57.24; 75th B. Daymond 62.42; 102nd D. Furley 68.58; 102rd S. Wilmott 69.04; 111 finished.

Womens 5000m same day: 2nd S. McAuley 29.33.  
Blackheath 9000m (yacht) 31-10-76.  
2nd D. Sheppard 43.33; 35 finished.

Imber Court 7 miles: 6-11-76.  
6th M. Dunion 53.41; 15th D. Sheppard 56.28; 40th B. Daymond 62.39; 44th L. Berry 63.58; 68th T. Hinds and P. Rice 69.48; Team placed 2nd.

Battersea 10000m: 10-11-76.  
5th J. Hedgethorpe 51.42; 19th P. Rice 56.54; 34th T. Hinds 59.01; 40th S. Wilmott 60.03; Team 3rd.  
Enfield 7 miles: 13-11-76.

8th M. Dunion 52.42; 33rd D. Sheppard 56.11; 52nd J. Hedgethorpe 58.34; 108th P. Rice 65.30; 131 finished.

Blackheath 9000m (yacht) 17-11-76.  
3rd D. Sheppard 43.16; 11th J. Hedgethorpe 45.19; 16th S. Wilmott 52.07; 19th T. Hinds 52.06; 38th M. Spellman 48.40; Team placed 1st.

Brighton 7 miles: 20-11-76.  
8th J. Hedgethorpe 58.00; 20th D. Furley 64.37.

Woodford 3000m: 24-11-76.  
3rd M. Dunion 13.26.4; 4th D. Sheppard 13.55.8; 7th J. Hedgethorpe 14.50.6; 9th D. Furley 16.09.2.

Wimbledon 7 miles: 27-11-76.  
47th J. Hedgethorpe 60.24; 114 finished.

# SWIMMING GALA

Chelmsford Pool, Waterloo Lane,  
7 p.m., 22.1.77.

## EVENTS

Men: Novices 2 lengths: Freestyle 100 mts:

Breaststroke 200 mts: Lifesaving 2 lengths:

Veterans 2 lengths: Backstroke 2 lengths:

Freestyle relay (4 x 1L):

Medley relay (4 x 1L):

Uniform race 1 length. Boat race (4 x 1L):

Women: Freestyle 2 lengths: Breaststroke 2 lengths.

Children: Freestyle relay (4 x 1L) ages 11-15,

children or grandchildren of serving officers.

Entries on the night.

# Pay: the other side

IN ANY argument there are two sides to be heard and the Chief Constable thinks it may be of interest to members of the Force to see the following statement which sets out the position of the Official Side of the Police Council.

"The claim is for increases of £6 a week from 1st September 1976 but it cannot be met in full under government pay policy, because the £6 "year" came to an end on 31st July 1976. The police had a pay increase in September 1975 following what was acknowledged on all sides to be the most fundamental and far-reaching review of police pay ever undertaken within the Police Council. The increases (£10 a week and more) totalled 30 per cent over and above the pay bill twelve months previously, and, by virtue of special transitional arrangements accompanying the introduction of the £6 pay limit, were paid at a time when other workers were limited by pay policy to £6 a week. If the police had had another increase before September this year that would have breached the pay policy, as settlements may not be at shorter intervals than 12 months. The maximum available under pay policy after 31st July 1976 is 5 per cent with a weekly minimum of £2.50 and a weekly maximum of £4. The Official Side offered to pay this amount from 1st September. The Official Side are very conscious of the importance of maintaining the police service in a fair and competitive position in the country's pay structure. They have therefore offered to keep pay and manpower movements in the police service and outside under constant review jointly with the Federation."

It is, therefore, all down to the pay policy, which, as government policy, has all the weight of the law of the land. Much as they might like to, neither side can disregard it.

# Lottery draw result

THE RESULT of the October draw (No. 6) of the Force Lottery held at Basildon on 26.11.76 is as follows:

1st (03440) P.s. 310 D. A. Flint, Westcliff, £569.89.  
2nd (02342) P.c. 1209 A. Parsons, Westcliff, £284.94.  
3rd (02983) P.c. 932 F. Robinson, Laindon Traffic, £142.47.

4th (03456) D.c. 338 D. Blackiston, Harwich, £71.23.

Consolation prizes of £14.25 each went to:

03550 P.c. 812 W. Brennan, Hatfield Heath.

00523 P.c. 1190 D. L. Lee, HQ.

00505 P.c. 511 P. Burchfield, Clacton.

01653 P.s. 74 A. Wicks, Chelmsford.

00892 P.c. 933 K. Bidwell, Basildon.

The November draw (No. 7) will take place at Clacton on 17th December 1976.

## WANTED URGENTLY By the Essex Police Band DEPUTY BANDMASTER & BASS PLAYERS

Please contact Ch. Insp. J. Poston  
(Band Secretary) — Colchester Traffic

# Christmas fundraiser

LAST WEEK the Southend Police Widows and Childrens Fund held a dance at the Estuary Rooms to raise money to aid widows at Christmas. As a result £248 was

raised.

Organisers were Ed Easlea and Phyllis Burrows who wish to thank all who could not attend but made donations.

Present at that meeting were the band's President, Mr. Duke, and Chairman Supt. Bob Palmer, who had recovered sufficiently from his recent illness to put his point of view and keep us in order. His report on the year's work was a fair summary of a busy period when we have been fully committed around the County, and further afield. Who can forget our trek to Eynsham Hall in June?

Following the Chairman's remarks, Des McGarr, the Treasurer, gave his account of the financial state of the band, which is distinctly healthy.

There then followed the presentation of an award by Mr. Duke.

When Mr. Alston retired as Deputy Chief Constable and President of the Band, he wished to perpetuate his association with us by the presentation of a cup to be come known as the Alston Trophy. The trophy is awarded annually to a band member for his services to the band.

So... when Mr. Duke started on about this person who had never missed a concert or rehearsal and who wrote things in the Police Magazine and the Law about the police band it dawned on me, through some uncanny sixth sense, that I might be in the running so to speak. The problem being I hadn't got much 'speak' in me when the name of you-know-who was announced.

I was of course very pleased and honoured by the award but let me here put the record straight. My efforts are fairly obvious to many in the written and circulated word. Any band is, as strong as its

weakest link, and we are indeed fortunate to have a cadre of bandmen\*who never miss concerts and rehearsals.

A mention to for those who have the worry — don't under estimate the meaning of the word — of getting people to various places at various times in order that a concert is well supplied with bandsmen.

Our Committee members have to bear the brunt of this task, but seek no publicity for their valiant efforts. This is service much unsung and if there is any accumulation of kudos in getting the Alston Trophy then these gentlemen deserve their full share.

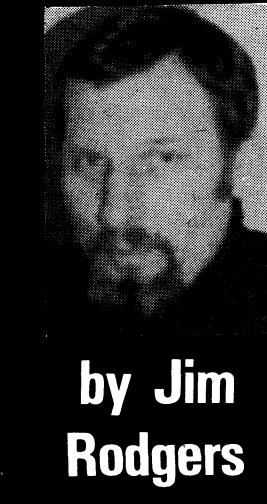
However, back to the AGM where we were glad to welcome back on the Committee Insp. Brian Tyrrell LIB, our lead cornetist. Brian has the useful knack of putting his verbal finger on those things that require attention.

Supt. Peter Nobes LIB was returned unopposed as Vice-Chairman. Chief Insp. John Poston as Secretary and Sgt. Graham Dosssett elected as Assistant Secretary.

Sgt. Jack Ripley begged to be excused from further active work on the Committee apart from completing arrangements he started earlier in the year concerning our participation in the Chelmsford Arts Festival in 1977. Well, Jack, we really have appreciated all the very hard work you have put it and we know that you'll always be around to lend a helping hand when the need arises.

Sgt. John Waddington, also returned, to power as Band

# Federation Notes



by Jim  
Rodgers

## Pay Review 1976

THERE is still no sign of an early settlement in the Pay Negotiations presently being undertaken by the Joint Central Committee on our behalf. As recently as the 16 November 1976, they wrote to the Home Secretary setting out full details of our claim in respect of the £6 settlement under Phase One; additionally they itemised Benefits which had been claimed in the Working Party on Police Pay held as a continuing part of the 1974 Pay Review — adding a few others which appeared to be worth a go; and then asking the Home Secretary to replace the Police Council with a Police Pay Review Board similar to that used by Civil Servants. The claim was rounded off by a request for a Committee of Enquiry to consider the role of the Police Federation and Police Staff Representation at local and National level.

Much of what was put forward in this claim has been passed to you already in circulars put out by the Joint Branch Board, and the whole of the claim has been circulated on a limited basis to Federation Div. Reps. However, I would like to indicate that the following additional benefits were specifically requested.

## Additional Benefits

During the working party report on pay the Staff Side proposed the following improvements:

- Rest day working to be paid at double time and to include home to duty travelling time for payment purposes.
  - Public holiday duty to be paid as in (a) with a day off in lieu in addition.
  - Ordinary overtime to be paid at time-and-a-half after a short period of payment at time-and-a-third for 'casual' overtime.
  - Standby duty to attract half pay.
  - Compensation for all changes in rostered rest days.
  - 38-hour working week, i.e. nine not eight rest days per four weeks.
- To those we now wish to add:
- Annual leave.
  - Aid to other forces.
  - Method of calculating overtime.
  - Pension contributions.

Librarian and Property Steward, Don Barrell becomes Transport Manager, a job not to be underrated especially when somebody appropriates the transport keys albeit by mistake.

Now for the important bit concerning our playing.

First I want to correct rather important omissions from my last edition. With reference to the Brightlingsea concert on October 9th, this was ably organised mostly by Constable Mick Chilvers, who is associated with the Brightlingsea Lions Club. This Association of Clubs (branches everywhere), exists mainly to help those less fortunate than us (teeth or not).

The overall profit from the concert was in the region of £100 which for Brightlingsea is pretty good. Also we were fortunate to have in the audience a famous person, namely Reg White, who you may remember as a 1976 Gold Medalist at the Olympic Games. He presented the raffle prizes and signed autographs.

On Saturday, October 30, the Band were honoured to be asked to play in Chelmsford Cathedral at the Memorial Service of John Spencer Mills, the former Chief Executive Officer of the Essex County Council. We provided music before and after the service. Mr Mills was a resident of

Continued on page 8

## LOBBY

On 16th December J.B.B. Chairmen and Secretaries of all Forces will lobby their respective M.P.s at the House with regard to the current pay negotiations.

This is a controlled lobby with only the officials taking part. It is felt that a mass demo would not assist matters at present.

(k) Restriction on pension payments to officers rejoining after August, 1961.

Many of these items are spelled out in the Police Council Working Party Report of the 9 March, 1975.

You will see that so far as the compensation matters are concerned, most of the items we are seeking are already part and parcel of the vast majority of workers' conditions of service, e.g. time-and-a-half, double time, public holiday days in lieu. Standby duty isn't all that much different from 'captive time' — which was part of the seamen's settlement recently.

Having set that out for you, I must dispel the rumours that have been going the rounds about the outcome. The Home Secretary has categorically replied that there is no chance of the £6 settlement under Phase One because we have gone out of the Phase One time scale. He has dismissed the additional benefits because to grant them would be against the spirit of the Pay Code. He did, however, promise that he would look at additional evidence concerning the method of calculating overtime. The Joint Central Committee claim spells out our claim as follows:-

## Overtime

In examining the correct calculation of overtime in the Service under Regulations 24, 25 and 26, we have established, from agreements, that the Service works a forty-hour week, giving five working days and two rest days. It follows that if (through the decision of the chief officer and for the public benefit) a member is required to work for more than his five 'normal' days in any one week then any extra day worked in that week should be classed as overtime and be paid as such. We therefore ask for confirmation that this claim is valid.

The Home Secretary has also promised that he will look into the question of a review of the Police pay negotiating machinery, but would not agree to a wider review of the Service. He concluded his reply by saying that a settlement under Phase Two could be arrived at with the Staff Side's approval — IF the Police Federation returned to negotiate that settlement through the existing Police Council.

I understand that the Joint Central Committee have sent a reply to this offer, but as yet copies have not been made available to me. The reply seeks a further meeting with the Home Secretary to press our claim further. It also states categorically that the Police Federation has withdrawn from the Police Council and does not intend to return to it.

## Whither Now?

The Joint Central Committee are optimistic that they will achieve the £6 settlement for each and every one of their members. I am not so optimistic, but I do strongly feel that no settlement at all should be reached if it means using and perpetuating the Police Council in its present form. If there were problems in July which were sufficient for our negotiators to walk out of the Police Council, those problems are still there, and they will be there when we start our negotiations for future pay reviews as well. Having come this far it is essential that changes are made which provide a fair means of determining Police Pay in relation to the remainder of the community. If they can get the machinery right for the future, perhaps it will be possible to settle pay claims quicker than over the past few years.

It seems we will have to be patient once again. There will be a pay rise — it is the amount which is in question at the present time — but more important is that the negotiating machinery should be put right. And it should be put right now, at a time when we are talking of the difference between £6 and £2.50, rather than wait until everyone else is on Free Collective Bargaining and we are being told by the Official Side that we "must make a show in the public interest." We have had that line too often before (after all our job itself shows we have public interest), we are determined not to be the only people making the sacrifices!



# Retirements & promotions

RETIREMENTS and consequent moves make up a lengthy list again this month.

Det. Supt. Lew Minshall retired recently and will head back north to Lancashire whence he came some years ago. Mr. Minshall has been in charge of the Scenes of Crime Dept. for several years and they gave him their send-off last week.

Det. Ch. Insp. Jerry Bragg, promoted Det. Supt., will take charge of the Department with Det. Insp.



Superintendent O. Butler

Frank Reid made up as deputy.

Supt. Olive Butler will retire on December 31 with a little over 30 years service. Miss Butler, having risen to command the Women Police, then had to preside over its dissolution as a separate branch. Since the demise of the Women Police Miss Butler has been on the P. & I. inspection team.

Leaving the Colchester C.I.U. is Inspector George French who has 26 years

service. He will be staying in the Colchester area, as a Community Service supervisor.

Taking his place Inspector Brian Morris, already involved for some time in this type of work, merely moves offices at Colchester.

Det. Ch. Insp. Eric Smith retires from Grays and will work with British Leyland as

Centre from right: P. Snelling, Rayleigh; N. Milbank, Brentwood; M. Spellman, Braintree; D. Whiteford, Colchester; M. Lewindon, Brentwood; K. Jacobs, Harwich; A. Watson, Basildon; R. Baxter, Basildon.

Rear from right: A. Cullers, Braintree; M. R. Lucas, Brentwood; S. A. Rawlinson, Saffron Walden; R. C. Mason, Clacton; L. J. Wyatt, Harlow; N. J. Natrass, Basildon; T. W. Hall, Braintree; D. O. Blackburn, Rayleigh.

THE LARGEST intake for some months means reinforcement for several sub-divisions which The Law calls backwaters with some trepidation but which certainly do not normally receive such infusions of new blood. Thus Braintree and Brentwood get four each.

Front row from right: H. Black, Clacton; C. A. Draper, Epping; S. E. Edmonds, Chelmsford; J. Alexander, Colchester; J. Johnson, Braintree (2nd in her class at Ryton); M. Flanagan, Brentwood; S. M. Kelly, Grays.



Inspector B. Morris  
Colchester Town to C.I.U.

## First aiders' best year



PICTURED with some of their recent trophies is The Force First Aid Team. They are (l to r) front row: P.c.'s Emberson (Grays), Purkiss (Rayleigh) (Reserve) and back row P.c.'s Kennedy (Colchester), Odell (Epping), Perry (HQ CID), Hunter (Colchester) the team trainer.

The Force First Aid Team has recently gone from strength to strength winning quite a few competitions. Until recently the divisional team winning the Chief Wardens Cup would represent the Force in the annual eliminating competition for the Pim Trophy. During the last few years the team has been organised on a centralised basis. This has the advantage of keeping the team together irrespective of postings or promotions, thus maintaining continuity of training. The team's keenness has resulted in it's entering other outside competitions over the past few years with increasing success.

Last January saw this Force winning the eliminating competition at Brighton thus representing No 5 Region in the National Final of the Pim Trophy for the first time ever. It was unfortunate that this was the first time as the majesty of the occasion rather over-awed the team and they only managed to secure 4th place out of 11 regions competing.

In May the team won the East Anglian Regional Eliminating Competition for the Buxton Trophy run by Casualties Union. In October the National Final for this event saw the team placed 4th out of a total of 11 teams.

### New Open Contest

Hertfordshire Constabulary this year inaugurated an open competition and our team brought the winners cup back to HQ, having beaten 10 other teams. The Ipswich open competition was also won by our team after working up to that position, step by step, year by year. Except for the Pim Trophy the other competitions find the team competing against local and national organisations and industries.

The team are acting as a 'run through' for the Metropolitan Police Eliminating Competition this year. The team has also for the past 2 years run a competition at Colchester each year for the Ipswich First Aid Competition Committee at which event the Essex Police Shield has been presented to the winner by an ACC and a Chief Superintendent respectively. Our team has also won or been runners up on several other local competitions of late.

Our Force, which has the highest percentage of qualified first aiders and the greatest number of Lay Instructors, is now becoming a force to be reckoned with in First Aid circles. However a team of this calibre needs to look to the future and a second team is needed from which to draw replacements. Any officer, male or female, who would like to be considered for a place in the teams should contact Pc Hunter at Colchester. Suitable training will be provided but a lot of hard work will be called for.



Inspector G. French

an investigator. Det. Ch. Insp. Jim Dickinson has moved on promotion from Southend to take charge at Grays.

Other promotions in C.I.D. are Cliff Stollery to Det. Ch. Insp. at Clacton and Fred Stannard Det. Ch. Insp., R.C.S. at HQ. Det. Ch. Insp. Peter Williams comes back to HQ from R.C.S. Regional Office in Hertfordshire.

### BAND— CONT.

Danbury and as such I knew him as a cheerful and kindly man, and the County is poorer for his passing.

Wednesday, 3rd November saw the Band playing in concert at Furtherwick Park School Canvey Island. This was organised by the Salvation Army, and the programme included brilliant solos by our Guards friends, Geoff Broome and Keith Duxberry.

Geoff is a resident of Canvey and was a member of the S.A. so for him it was a home engagement. We should not forget a polished euphonium solo by our own Harold Hull. The concert went off well, although I thought the audience were a little subdued. Possibly by the sight of all those policemen in one place.

Finally, with the festive season on the horizon and drawing closer daily may I wish my faithful reading public a Happy Christmas and a prosperous New Year. Bags of 22's and promotion etc.

Don't forget our Christmas Concert at HQ Assembly Hall on Wednesday, 22 December, at 7.30 p.m. Come early and get a seat. Good listening.



PRESENTED by Det. Ch. Insp. Frank Reed this shield is unique. Around the edge are the fingerprints of every member of the Scenes of Crime Department including those of the Gaffer who, blindfolded, had his print added to the shield just before the presentation.



Det. Ch. Insp. E. Smith



Det. Supt. J. Bragg

Two moves not involving nearer home from Rayleigh where his niche will be filled by Ch. Insp. Bob Cameron over at Billericay, moving from Basildon.

## Police to pulpit



AFTER 9 years with the force as cadet and constable, Michael Reynolds decided on a change in 1971 and entered the Elim Bible College in Surrey to train for the Ministry.

Now he has been ordained and has been appointed to a church in Cannock, Staffordshire. Our picture, by kind permission of Essex Chronicle, shows Pastor Reynolds addressing the congregation at his ordination at Westminster Chapel.