



THE LAW

February 1978 No. 102

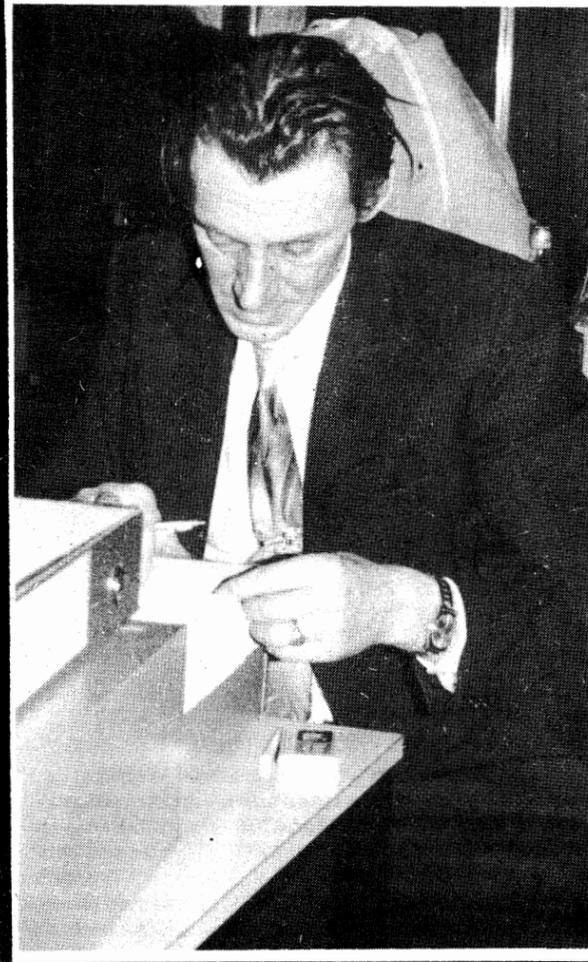


The Newspaper of the Essex Police

What shall we do without her?



WITH her usual charm and enjoyment, Lady Nightingale operates the new force lottery random number selector, described as a "Mini-Ernie," at Rayleigh in January. The box, seen bottom right, displays the selected number in lights and replaces the previous method of drawing coloured balls from cloth bags. Len Terry of Orsett Dogs was the first recipient of Mini-Ernie's largesse. Pictured below is John Tysoe of Basildon, the lottery secretary, coming up with the winners' names almost before the lights had stopped flashing. Full results on P.5.



Team look at future computer needs

TO EXAMINE future Force needs in relation to the use of a computer, the Chief Constable has set up a working party consisting of Mr. H. Taylor, ACC, Supts. Rands and Harper, Mr. Abel of HQ and Mrs. Byrne of HQ Data Processing.

Mr. Taylor told *The Law*, "We shall have no need to reinvent the wheelbarrow," adding that what he meant was that the working party will have the advantage of all the research and experience done by everyone else.

The working party members are currently reading anything they can lay hands on covering the subject of the police use of computers.

Working Party secretary, Supt. T. J. Rands told *The Law*, "We are looking at

computers, not only for command and control purposes, but also for operational and administrative uses."

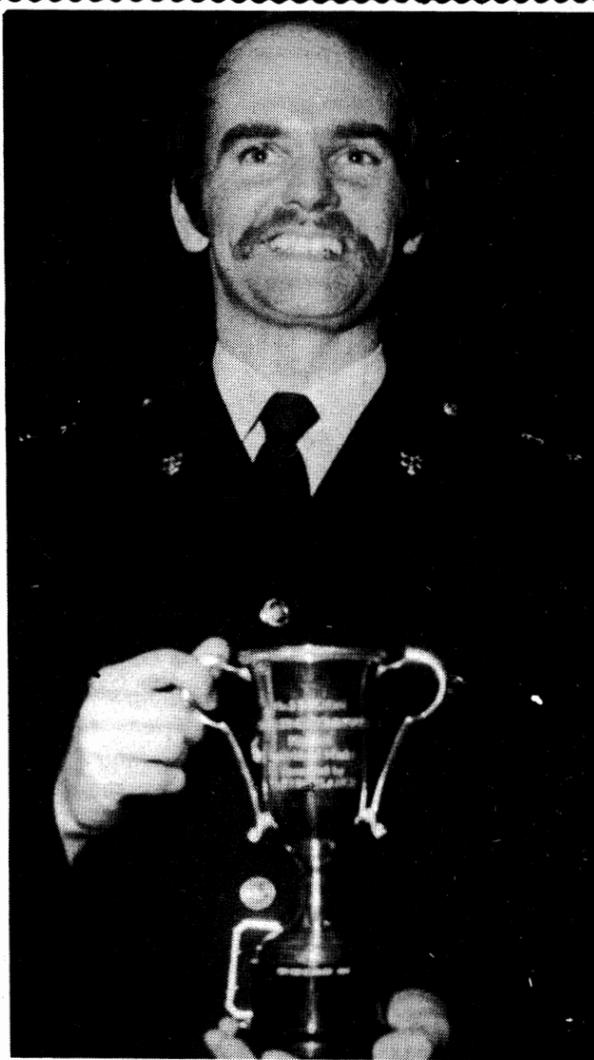
"If any officer or member of the civilian staff has any recommendation or suggestion I would be very pleased to hear from them," he added.

Soon to be installed at Headquarters is a machine which Mr. Taylor describes as "all but a computer". This is the Unifac 9200 which stores data and will be used for accident and crime statistics, overtime returns, records of court appearances, civilian appraisals, stores records, complaints against police and any other subject which involves the storage of facts and figures.

Misty meets Mayor



WHEN THE MAYOR of Southend, Cllr. Arthur Daniels, and his wife recently made an official visit to Southend Police Station, the tour naturally included the stables, where Misty was introduced. His Worship really set 'em alight down at the Nick. When he arrived on the second floor the touring party were startled by the dramatic entry of the Fire Brigade, who had come to extinguish the canteen where perhaps the toast had become rather dark. The Mayor was conducted around the Station by Ch. Supt. Dolby.



WHEN the South East Region Police First Aid Eliminating contest took place at Police Headquarters, Chelmsford, on February 15, the individual winner was former member of this Force, Constable Bob Perry, of Sussex. Story and pictures on Page 7.



THE FORCE GALA took place at Chelmsford on January 21, when Shirley Keeble (left) was top scorer in women's events. She is pictured after winning the lifesaving, with her "patient," Sandra Osborne. Story and pictures on Page 6.

Top of the Poll

AN OPINION POLL during January sought peoples' views on the relative importance of various matters in which our political masters are wont to dabble their fingers. Interviewees were asked to grade as "extremely important", just "important", or other lower levels, such subjects as the economy, reducing unemployment, maintaining good race relations, and law and order.

Would you have guessed that of the ordinary people who were interviewed, and one must rely upon their ordinariness, eighty-three per cent placed the maintenance of law and order in the extremely important category? This vital subject came out at the top of the list, well above the economy, unemployment, and the various other government-induced problems of our times.

Thank you, ordinary people, for your good sense in placing law and order on top of the list. The Police are doing their best to treat it with an equal sense of what is right despite the neglect of those extra-ordinary people at Westminster.

And, by the way, what should appear at the bottom of the list, described as extremely important by a mere third of those asked, but race relations.

In Reverse

WHAT A TIZZY people have been getting into over Camden Council's idea of applying a little reverse discrimination in relation to jobs for members of the various minorities who live there. How like Orwell's Animal Farm, where the pigs, having taught all the other animals to chant, "Four legs good, two legs bad," then found it necessary to shift their ideology a little and re-educate the animals to sing, "Four legs good, two legs better."

How hard it is for us to understand that while discrimination is bad, reverse discrimination, which is after all, only discrimination against the other side, can possibly be good. The trouble with this sort of thing, where people with inferior qualifications or none at all are given a job simply because they belong to some self-proclaimed minority, is that it can catch on even in the Police. Imagine a reverse P.A.B.

It caught on in a really big way in the faraway land where all the people are mad. After reverse discrimination had become the biggest growth industry in the country, the government, made up, you remember of the maddest people of all, decided to nationalise it. And in their totalitarian way they made it compulsory for everyone to discriminate, in reverse of course, against everyone else in every situation.

To facilitate this every member of the community was drafted into a minority so that he could be reversed into, as it were, and a central registry was set up to record all the details, the people who worked for this registry being themselves classified as a separate minority.

All went well until the complexity of the system caused the Minister for Sport who had been put in charge of the scheme, and had inadvertently omitted to register himself, to be the victim of double discrimination or reverse discrimination backwards, and so enjoyed the experience that he arranged for the whole scheme to be abolished.

And anyway two-thirds of ordinary people don't think all this of extreme importance in the first place.

postbag

READERS' letters are welcomed but will not be published if unsigned. Those written under a pen name must be accompanied by a note of the writer's name. The editors reserve the right to edit any letter published in the interest of economy of space.

Kindness made tragedy easier to bear

Dear sir,
I would like to take this opportunity to thank all the members of Essex Police for their love, kindness and help to Stuart, Wendy and myself since Les died.
I would like to thank everyone who came to the funeral and made it such a wonderful occasion which will stay in our memories with

pride and privilege for ever. I thank especially the pall bearers and the guard of honour, and everyone who sent all the beautiful flowers and wreaths. Most of which were sent afterwards to Essex County Hospital, Colchester.

I would like to say a big thank-you to Ch. Supt. D. Dighton, Insp. J. Watson, P.c. C. Howlett and especially P.c. Dennis Mason — who has been exceptionally marvellous — for their constant help since the accident.

Our grief has been shared by so many of you and has helped to make our terrible ordeal easier to bear, and I'm sure will give us the courage and strength to face the future.

Thank you all,
Hazel Bloom.

How wrong can you be?

Dear Sir,
With reference to page 3 of the last copy of The Law, the titles against the illustration of the new rank insignia are not in accordance with FOA 608.

There can surely be only one Divisional Commander and that rank held by a regular officer I would assume.

J. RUDD

'H' Div. Admin.

Don't know what happened, really. Not only did we get the new titles wrong but we put the present ranks beside the wrong new ones. And if you can understand that you'll know what our problems are. Many thanks, Mr. Rudd — mind

you, you were only the first. To clarify the position we repeat the illustration, correctly this time, partly because the Specials still haven't got the new markings anyway. — Ed.

NEW RANKS AND INSIGNIA

Commandant	Divisional Officer	Sub-divisional Officer	Section Officer
Commandant	Ch. Inspector Superintendent	Inspector	Sergeant

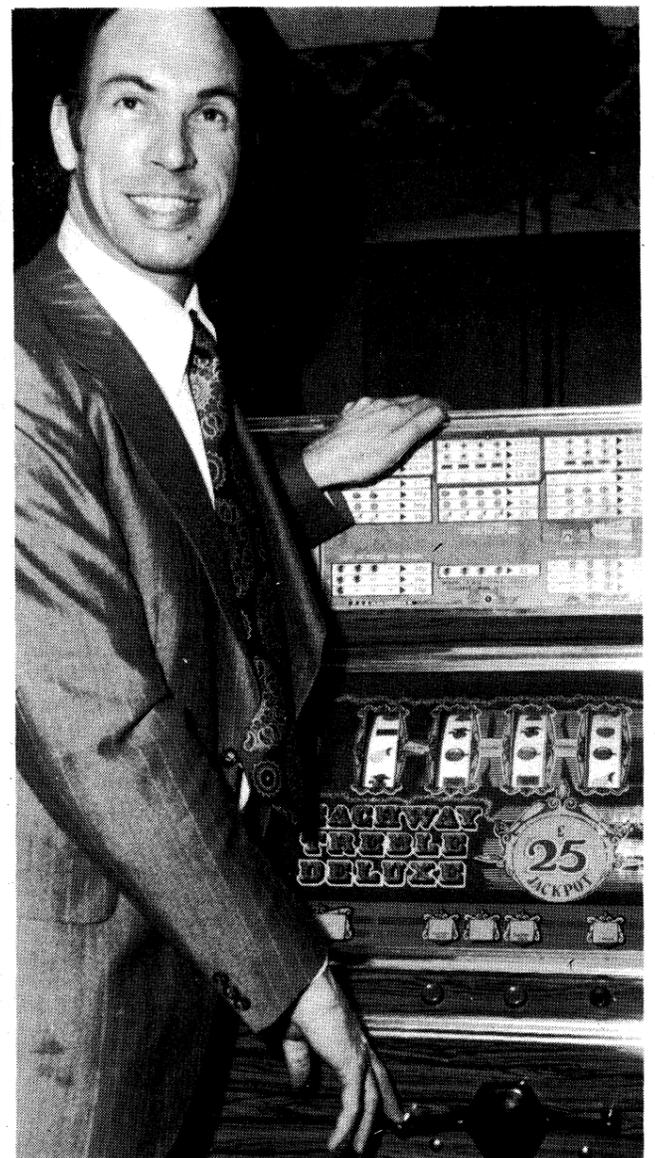
Rate for the Job

EVIDENCE put before the Edmund Davies Committee by the Police Federation belatedly sets the rate of pay for producing this paper somewhere near our own valuation. The uninformed reader may care to know that the last figure quoted is the one to which we refer. For once this column stands shoulder to shoulder with the Federation — Dogbery and all.

Or nearly so. We had intended to review the evidence in our last issue but were frustrated by copyright. Never mind, here it is for everyone to read. We shall follow next month, with the Chief Officers' evidence.

Of course, this column's well known cynicism remains and we are sceptical both of the Committee's willingness to swallow these figures, and of Parliament's willingness subsequently to implement them.

Daylight robbery in 'H' bandit country



THE RULE discouraging one-armed bandits, or fruit machines, from police clubrooms having recently been relaxed, there was something akin to an old time gold rush to be the first division to install the apparatus. And who should get in first, but Southend, who beat Chelmsford by three days. Our picture shows the Southend treasurer, Insp. John Watson, beaming with pleasure at this boost to his revenues.

WHAT THE POLICE SAID ABOUT PAY

EXTRACTS from the Police Federation evidence to the Edmund Davies Committee are shown below.

BACKGROUND

- It is obviously unnecessary to rehearse in detail the history of the pay of the police service in Britain since the establishment of a national scale in 1919 by the Committee presided over by Lord Desborough. Three outstanding characteristics must bear on the deliberations of the Committee in a quite fundamental way.
- First on each of the three occasions when the pay of the police service has been the object of scrutiny by a high-level independent enquiry the conclusion has invariably been that under the previous arrangements the policeman had failed to secure what the enquiry considered to be an adequate level of pay. The Desborough Committee raised the mean point of the police constable's scale to a figure which was 7% to 8% above the average earnings then prevailing in manufacturing industry. Lord Oaksey's Committee raised the average from the equivalent of about 86% of the industrial average to about 98%, finally, the Royal Commission's interim report of 1960 raised it to 13% above that average. On this evidence, the bases hitherto used for the determination of police pay have been seriously deficient.
- Secondly, the correction of these deficiencies by high-level investigations in the post-war period has been followed in both cases by a steady and more or less continuous erosion of the corrections made by them. When the Royal Commission was set up in 1959, pay had fallen well below the relative position established by Lord Oaksey's Committee. By April 1977, relative police pay was precisely where it was before the Royal Commission's report. In April 1977, in fact the pay increase necessary to restore the Royal Commission standard would have been between 13% and 21%. Clearly the establishment of a proper scale is only the first half of a solution; the second half requires some mechanism for ensuring that a continuing process exists for the maintenance of that scale.
- Third, periodic appraisals of the police service have resulted in a trend towards the systematic upward adjustment of the basis of comparison appropriate for it. Lord Desborough's Committee rejected the previous tendency to compare the policeman with the agricultural labourer or unskilled worker. By the time of the Royal Commission the comparison was being made with skilled industrial trades although still with manual workers. In recent years the statisticians conducting the official New Earnings Survey have consistently classified the police service as consisting of non-manual workers, thereby recognising the self-evident fact that the modern policeman is required by his work to possess the attributes commonly regarded as separating the non-manual from the manual worker — that is to say the ability to exercise not only skill but to make decisions, exercise initiative and to carry personal responsibilities of a high order involving the conduct and safety of others.
- We therefore ask the Committee, first to rectify yet again the failure of existing procedures to provide the policeman with a just return for his difficult, demanding and frequently dangerous occupation, having regard not only to its critical importance in the preservation of the rule of law but also to the steadily rising standards of both intellectual and physical ability which it demands. Second, we ask the Committee to achieve this rectification by means of some basis capable of continuing application in the future, so that it will no longer be necessary for a situation of acute crisis to develop before remedial measures are applied.
- For the sake of simplicity we refer throughout to the mid-point of the constable's scale as the representative figure of "police pay". Obviously this does not imply that we regard as unimportant either the range between the minimum and maximum of the Constable's scale or the differential salary scales for Sergeants, Inspectors and Chief Inspectors. On the contrary, these are matters of the highest importance.

- Again, for simplicity and clarity of argument, we refer to the scale for England and Wales and exclude other allowances. The size and scope of such allowances are also matters which the Committee may feel merit its attention but which could be the subject of study after the immediate problem of the general level of pay has been disposed of.

THE DETERMINATION OF POLICE PAY

- The one proposition on which all previous investigations into the pay of the police service have been agreed is that the nature of the work and conditions of service of the policeman sets him apart from any other member of the civilian labour force: whatever else he may be, all are agreed that the policeman is unique. This situation is both exemplified by, and the cause of, the fact that alone amongst the civilian population the policeman is forbidden to join, or participate in the activities of, a trade union dedicated to the improvement of his pay or working conditions.
- This uniqueness of the job explains why it has so far proved immensely difficult to establish any objective basis for police pay and why attempts to do so have hitherto failed to maintain an appropriate level for any but a very short period of time. We submit that there are two possible approaches to the solution of the problem. The first is to relate the police officer to the general category of the workforce which is appropriate and then to make systematic adjustments from the average earnings of that generality of workers to take account of specific respects in which the policeman's conditions of work differ from those of the broad group as a whole. We refer to this as the "Comparability" approach.
- The second approach is radically different from any attempted hitherto — and may therefore have merit by virtue of this fact alone — and bears directly on the request of the Committee that it should have regard to "the need to attract and retain an adequate number of suitable police officers". It consists of an attempt to analyse the necessary implications of decisions made by society concerning the size of the police service which it deems to be appropriate for the maintenance of law and order and the consequences which must necessarily follow if those decisions are to be implemented. We refer to this as the "Requirement" approach.
- In the two sections which follow we examine each of these two approaches in some detail. They are different approaches to the determination of an appropriate rate of pay but are in no way incompatible with each other.

THE COMPARABILITY APPROACH

- As remarked above, officials of the Department of Employment have for some time classified police officers as non-manual workers. Since over 90 per cent of the regular police forces of the United Kingdom are men over the age of 21, the appropriate point of departure would be the group defined by the official statisticians for the purpose of their New Earnings Survey as "Full-time non-manual men, aged 21 and over, whose pay for the survey pay-period was not affected by absence." For the sake of brevity they will be referred to in what follows as "the control group". In the most recent New Earnings Survey (NES), that for April 1977, this group accounted for some 4.6 million in the UK as a whole.
- In April 1977, average earnings of the control group were £88.9, including £2.60 overtime, for an average working week of 38.7 hours including 1.4 overtime hours. The basic rate of earnings was therefore £86.30 for an average standard week of 37.3 hours, representing the equivalent of £92.55 for a standard week of 40 hours. This is our point of departure. To this must be (a) added amounts to make allowance for the respects in which the policeman's terms of employment are less favourable than the average for the control group, and (b) subtracted amounts to make allowance for the respects in which his terms of employment are more favourable. We deal first with six factors coming under the first of these headings and then with two coming under the second.

The Law begins a series on Police Pensioners' post-service jobs

Bert's hobby turned into a success story

National Association of Retired Police Officers by Bert Brinkley

P.P.H.A. LOTTERY

Lottery tickets for the next Lottery, which commences March 4 have been very well received. 150 tickets have been sold for the Chelmsford Branch which means that we can claim 5 per cent — £7.50 for Branch funds. Results of the current lottery have been received and it is noted that three of our colleagues have come up with the 'jackpot' £100 each and one 'near miss' of £10. It is essential that persons who have received the Lottery cards for the next cycle should send their 'stake' money by February 14 in order that their cards are registered before March 4.

GARDEN PARTY

As the result of enquiries from pensioners desirous of contributing towards the Fund, it has been arranged by the Committee for a receptacle to be available on the afternoon of the party for those pensioners wishing to donate to the cost of the party. It is stressed that donations are not being asked for but so many expressed willingness to contribute that the Committee felt they should be given the opportunity. There is, of course, the alternative, if any donations are handed to me I will see they reach the proper quarter.

BULLETINS

These seem to be arriving later each quarter, the question was raised at the last annual conference but it was decided that nothing could be done about it. However, the current quarter's bulletins have been received and despatched as far as possible, but owing to short delivery by printers the remainder will be sent off as soon as received.

QUARTERLY MEETING

The next quarterly meeting is being held at Welwyn Garden City Police Headquarters, Herts, on Friday March 17 which will be

AS A PASTIME, an Essex policeman took up producing a few turkeys for friends — and what started as a hobby has developed into a thriving family business. Bert Snell with his wife Peggy and son Donald of Chisbon Farm, Weeley near Clacton are turning out 16,000 turkeys a year.

Bert spent 25 years as a police officer in the Essex Force interrupted only by wartime service in the Royal Navy. When he retired in 1964, he bought a rough waterlogged piece of land at Chisbon Heath, Weeley for £430 with the idea of starting a turkey farm. After many days of hard work clearing the area and draining away water, he eventually used part of the land for market gardening, the produce being sold to local hotels. He lived initially in a caravan now replaced by a modern bungalow.

From small beginnings it is now one of the most modern-equipped turkey farms in the country but despite modernisation all the birds are plucked by hand. There are no machines used and 15 women are brought in from the surrounding villages to work when required.

Mrs. Peggy Snell who has worked on all sections of the farm, brooding, insemination, plucking, incubation and selling nowadays spends most of her time as secretary.

Son Donald has a special interest in developing products which are prepared from turkey for various markets such as boneless turkey rolls and turkey wing joints.

Bert, who is the chairman of the Anglian Turkey Association has had to modify the processing

facilities at the farm to comply with E.E.C. regulations and thinks that his buildings are the first to be completed in the country which meet the special dispensations of the E.E.C. for the production of traditional farm fresh turkeys.

The Snell Birds are registered CHISBON turkeys — named after the area where Bert was last stationed, on the St. Osyth beat.

Pics and story by Ken Adams, Walton-on-the-Naze.



ABOVE: Bert Snell in one of his turkey houses. RIGHT: Mrs. Peggy Snell and son Donald doing the paperwork with some of their cups on the desk.

facilities at the farm to comply with E.E.C. regulations and thinks that his buildings are the first to be completed in the country which meet the special dispensations of the E.E.C. for the production of traditional farm fresh turkeys.

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Pics and story by Ken Adams, Walton-on-the-Naze.

PENSION INCREASE

The future of P.S. Pensions Increase has been clarified to some extent but there still remains some uncertainties. Although April 6, 1978, is named in S. I. 1975 No. 1689 as the date on which the

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Continued from page 2

Unsocial hours

14. The first factor adversely affecting the policeman's conditions of employment in comparison with those of the average non-manual worker arises from the hours of work necessarily involved in his activities. It is now generally accepted that hours between 8 p.m. and 6 a.m. on weekdays or during Saturdays or Sundays are "unsocial" and justify a premium payment of the order of 25% of the basic rate for the hours concerned.

15. Almost by definition, relatively few non-manual workers are required to accept unsocial hours. By contrast, the nature of police work requires manning 24 hours a day and 7 days a week. Roughly 50% of the strength at any time is therefore involved in a shift system under which the typical police officer will be liable to spend a considerable part of his duty in unsocial hours. For the service as a whole, therefore shifts involving unsocial hours would account for about 50% of the total, justifying a premium of 12½% of total pay — i.e. on the weekly average of £92.55, a total of about £11.09 in excess of the control group as a whole.

Career Structure

16. Because of the rank structure currently built into the authorised establishment of the British police service, over 80 per cent of the strength must be in the constable rank and only 9 per cent or so will be above the rank of sergeant. This means that for the overwhelming bulk of entrants into the service the likely career facing them consists of a progression from the minimum to the maximum of the constable scale. With the present salary scale, this means that after 25 years of service the typical police officer will be in receipt of a salary which is about 41 per cent above the point at which he started.

17. This progression compares very unfavourably with that of the typical non-manual worker. The 1977 NES reveals that in the 18-20 age bracket average earnings amounted to £43.40 whereas in the 40-49 age group (roughly comparable to the 25 year P.C.) the average was £99.40.

18. It seems to us that some compensation for this unduly restricted salary progression is overdue. A raising of the P.C. maximum to twice the current minimum (which would still leave the scale more compressed than for the typical non-manual worker) would raise the overall weekly average from £58.51 to about £73. A weekly allowance of £10 a week for this factor is therefore not unreasonable.

Restrictions on personal life

19. In our earlier submission to the Committee we draw attention to the restrictions imposed by the Police Regulations on the private activities of the police officer, many of which have obvious economic consequences. The

Federations are committed, as a matter of policy, to seeking the removal of these restrictions at the earliest possible moment. Until this end is achieved, however, it is only reasonable that the police officer should receive some compensation for having them imposed on him.

20. It is obviously difficult to assess the monetary consequences of these restrictions, since (by definition) statistical information on subsidiary employment in the community as a whole is conspicuously lacking. It is known, however, that of the non-manual males included in the 1977 NES, about 4.5 per cent were in fact engaged in part-time employment with average earnings of £23, about 26 per cent of the group's full-time earnings.

Danger

21. It will scarcely be necessary to remind the Committee that the risks to life and limb experienced by the typical non-manual worker in the course of his employment are both small and steadily diminishing. In 1963 a total of 1192 deaths from industrial accidents or disease were reported in Britain, but by 1973 this total had fallen to 829.

22. The contrast between this record in the control group in recent years and that of the police service is, unhappily, only too striking. We show below statistics which confirm the penalty being exacted upon the police service by the remorseless increase of violence in our society. (Industrial accidents down: Police injuries up).

23. To attach a monetary equivalent to this exceptional exposure to risk of injury is clearly an immensely difficult task. It may perhaps be worth recalling, however, that in the revised points rating scheme presented by the Police Council Working Party in May 1975, the two elements bearing on injury and sickness — "Exposure to physical danger" and "Exposure to the elements" — were together estimated as representing a total of 120 points out of a potential total of 1550 points for all possible aspects of police work — that is to say, about 8 per cent.

Continuing commitment

24. In our earlier evidence we necessarily laid great stress on the fact that a police officer is required to exercise his responsibilities at all times and not merely during his prescribed hours of duty. In particular he can be required by his chief officer to be available for recall to duty during periods outside his normal hours of work. In many occupations a "calling-in allowance" or "retaining fee" is paid in respect of a comparable restriction but no such compensation has been conceded to the police officer.

Trade union prohibition

25. Finally, attention was also drawn in our earlier evidence to the unique restriction imposed on the police officer in the statutory prohibition of his membership, or participation in the activities, of a trade union concerned with the

protection or improvement of his pay and conditions of work. We have submitted that this restriction should be lifted. Until such time as this is achieved, however, it is only equitable that the police officer should receive some compensation for the encroachment on his civil liberties which the restriction unquestionably involves.

26. It will be observed that we have made no attempt to quantify, even in a rough and ready fashion, the monetary worth of these last three elements. Recently suggestions have been made in several quarters (in particular reference to the firemen's dispute) that a premium of 10% of pay should be payable in respect of the sacrifice of the right to strike alone. Judge against this standard it would not seem unreasonable to put a compensation figure of 20% on the sum of these factors.

Rent allowance

27. It is now necessary for us to comment on the two respects in which police salaries are frequently argued to be more generous, in real terms, than those of the control group. The first of these is the value of accommodation provided by police authorities or the rent allowance.

28. Precise information on the amounts paid under this heading is not available but the Police Council earnings survey for April 1977 put the average figure for England and Wales (excluding London) at about £13.50 per week.

29. It would obviously be a gross error, however, to treat this income-in-kind (i.e. free housing) on a £1 for £1 basis since the restrictions placed on both the location and the use of the policeman's housing, reflect that fact that it is required to serve the interests of the police authority as well as the personal requirements of its inhabitants. It therefore seems reasonable to impute only 50% of the gross monetary value of housing, or rent allowance, to the pay scale itself.

Pensions

30. It is true that the pension provisions made for the police service are more generous than for most other workers in the economy (for very good reason, of course) although it is worth noting that the extent of this advantage is steadily diminishing with the continuous improvement of pension arrangements (apart from the state schemes) throughout industry.

31. An adjustment of 7% of basic pay in comparison with the control group average would therefore seem a reasonable allowance for this relative advantage.

Summary

32. Bringing these eight factors together in relation to the control group average for April 1977 (on a 40-hour week basis) would yield the following result — a total salary of £118.92 per week.

33. We have set these adjustments out in detail in order to illustrate the reasoning

Continued on page 7

Who's where in Essex

HQ TRAFFIC



Ch. Supt. R. W. Searle



Supt. I. D. Watson



Supt. D. L. Barnard

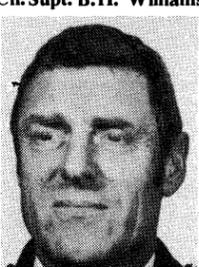


Ch. Insp. K. Hambleton

HARLOW

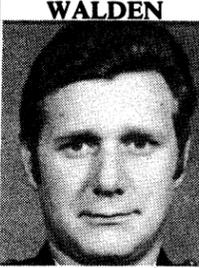


Ch. Supt. B.H. Williams



Supt. D. Redgwell

SAFFRON WALDEN



Ch. Insp. B. Devlin

HALSTEAD



Ch. Insp. D. LeVoi

BRAINTON



Ch. Insp. J. P...

STANSTED AIRPORT



Insp. A. Mackman

HARLOW TRAFFIC

CHELMSFORD



Supt. R. J. Storey

WITHAM



Ch. Insp. J. E. Page

HARLOW



Supt. T. J. Rands

EPPING



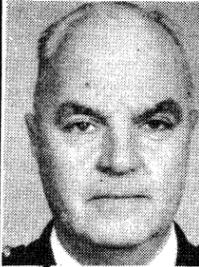
Ch. Insp. W. Newnham

ONGAR



Ch. Insp. A. Cartwright

CHELMSFORD



Ch. Supt. J. F. Challis



Supt. A. Ferguson

Key

DIVISIONAL H.Q.



SUB DIVISIONAL H.Q.



TRAFFIC SUB DIVISION



AIRPORT SECTION DIRECTLY UNDER HARLOW

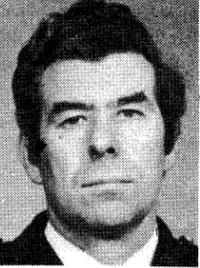


BRENTWOOD



Ch. Insp. G. Crux

BILLERICAY



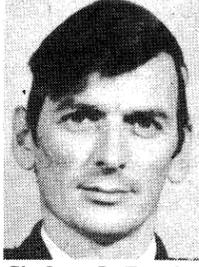
Ch. Insp. A. Collins

OCKENDON



Ch. Insp. F. T. Saunders

GRAYS



Ch. Insp. B. Townley

GRAYS



Ch. Supt. J. Bird



Supt. D. A. Powell

TILBURY



Insp. C. Cooper

CORRINGHAM



Ch. Insp. B. K. Miller

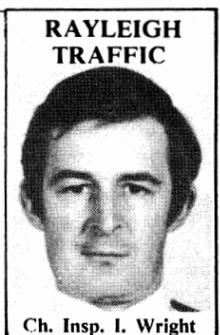
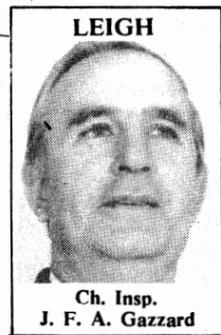
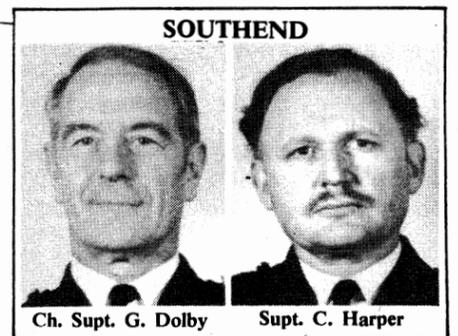
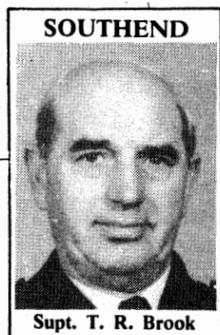
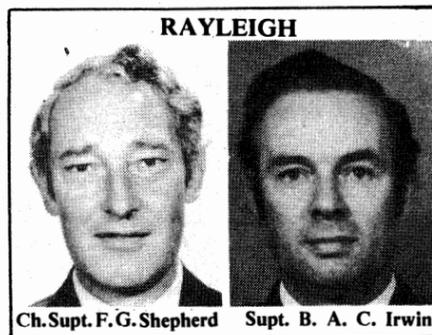
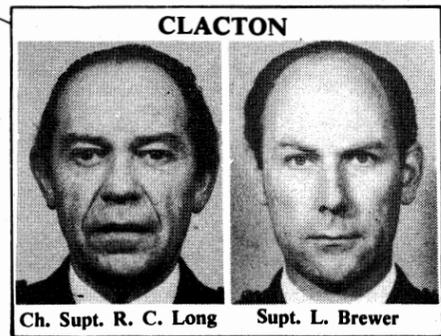
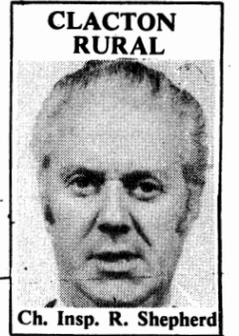
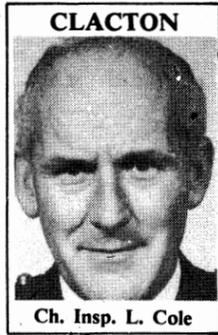
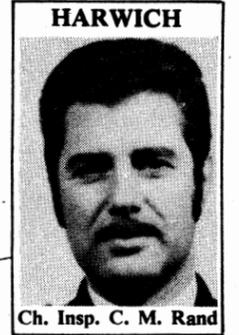
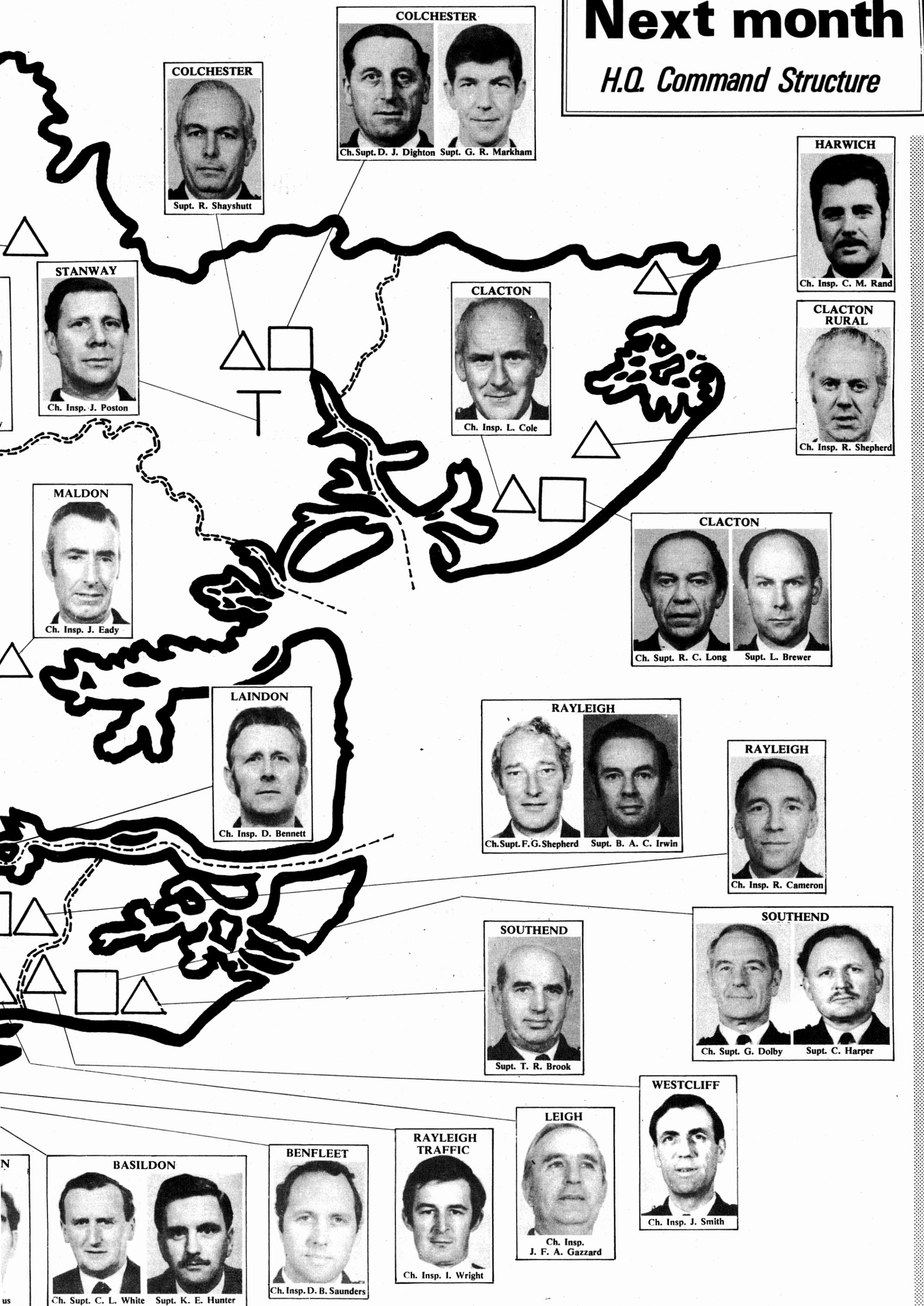
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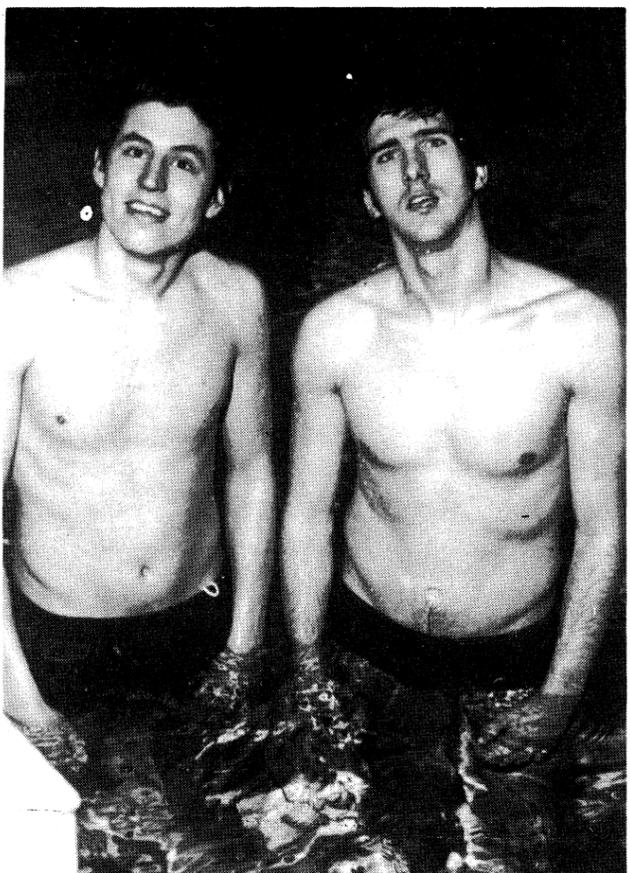
Supt. A...

Next month

H.Q. Command Structure



Gala team event ends in a tie



VICTOR LUDORUM Kevin Nowell (Basildon) on the right with his lifesaving patient Dave Salmon (Chelmsford).

ANOTHER successful show but as usual the customers stayed away. The number of swimmers taking part in the annual force gala, in the absence of the customary number of cadet events, was definitely down on other years, but police events were as well supported as usual, and women's events, perhaps better.

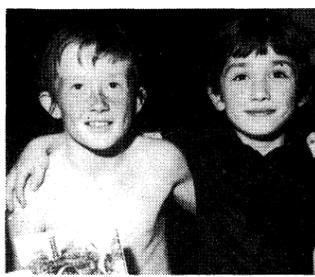
The team event developed into a fierce struggle between Clacton and holders, Basildon, who continued neck-and-neck right to the last event when Clacton men, taking 1st and 3rd places secured a tie.

In womens events, Shirley Keeble (Basildon) began by winning the novices race and later also took the freestyle and lifesaving events. In fact she came close to winning the Victor Ludorum and but for male swimmers having more events from which to win points, might have done so. Annette Seals (Grays) won the breaststroke.

Phil Dodd got Clacton off to a good start by winning the novices 2 lengths and then rounded off a good evening by winning the final event, the uniform race, to clinch a tie. In between he had scored in relays and individual races. He was well backed by Ian Learmonth and Alan King — all these three are former cadets — and veteran champ John Wright.

The Basildon team was more numerous but less balanced than Clacton. Shirley Keeble and Kevin Nowell between them won over 20 of Basildon's 30 points. Kevin took the Victor Ludorum cup, winning at lifesaving, freestyle and backstroke and taking 2nd place in his uniform.

The relays seemed well supported with 6 teams in the pool but still not every division is turning a team out.



FIRST and second in the small boys' race, Raymond Rigg and David Scott.

Some good swimming was seen in the children's events where the Rayleigh kids were really dominant. Another good evening at the end of which the Chief presented awards in the Chelmsford Station clubroom. The organisers are likely to prefer to hold future galas at some other time of year, January being difficult: any offers to promote will be welcome, phone HQ 216.



LIFESAVING patient Mandy Prouse (Grays) seems pleased to be landed at the poolside; behind her, swimmer Valerie Smith (HQ).

GALA RESULTS, 1978

Novices, men: 1st P. Dodd (CI) 47s; 2nd T. Barrow (Bas.) 47.5; 3rd G. Skull (HQ) 50s. **Women:** 1st S. Keeble (Bas.) 22s; 2nd A. Cattermole (CI) 26.5s; 3rd V. Smith (HQ) 28.4.

Freestyle, veterans: 1st J. Wright (CI) 55s; 2nd E. Scott (HQ) 56.5. **Men:** 1st K. Nowell (Bas.) 67.2; 2nd E. Travers (HQ) 73.2; 3rd I. Learmonth 74s.

Women: 1st S. Keeble (Bas.) 51.4; 2nd A. Seals (Grays) 54.6; 3rd K. Meiklejohn (Grays) 64.3. **Cadets:** 1st P. Watson 50s; 2nd C. Winstone 52.5.

Girl Cadets: 1st C. Whatley 23.7; 2nd G. Skilleter 25s; 3rd S. Watson 26.7.

Breaststroke, cadets: 1st C. Winstone 66.1; 2nd R. Bance 71.1. **Women:** 1st A. Seals (Grays) 69.5; 2nd A. Cattermole (CI) 73s; 3rd A. Prouse (Grays) 73.2. **Mens 200 mtrs:** 1st E. Travers (HQ) 3.17.9; 2nd A. King (CI) 3.18.3; 3rd K. Nowell (Bas.) 3.32s.

Backstroke, men: 1st K. Nowell (Bas.) 51.2; 2nd I. Learmonth (CI) 55.5; 3rd I. Wright (Ray.) 56s. **Uniform Race:** 1st P. Dodd (CI) 28.1; 2nd K. Nowell (Bas.) 29s; 3rd A. King (CI) 32s.

Relays, Men's Freestyle: 1st Clacton 84s; 2nd Basildon 84.6s; 3rd Cadets 88.8s. **Women:** 1st Grays 77.9. **Men's relay:** 1st Clacton 92.4; 2nd Basildon 94.9; 3rd HQ 99s. **Boat Race:** 1st Basildon 2.50.5; 2nd Clacton 3.7.5; 3rd HQ 4.45.

Lifesaving, men: 1st K. Nowell (Bas.) 68.2; 2nd E. Travers (HQ) 68.2; 3rd A. King (CI) 69.4. **Women:** S. Keeble (Bas.) 80.8; 2nd A. Cattermole (CI) 82.1; 3rd K. Meiklejohn (Grays) 88.4. **Cadets:** 1st W. Kennedy 77.1; 2nd A. Hayman 85s; **Girl cadets:** 1st G. Skilleter 84.1; 2nd J. Seager 101s.

Childrens events: Boy under 11: 1st R. Rigg (CI) 32.2; 2nd D. Scott (HQ) 38.7; 3rd I. Surgenor (Chelms.) 45s. **Girls under 11:** 1st L. Rouse (Ray.) 24.2. **Boys 11-15:** 1st T. Bailey (HQ) 19.9; 2nd M. Wright (Ray.) 20.1; 3rd S. Ashton (Chelms.) 20.6. **Girls 11-15:** 1st A. Rouse (Ray.) 21.8; 2nd V. Scott (HQ) 22.2; 3rd S. Connerney (Chelms.) 22.3. **Relay:** 1st Rayleigh 'A' 90.4; 2nd Rayleigh 'B' 96.2; 3rd Chelmsford 97.3.

Teams: 1st Clacton and Basildon 30pts.; 3rd HQ 13pts.; 4th Grays 11pts.; 5th Rayleigh 1pt.



COULD these be the last cadet contestants for the next few galas? After their freestyle event, from left, Susan Watson, Gill Skilleter, Carol Whatley the winner, and Jean Seager. Pics by courtesy of Essex Chronicle.

Weather against walk

THE WEATHER brought the force 10 miles walking championship down to near farce on 18th January as morning sunshine gave way to an afternoon of freezing fog with visibility as low as 15 yards at times.

The event was combined with a match against Met Police, their Cadet School, and the R.A.F. Many stayed away because of the fog, the Met Cadet bus arrived as the race began and so many R.A.F. walkers got lost that the match was void.

In the inter-divisional event, Southend sent a strong enough squad to

ensure victory when their scores were added to their cross-country totals from December. Harlow were second and H.Q. despite having the first 3 walkers home, were 3rd.

Denis Sheppard and Peter Ryan shared the title having bowled along at a smart pace considering the conditions to clock 79.01. John Hedgethorne was 3rd in 86.07.

Siobhan McAuley won the women's 5,000 mts in 26.01, a force record.

In the match Police defeated Met Police and Essex Clubs, though what with non-starters and non-finishers it was a hollow victory.

10 miles result

1st D. Sheppard and P. Ryan (HQ) 79.01; 3rd J. Hedgethorne (HQ) 86.07; 4th L. Berry (Southend) 103.33; 5th V. Murphy (Harlow) A. Vowles (Clacton) 106.3; 7th A. Hayman (Southend) 108.56; 8th B. Ansell (Southend) 111.14; 9th K. Fitzjohn (Southend) 111.34; 10th B. Mason (Southend) 112.42; 11th S. Wilmott (Basildon) 113.28; 12th J. Banks (Southend) 113.40; 13th C. Clark (Harlow) 114.42; 14th M. Thomerson (Harlow) 118.3.9; 15th C. Hadleigh (Southend) 118.32; 16th P. Knight (Harlow) 121.35; 17th T. Dickenson (Harlow) 122.09; 18th R. Norris and A. Hall (Harlow) 128.25; 20th J. Shanahan (Harlow) 130.55; 21st M. Ailward (Harlow) 130.55; 22nd C. Mayse (Southend) 155.22.

Womens 5000m result

1st S. McAuley (COL) 26.01 (Force record); 2nd T. Haymes (Col-1st Cadet) 35.53; 3rd C. Whatley and C. Skilleter (Rayleigh) 37.07.

Walking

OTHER events in past weeks have received scant support from a police team which has been scattered far and wide.

Three days after the force championships the Essex League 10 miles at Basildon was contested by a numerically weak team. Denis Sheppard was on good form,

Hockey strip in the freezing fog



IN all the freezing fog of January 18 there took place at HQ, a hockey match between police-women and senior officers. It was apparently played 7-a-side and 7 goals resulted, though these were divided 6-1 in favour of the men. All sorts of weird goings-on are connected with the number 7, but none quite like one The Law heard about — at least, not usually on a frozen hockey pitch — when one player discarded a nether garment. Any members of the force rushing to take up this sport are requested not to phone The Law. Pic by courtesy of Essex Chronicle.

INTER-DIVISION RESULT

1st, Southend, Run 203, Walk 97 — 300 pts.; 2nd, Harlow, 141 plus 64 — 205 pts.; 3rd, H.Q., 63 plus 63 — 126 pts.; 4th, Basildon, 83 plus 12 — 95 pts.; 5th, Clacton, 30 plus 17 — 47 pts.; 6th Rayleigh, 42 plus 3 — 45 pts.; 7th, Colchester, 18 plus 7 — 25 pts.; 8th, Chelmsford, Run, 3 pts.

under 100 minutes for an impressive first outing.

On a trip to Cuxhaven, Sheppard had his first taste of racing indoors and must have liked it as he won in 47m 41s only 3 seconds outside his best time, set out of doors.

Pete Ryan, recently moved to H.Q., has been off the road, apart from a quickish 10 kms at Sheffield. From now on the team should come together again as the championship season approaches; at least the Walking Sec. hopes so!

RESULTS

Bexley, 10,000 metres: 14.1.78 D. Sheppard, 47.38.

Sheffield, 10,000 metres: 21.1.78. P. Ryan, 46.51

Basildon, 10 miles: 21.1.78. 6th D. Sheppard, 78.08; 19th J.

Hedgethorne, 87.59; 25th L. Berry, 96.57; 27th S. McAuley, 99.01.

Cuxhaven, 10,000 metres: 28.1.78. 1st D. Sheppard, 47.41.2.

J Div. win at last

THEIR first ever win in an inter-div. match on the soccer field was achieved by 'J' Division this month. Ever since 1969, first as Southend West and then as Rayleigh, they have been on the losing side.

Now they have seen Clacton off — but only by a late penalty in a 4-3 win; never mind, they all count.

In inter-div. table tennis Grays beat Clacton and Chelmsford defeated Rayleigh.

All these contests are well behind schedule and the Force Sports Office is keen for them to catch up. Sgt. Joan Eason also wants results forwarded promptly by phone to H.Q. ext. 216.

Essex stage Regional First Aid



FRACTURES treated by Bob Emberson.



REG HOOPER treating rope burns, among other things.

THERE were no story book surprises when Essex staged the Regional First Aid eliminating contest at H.Q. training School on 15th January.

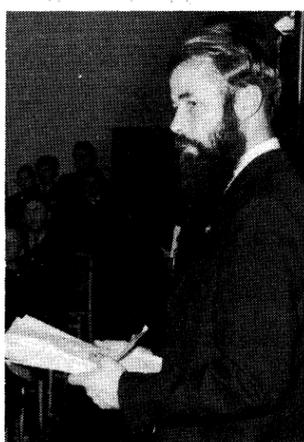
Deprived of the services of Ian Hunter who was event organiser, the team did well to take 4th place with only the real experts from Kent and Sussex ahead.

It was some consolation to the host force perhaps, that the Sussex No. 1, P.C. Bob Perry is a former Essex Cadet and Constable. He received the top individual award.

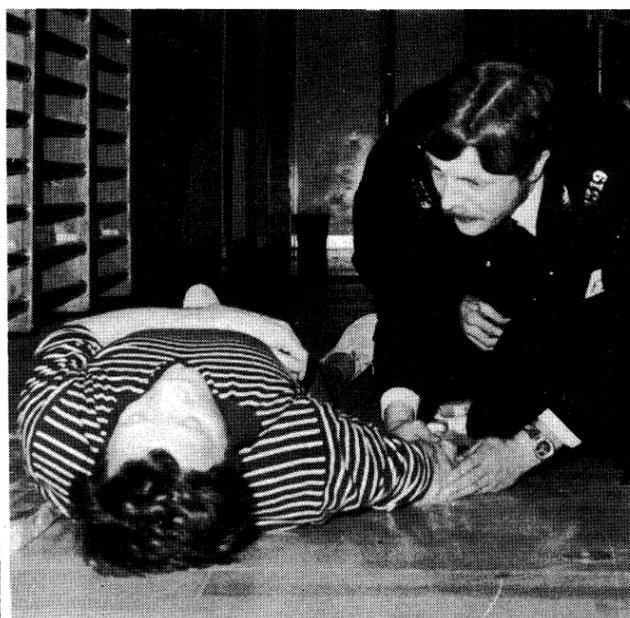
The team test was set in a boys club gym where a gymnast had fallen from the wallbars. Another descended a rope too quickly and injured himself while a third, running for help tripped up. The layman always finds it strange that such dire emergencies can always arise just as the police first aid team "arrives to survey the club for a contest".

Individual tests included the victim of a knife attack and a collapse through stomach ulcer.

At the presentation, tribute was paid to Ian Hunter's work in organising a panic free day. The Chief Constable, presented the awards.



EVENT organiser, Ian Hunter of Colchester, announces the results.



THIS patient had tripped, embedding a piece of wood in his arm. Ian Kennedy reassures him.



THE ESSEX TEAM emerge from the waiting room to tackle the team test. From the right, Ian Kennedy, Bob Emberson, Reg Hooper, and Andy Odell.

Open Boxing Tournament

UNDER A.B.A. RULES
Thursday 2 March at Mill Hall, Rayleigh

COMMENCING 8 p.m.
TICKETS £1.50 RINGSIDE, £1.00 MAIN HALL
FULLY LICENSED BAR

EVERYONE is asked to come along and support this function. Boxers from Metro, Kent and Cambridge Police will be boxing, as well as civilians. All details can be obtained from Ch. Insp. Alan Levy, HQ ext. 365 — book early to avoid disappointment. All profits to Boxing Section and the Force Sports Association.

Cross-country

TWO RACES the team manager would rather forget wound up the S.E. Police cross country League during the past month.

At Oxford in evil weather on 11th January there were several absentees and this rather reduced the team score, but at Brighton on 1st February the squad was reduced to 3 runners and as many pressed men doing cadet training at the tail of the field. Indeed, had it not been for the latter 3rd place overall would have been thrown away.

As it was a lead over 4th placed Sussex of 118pts was whittled away to just 6 and the tension while the scores were calculated was of the nailbiting variety.

Every cause imaginable had kept runners away: court, courses, injuries, forgetfulness.

At Oxford, Andy Down, 3rd, Andy Hayman, 9th, Martin Atkinson, 15th, and Vic Murphy, 26, held things together.

But in the final race at Brighton Hayman really ripped into the field to finish 4th, easily his best ever in this even. Gary Barrett, 25th, and

Paul Watson, 38th, also worked hard to hold that 3rd spot.

5 in a row

Unbeaten in the 5-race League season, Siobham McAuley took the womens individual title with ease.

But it is ironic that in the year when Essex had a rare individual win in this event, they should lose the team race for the first time ever — just one more of the side effects of having no cadets.

Kent on the other hand, with a team Essex would have seen off easily in other years, were good winners with Essex 2nd.

Alison Marshall, who missed the Oxford race through illness, ran well at Brighton to finish 9th. Tracey Haymes and Carol Whatley completed the scoring, 14th.

On 1st March these teams tackle the Regional Championships at Wimbledon but a better attendance is essential if Essex are not to end up way down the field.

Oxford — 11.1.78

Men: 3rd A. Down; 9th A. Hayman; 15th M. Atkinson; 26th V. Murphy; 37th G. Barrett; 40th K. Skingley; 48th R. Bance; 51st P. Watson. Team placed 3rd.

Women: 1st S. McAuley; 8th C. Whatley; 14th J. Seager.

Continued from page 3

major part of the S.S.P. Act, 1975 will come into effect, the April 6, 1979 is also named as the date of coming into operation of Sections 23 and 59. Pension increases are to be governed in part by Sections 124 and 126 of the Social Security Act, 1975 and by Sections 23 and 59 of the Social Security Pensions Act, 1975. The effect of this is that in 1978 pensions increase will be paid as it has been in the immediate past, under the provisions of the Pensions (Increase) Act, 1971. An increase will be paid with effect from December 1, 1978, reflecting the movement of the retail prices index between June, 1977 and June 1978. So far so good, but in 1979 an entirely new procedure will operate. In the Spring, probably around Budget time, the Secretary of State for Social Services will lay a draft Order for approval by each House of Parliament, to authorise pension increases, with the Minister for the Civil Service by Order providing for public service

pensions to be similarly increased. The increase will operate from a named date at the following mid-November. The General level of prices will be the measure used to assess increase of the additional component Social Security and public service pensions, and it follows that when the announcement is made the movement of prices from November 1978 up to that time will be known and that there will be a forward assessment of further movement up to November, 1979. This procedure will repeat itself in the following years, any shortfall in the forward movement assessment for one year being made good in the following year. The legislation provides for increase at least once in each year commencing on April 6, but whilst it is said to be not in conceivable to have more than one increase in a year, it is not thought likely that more than one increase per year will materialise. Fuller details will appear in the New Year bulletin which makes very interesting reading.

Brighton — 1.2.78

Men: 4th A. Hayman; 25th G. Barrett; 38th P. Watson; 51st S. Cleaver; 54th D. Clark and S. Chaplin.

Women: 1st S. McAuley; 9th A. Marshall; 14th T. Haymes; 15th C. Whatley; 16th M. Whitley; 19th T. Humm and G. Skilleter.

Season Overall

Men: 1st Thames Valley 1199; 2nd Surrey 1137; 3rd Essex 878; 4th Sussex 872.

Women: 1st Kent 901; 2nd Essex 766.

The Continuation Mechanism

41. We stated earlier in our submission that the establishment of an adequate rate of pay for the police service was merely the first, although the more urgent, part of the problem: the second part concerns the creation of some means by which the pay scales, once placed on a correct footing, can be periodically updated without the need for intermittent crises and loss of morale. It may be helpful if we set down some considerations arising from our submissions.

42. In the first place it seems only sensible that a full re-examination of the pay scale should occur as a matter of routine at defined intervals. We suggest that three-yearly exercises would be about right.

43. Secondly, since experience shows that interim adjustments may well be necessary at intervals much shorter than this, we suggest that the simplest — and, indeed, obvious — procedure would be for the pay scale as a whole to be linked in intervening years, as closely as is feasible, to an index of the average earnings of non-manual full-time adult males in all industries — as determined in the NES survey for April of the year concerned. This information has hitherto become available shortly before the present pay-date of September 1st.

44. Obviously this does not mean that in intervening years no talks concerning pay need take place at all. Although the scales themselves would be determined automatically there would doubtless be matters of negotiation concerning their application in particular cases or particular respects.

45. Thirdly, the periodic reappraisal should be concerned with establishing whether, and to what degree, there have been significant movements in each of the factors comprising the formula now adopted. It is for that reason that we specified each factor with what might appear to have been an unrealistic degree of precision. The more precise the construction of the formula the more probable is it that future discussions will be concerned with facts rather than attitudes or interpretations.

46. Insofar as reliance is placed on a "requirements" approach such as that above, of course, the periodic adjustments become largely a matter of accurate and up-to-date information. Once the policy objective of a net recruitment target is decided, annual adjustments become solely a matter of adjusting the target in the light of any excess of shortfall in the preceding year.

47. Finally, we submit that it would be unreasonable to suppose that, even if structured in the way we have suggested, negotiations with regard to pay will

Continued from page 3

behind them and also to facilitate the "continuation mechanism" discussed below. Rounding up the nearest ten pay rates would be:

	Minimum	Maximum
Constable	5,140	7,260
Sergeant	7,260	8,450
Inspector	8,450	9,800
Chief Inspector	9,800	11,170

The Requirement Approach

34. It is possible to approach the question of police pay in a totally different manner — one which rests on the simple but compelling proposition that if society wills a certain end then it must will the means necessary to that end. In particular, since British society has decided that it needs a regular police force of approximately 134,000 in the United Kingdom, two questions must necessarily be answered:

(a) what level of net recruitment is necessary each year in order to maintain the service at this pre-determined level?, and

(b) what level of pay is necessary in order to ensure that this level of net recruitment is in fact achieved?

35-40. These paragraphs contain formulae to arrive at rates of pay which would be aimed specifically at attracting recruits, viz:

(14) The authorised establishment at the end of 1975.

	Minimum	Maximum
Constable	4110	5820
Sergeant	5820	6770
Inspector	6770	7760
Chief Inspector	7760	8950

Though these amounts are lower than under the "comparability approach" they are based on figures dating from April 1975. Up-to-date figures could give rates of pay much nearer those quoted earlier.

invariably reach total agreement. We believe that our proposals will much reduce the scope for disagreement but it would be ingenious to suppose that they can totally eliminate it. In such event we would, of course, be content to leave the final resolution of such residual disagreement to the Police Arbitration Tribunal as constituted in our earlier submission to the Committee on the subject of future negotiating machinery.

Conclusion

48. We are, of course, conscious of the fact that we are asking the Committee to make and maintain, adjustments of a substantial magnitude in the existing salary scales of the Police service. In doing so we are in no sense indulging in irresponsible over-bidding as a mere negotiating tactic. The Committee is not a negotiating body and the Federation would not indulge in the discourtesy of treating it as such. We are confident that the Committee will need no persuasion on our part to recognise that an adequate, efficient and dedicated police force is a categorical imperative for a civilised society and will therefore share our view that the question before it is not whether the ordinary citizen can afford to adopt the remedial measures we propose but, on the contrary, whether he can conceivably afford not to.

Police plaques for soldiers



ALL ROUND ESSEX the excellent working relationship built up between troops and police during the firemen's strike have been marked by social evenings and presentation of mementoes. At Southend, on January 27, Supt. C. Harper handed a police plaque to Cpl. John Desmond of Worcesters/Foresters and received a regimental plaque in return. In the background P.c. Ron Irwin, "H" Division sports secretary, finds the presentation amusing.



CHEERS says Mrs. Audrey Eady as *The Law* catches this group enjoying themselves at the Rayleigh supper dance in January. On the left Ch. Insp. Denis Saunders has an expansive look with cigar well alight and next to him his wife looks cheerful enough. But on the right Ch. Insp. John Eady seems about ready to tell *The Law* where to flash off.

It's a DIY TP School



IN MARKED contrast to certain other building works at Police Headquarters, the new teleprinter school appeared as if by magic this month in what was hitherto a cadets hobbies workshop.

Building works were carried out by Mr. John Wheatland and Constable Peter Cooper, the instructional staff, following a bid by a builder of £3,000 to do the job. And not only was the job completed for around £100 but it was finished on time.

By the end of January it was business as usual in the new premises with 12 machines available for instruction. Our pictures show, above, Messrs. Wheatland (left) and Cooper, builders, and below, their first course hard at work in the new school.



Federation Notes



by Jim Rodgers

Edmund Davies Inquiry

BY NOW the Supplement to Police Magazine — showing the written evidence submitted to the above Inquiry by the Police Federation negotiators — will have arrived at your station. You will have had the opportunity to examine it, and if not it is reviewed in this issue. I must admit that the Appendices go into a realm of calculation that leaves me completely mystified — but I am given to understand that Professor Ted Nevins, who produced them, is well able to

explain their meaning. The oral evidence has in fact been given by the negotiators so the Inquiry is well under way. I am given to understand that an interim report on Police Pay is expected in April or May of this year.

Whilst on the subject of the Inquiry, perhaps I can answer a query which has arisen recently concerning the fact that the Joint Executive Committee of the Metropolitan Police Branch Boards have submitted evidence concerning a Metropolitan rate of pay to the Inquiry independent of the evidence given by the Joint Central Committee. I can confirm that they have in fact asked for the "Inquiry to recommend a Metropolitan Police rate of pensionable pay at least £1,000 above that of their provincial colleagues to attract and retain sufficient manpower to adequately police the Metropolis" — this is a verbatim quote from their claim with one slight alteration i.e. "their" being used instead of "Our."

I have been instructed by the Joint Branch Board to write to the Joint Central Committee to insist that they justify their position as sole negotiators for the Federated Ranks, by instructing the Inquiry to disregard the Metropolitan claim.

The Essex Joint Branch Board are also sponsoring a motion to conference in the following terms — "That the Joint Central Committee be instructed to seek, with urgency, a national rate of pensionable pay equivalent to that enjoyed by the (London) Metropolitan Police."

It is hoped that the results of the

Inquiry, and this motion will be that once again federated ranks will be going onto a police pension of the same value, regardless of whether they have served the Metropolis — or in the "shires." This is an ideal time to arrange the change in emphasis because it can be accomplished without taking from the Mets — merely making a slight addition to us.

Conference Motions

Central conference this year is to be held in Blackpool on May 16, 17 and 18 and it is the intention of the Joint Branch Board to sponsor an additional two motions.

The first is to have Telex facilities installed at the J.C.C. office at Surbiton, so that matters of importance can be despatched speedily to the membership. The second is to press the Joint Central Committee to seek to unite the three national federations — Scottish, Northern Ireland and England and Wales. These two matters do not have any earth shattering significance, but do remedy two points which have caused some misgivings of recent years. One being the length of time for matters to be circulated, that means the membership receive details vide the press or TV rather than from Federation sources. And the other is to obviate the likelihood that one of the other federations will hold themselves aloof from national negotiations.

These two facets of the constitution of the Police Federation were only small parts of a very constructive document forwarded to the Joint Central

Committee, giving the Joint Branch Board, and individual board, views on the re-shaping of the body which will represent the federated ranks of the Police Service in the future.

Rent Allowance

By now back Rent Allowance will have appeared in your pay packets. This was largely due to the dedication to the task of re-calculating the new rates carried out by the Finance Office at Force Headquarters, and the fact that it has been paid so promptly since Home Office approval was given is due to the foresight of Bill Austin. On behalf of the Joint Branch Board I have sent him a letter of appreciation for a job well done — I am sure that you would concur with this sentiment.

However, amidst the euphoria that has been pervading the Board over the success of the claim for increased rent allowance, we have not lost sight of the problems which exist for those in police houses. We recently held a housing committee meeting which completely reviewed the force housing policy, and the recommendations arising from that review will be put to Mr. Taylor (ACC(A)) at a meeting especially arranged for February 20. There are many revolutionary suggestions included and these will need very careful consideration by the Police Committee; but in addition there are matters which he himself can resolve — for instance decorating of police houses, and accommodation for single officers. The vexing problem of the "lost years for modernisation of police houses" is another which will be

put forward — and it is hoped, resolved — for re-introduction at an early date.

We hope to have the same sort of success with this, as we had with the rent allowance, and you can rest assured we will keep you informed of progress.

Force Open Meeting

Approval has been given for the Joint Branch Board open meeting to be held on Monday, March 20, 1978. It is hoped that Joe Martucci, the Secretary of the Joint Central Committee will be able to attend and address the meeting, which will be held in the Assembly Hall at Police Headquarters. Make an entry in your diary now!

Obituary

MRS. EMILY GUTTERIDGE, 86, widow of P.c. George Gutteridge, who was murdered over 50 years ago while on night patrol at Stapleford Abbots, was found dead in her blazing cottage on 3rd February. Her pet cat and dog also died, despite neighbours attempts at rescue. A faulty appliance may have caused the fire: there is to be an inquest.

Force lottery

RESULT of the draw held at Rayleigh on Friday, January 27th, 1978.

1st prize P.c. L. J. Terry, Orsett Dog Section, £601.31; 2nd prize, T.W. H. W. J. Bridewell, Colchester, £300.65; 3rd prize, P.c. M. S. Kohler, Moulsham Lodge, £150.32; 4th prize, Mrs. J. E. Boreham, Harlow, £75.16.

Consolation prizes, £15.03 each — T.W. V. Sumner, Basildon; P.c. D. Heyward, Harlow; P.c. 540 J. R. Pheby, Chelmsford Traffic; Insp. P. S. Marks, Harlow Traffic; D.c. B. J. Bright, Basildon C.I.D.

The next draw will be held at Basildon Police Station during evening of 24.2.78.