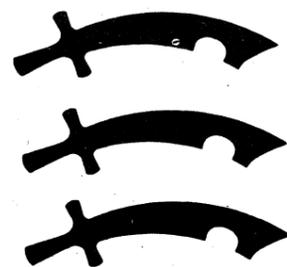




# THE LAW

March 1978 No. 103



*The Newspaper of the Essex Police*

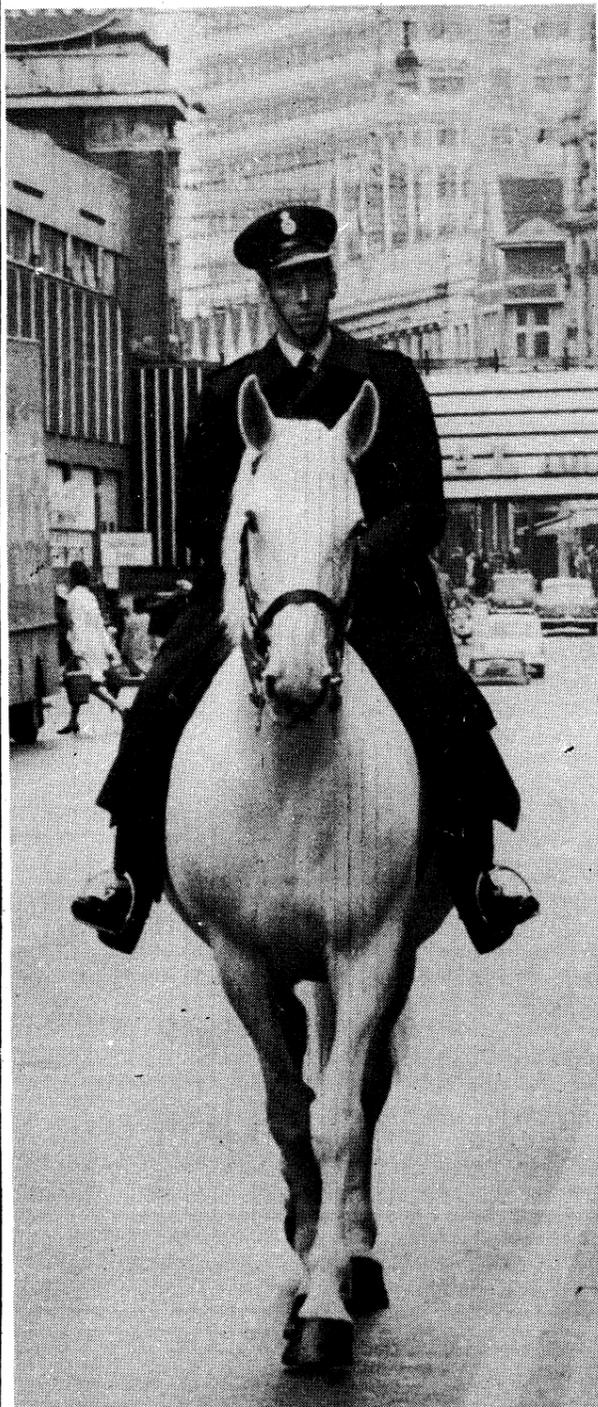
## READERS PLEASE NOTE

The Law is now on extensions

**356 and 382**

see page 2

## MISTY DIES



AFTER fifteen years in Southend, police horse "Misty" has died. The 24-year-old horse was found collapsed in her stable at Southend Police Station and on Vet's advice was destroyed.

With rider Pc Geoff Monnickendan — they worked together for thirteen years — "Misty" was a well known sight patrolling the town centre and sea front and engaged on crowd control at football matches. As pictured on the front page of last month's edition of the Law, on tour of the police station was complete without a visit to the stables.

Misty was one of three horses, all greys, at Southend and when the news broke there were immediate generous offers by the public to donate towards a replacement. But there are no immediate plans to replace Misty.

## Party set up to examine new cadet scheme

FOR SEVERAL weeks a working party set up on the instructions of the Chief Constable has been examining the question of reopening cadet training.

The official title of the group is "Working Party on the reintroduction of the Cadet Corps or a body conditioned to pre-entry to the Police Service". The chairman is Chief Supt. Gray of P & I, and the other members are Chief Supt. J. Challis, who as Training Officer set up the Cadet School in 1968-9; Supt. J. Sutton, Training; Mr. I. Abel, H.Q. Admin; Insp. E. Davidson, Federation, and Sgt. K. Goldsmith, Secretary.

Their terms of reference were, "To advise the Chief Constable on the most effective and economic method of recruiting young people with a view to their entry into the Police Service at 18½ years of age, their period of pre-entry training and conditions of service."

The working party has heard from "expert" witnesses, have consulted various publications and looked at arrangements and trends in other forces.

Not only is the type of cadet training being considered, for example, a full educational scheme or attachment to divisions, but possibilities of employing young people as civilians prior to their enrolment as constables.

No final recommendations have yet been made and several more meetings are scheduled. The Police Committee recently decided, at the recommendation of the Chief Constable, to make no move on cadet training until the effects of recommendations of the Pay Inquiry upon adult recruitment could be assessed. This could well mean that no decision can be taken realistically during 1978.

## Maggie Hayes is Mrs Chelmsford



LOOKING pleased with herself and with good reason, having just won the title Mrs. Chelmsford is Maggie Hayes, wife of Sgt. Bob Hayes of the Training School.

The competition is run annually by Essex Chronicle Series Ltd. to select a married lady of charm and personality as well as good looks who will then spend the year attending functions, making presentations and judging competitions — in fact a marvellous social whirl.

Pic by Essex Chronicle.

## W.P.c. praised: Public rapped

COMMENDING a his violent struggles to escape, including several policewoman who was knocked down and rolled about on the pavement of the Precinct at Grays by a man she was trying to arrest, Mr. Marchant, Chairman of the Grays bench said: "We take a poor view of the general public not responding to your call for help."

W.p.c. in Kay Sharpe was on duty in the Precinct just before Christmas when she saw a man running through the crowds of shoppers pushing all and sundry aside, including an elderly lady who was knocked over completely. Unbeknown to Kay this man had been shoplifting and ran off when challenged by the manager.

As he ran past, Miss Sharpe grabbed him by the collar and hung on despite

resisting arrest, one month. In commending W.p.c. Sharp the Chairman said: "You were very brave and acted in an outstanding manner, you showed devotion to duty and you were very brave and courageous."

Despite the policewoman's calls for help stood watching and no-one moved to help her. Fortunately Constable Mackintosh was on patrol nearby and seeing the disturbance went to investigate.

Even after his arrival the struggle continued before the prisoner was subdued and arrested.

In court the prisoner was found guilty of theft from a shop and sentenced to six months, using threatening behaviour, three months, and

## 49 qualify for stripes but only 22 outright

RESULTS of the promotion examination to Sergeant appeared belatedly last month and produced the usual crop of failures — 258 of them this time.

But on the bright side 22 candidates, all male, passed outright and 8 of them achieved a magic place in the top 200 nationally with the chance to progress towards the Bramshill Special course. These were Constables M. Slade, Harlow; R. Anderson, Traffic Rayleigh; I. Brown, Harlow; P. Brown, FSU; A. Odell, Brentford; A. Moore, Southend; M. Brett, Colchester; and P. Clarke, Grays.

Another 24 failed in only one paper and will have the chance to sit this subject alone next year. Of those who were afforded this facility from last year 27 passed and 4 failed.

# Ediview

# 13th March, 1978

## Violence rules OK?

THE PUBLIC gets the police force it deserves, goes the saying. But does the police force get the public it deserves. Put another way round, what has the police force done to deserve the public it has got.

The incident at Grays which culminated in the chairman of the bench commending the policewoman involved and announcing that he took a poor view of the public not responding to her calls for help makes us wonder. What has happened to the great British public that they can see a young policewoman being knocked about in the execution of her duty — duty which includes their protection — and stand by doing nothing? This column takes more than a poor view of such matters, preferring to describe them as disgraceful.

But looking into it a little further we find that while the theft was worth six months, the assault, albeit called resisting arrest, was worth only one month. Now there's food for thought. How is society ever to be cured of its violence while shoplifting is six times more serious than assaulting constables.

## Scoring points

MR. REES has announced that he will not be going along to the Police Federation conference this year. Readers will remember the well publicised and thunderous silence which greeted the poor man in 1977, largely instigated by Essex.

But the Home Secretary is the managing director of the firm so how can he possibly stay away from the meeting? What can be important enough to keep him away? Can he possibly be too busy scoring cheap

parliamentary points off the opposition on the subject of law and order while the real thing disintegrates before our eyes? As the election approaches, politicians' exchanges become more and more like the fourth form debating society. Is it any wonder that those who dwell in the real world outside the Palace of Westminster, and have to cope with a law and order situation which is worsening daily, do so with ever diminishing confidence.

## Come off it, Metro

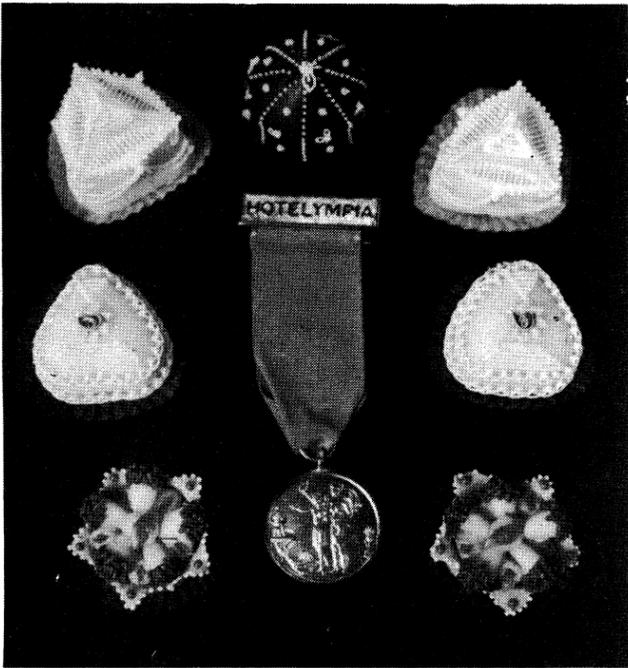
EVIDENCE submitted to the Pay Inquiry by the Metropolitan Police Federation calls for the rate of pay in London to be set at a level one thousand pounds above the other policemen's salaries. Their arguments rest on the usual foundations of harder work, worse conditions, greater difficulty of recruitment and so on. While one is inclined to accept these arguments they were recently weakened by two sets of figures.

The first was the 1977 crime figures which showed a twelve per cent rise in the Metropolis. It is predicted that this could be lower than the national average rise and as the Essex increase was ten per cent one must wonder whether this makes a Rainham constable worth one thousand more than his Ockendon counterpart.

Then we came by some statistics on claims made in 1977 to the Criminal Injuries Compensation Board on behalf of policemen. These showed the number of claims made by various forces as a percentage and placed the West Midlands at the top of the battered Bobbies League with 4.77 per cent, followed by Merseyside 4.59 per cent, and Essex 4.16 per cent. Greater Manchester had 3.94 per cent, West Yorkshire 3.68 per cent, while the remainder of Britain's forces averaged 3.61 per cent. And the Metropolitan Police, who want extra pay because of their harder conditions, made claims totalling 2.66 per cent.

Surprising figures are they not? Of course, they are taken out of context and ignore the true facts, but so, it seems, does the Metro claim for an extra thousand pounds a year.

## Petit fours take the cake for Crust



A sample of Roger Crust's petit fours with his gold medal to show how tiny they are and how intricate the work.

IF YOUR NAME is Crust perhaps you should avoid the catering trade for fear you are put permanently on topping off the pork pies. But 18-year-old Roger Crust, son of Ch. Supt. Peter Crust, Essex CID Chief, has done rather better than pies because in a recent contest linked with the International Hotel and Catering Exhibition at Olympia he came out top of 2000 entrants to win a challenge cup and gold medal for the best junior petit fours.

Indeed his work was good enough not only to win his class but the whole contest and the Junior Grand Prix Cup.

Roger has been an apprentice chef at Rochford Hospital for the past 18 months and will spend another 2½ years in training before he is fully fledged.

This is not his first success. During 1976 he took challenge cups for a lamb dish, at Cambridge, and a cold sweet on home ground at Southend.



Roger receives his top award at Olympia.

## 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.



was well attended by Laindon Traffic and all the Senior Officers of the Essex Fire Brigade.

At the farewell party we were presented with the White Ensign which they flew over their accommodation at Vange Army Camp on which was emblazoned a symbol to represent every type of rescue they had undertaken and a ships plaque (H.M.S. Vernon). In return we presented them with two shields, for display at the Royal Navy Fire School, of the Essex Police which were suitably engraved to commemorate the occasion.

The esprit-de-corps built up between the two services has resulted in a re-union in Portsmouth this month, plus invitations to visit various ships.

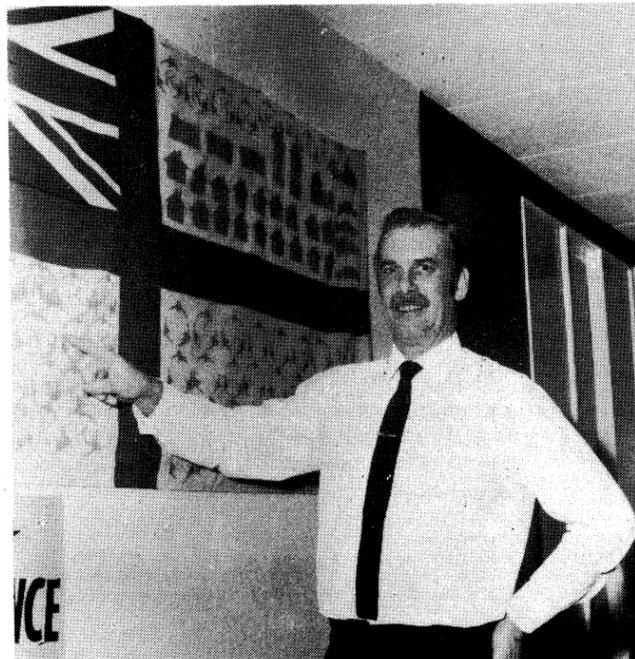
JOHN CLARKE  
Inspector

## Co-operation with the Navy

Dear Sir,  
Your February 1978 issue of The Law refers to the excellent co-operation between the troops and police.

I would like to bring to your notice the unique position enjoyed by Laindon Traffic of escorting the Royal Navy Rescue Teams to situations in all parts of Essex.

The farewell party on the eve of their return to various H. M. ships



JOHN CLARKE recently put his ticket in with the equivalent of 30 years service and will work on security in the Bank of England. He will continue his work with the Army Cadet Force and will be in charge of the arena party at this year's Essex Show, a job previously done by Police Cadets. Our picture shows him with the R.N. White Ensign.

## P.P.H.A. Lottery

In the opinion of the organising secretary, lottery No. 5, which commenced on March 4 should be an outstanding success. Chelmsford Branch disposed of 166 tickets which gives us a fair chance that someone may be lucky. Our grateful thanks to all who supported our effort.

## Convalescent Home

In October 1977, our N.E.C. issued a Circular to all Branches on the question of the use of married accommodation at the Home being made available to pensioners. This question has been pursued over a long period and nothing good has been forthcoming. In a further effort branches were asked to consult the local J.B.B. Police Federation in the hope that they would submit a

in May next asking for consideration to be given for the use of married accommodation at the Home after the requirements of the regular police had been satisfied. This proposal was submitted to our local J.B.B. whose reply was not very hopeful.

The management committee of the Home decided to abide by the terms of the trust deed in that priority must be given to serving police officers when it is necessary for them to be accompanied by their wives. It seems there are only six double rooms available and these should be reserved for serving police officers.

The N.E.C. is fully aware of the rules governing admission and all that is asked is that consideration be given after serving officers requirements have been satisfied. In their reply the J.B.B. feel that they must support the views of the management committee. Our

informed of the reply and it will be interesting to see the views of other branches.

Personally, I expected a more considered opinion, and wonder what line of thought will be forthcoming when the present J.B.B. join the ranks of pensioners. I can assure them it will come sooner than they realise. At least one former member of the J.C.C. (Dick Pamplin) has been converted, since he himself has become a pensioner and now he sees the position from both sides of the fence considers the rules should be changed.

## Chelmsford A.G.M.

The date for the annual general meeting has been fixed for Saturday, May 20, 1978, at 10.30 a.m. in the Staff Canteen, Police Headquarters, and it is hoped to have coffee and biscuits at 10 a.m.

## Public Relations comes down to ground level- and gets another job

THE LAW has moved house and like everyone else can't find everything. The public relations office is now located on the ground floor of the Training School — straight ahead from the front door: telephone extensions 356 and 382.

And as well as dealing with public relations, the force newspaper and force sport the team has been reinforced by the arrival today of Inspector Stephanie Rowley from Basildon.

Her job will be recruiting and will involve mainly getting into schools and colleges, interviewing would-be members of the force and composing and placing advertisements.

This function has been linked with public relations because of the similarities of the two operations. Miss Rowley will be on extension 382. Recruiting administration will still be dealt with by R and T as before.

## HOLIDAY IDEA FOR THE SUMMER

CARAVAN to let at Walton-on-the-Naze: small family site, near sea and shops, sleeps six and has TV and fridge. Telephone Tilbury 4663.

number of ladies. Gentlemen! It is now up to you, they are members and entitled to have their "say" at the meeting. This is the occasion when your representatives hand over their seals of office and give an account of their stewardship over the past year. They are entitled to seek re-election but it is up to you to select whom you think would do a better job in looking after the welfare of the Branch — we welcome "new blood" to the committee, but it is not always advisable to change for change's sake.

## Bowls Match

An effort is being made to obtain

Force some time in June, consisting of four rinks on Headquarters green. It is hoped to confirm the date in our next issue of "The Law".

## Subscriptions

Members are reminded that subscriptions for 1978 should have been paid by Dec. 31 last. There still remains a number yet to come in for 1977 and we ask that these be sent to the treasurer as soon as possible. Receipts for subscriptions already received will be sent with the next quarterly bulletin in April.

We still have ties (maroon) and lapel badges available at — ties £1.30, badges 25p (which includes

**N**ational  
**A**ssociation of  
**R**etired  
**P**olice  
**O**fficers by  
**Bert**  
**Brinkley**

# PAY EVIDENCE BY A.C.P.O.

THIS month we publish the evidence on police pay presented to the Lord Edmund Davies inquiry by the Association of Chief Police Officers, drafted mainly by our own Chief of Staff, Sir John Nightingale.

It will be seen that, apart from the formulae and figures, the ACPO evidence closely supports that of the Federation, reviewed in The Law last month.

## INTRODUCTION

1. Members of the Association of Chief Police Officers of England, Wales and Northern Ireland welcome this further opportunity to submit their views on the issues added to your terms of reference. We are joined in this submission by our colleagues in the Association of Chief Police Officers (Scotland). The Associations understand that certain matters need to be dealt with urgently and accordingly limit this submission to the subjects included in the first two headings of your amended terms of reference. We shall shortly be submitting a separate paper dealing with the pay of chief police officers. Time does not permit the preparation of extensive statistical data nor of a detailed submission on the work of the police but in any event their duties and responsibilities were the subject of a thorough examination by the Royal Commission in 1960. We confine ourselves to an outline of what has happened since then to add to the burden on the police and to extend their accountability.

## ADDITIONAL WORKLOAD

### CRIME

2. Recorded indictable offences increased by 176 per cent between 1960 and 1976 and there will probably be a further increase for 1977 of the order of 10 per cent. All reported crime has to be recorded and investigated as far as resources permit. As police strengths rose by some 47 per cent between 1960 and 1977 the burden on the police in this field increased by 100 per cent.

### TRAFFIC

3. In 1960 there were over 9 million vehicles registered — in 1976 nearly 18 million. While it is not possible to calculate precisely any increase in the work of the police which this involves, we point out that in 1960 there were rather more than one million prosecutions for traffic offences — in 1976 over 2 million. The number of offences reported annually per police officer rose from 14 to 20.

### PUBLIC ORDER

4. In dealing with crime and traffic we can point to recorded statistics. In the field of public order this is not possible. It is, however, clear that confrontations involving the police in industrial disputes have increased in numbers and intensity. The last few years have seen an escalation of extremist activity at both ends of the political spectrum involving the police in meetings and demonstrations of potential, and at times actual, violently disorderly character. This situation in itself is not new. What is new in the 1970s is the hostility directed specifically at the police as the manifestation of the law and as the bulwark which stands between the hooligan revolutionary element and the attainment of its ends. New also to the present decade is the wave of hooliganism to be found at some major sporting events which necessitates a far greater police presence and police organisation far more intensive than was formerly necessary. New too are the 'pop' festivals and 'free' festivals which bring together large numbers of people, many of whom have no respect for the law and use these occasions to show their open contempt for it.

### VIOLENCE

5. Criminals are more prone to violence and assaults on the police are more common. In 1960 the police were virtually unarmed. Now a high proportion of police officers are expected to have some knowledge of firearms. Many receive training in their use and are expected to be ready to use them and face the moral and legal consequences of their actions.

### TERRORISM

6. Among political extremists terrorism is becoming a normal weapon. The problems and threats of urban terrorism, of criminal kidnapping and hi-jacking were not even in the minds of police officers in 1960. Now many forces have experience of them at first hand and all have devoted much effort to counter terrorist contingency planning and the appropriate exercises.

### ACCOUNTABILITY

7. The policeman is, as far as possible, trained to be non-political. By many of those with whom he has to deal a critical political connotation is attached to many of his actions. The individual policeman who, however junior in rank or short in service, is called upon to take prompt decisions of considerable importance is always liable to be challenged in the courts or by way of Section 49 Police Act 1964 or indeed in Parliament, where unjustifiable criticisms can be and are made under cover of privilege. This to some extent was always so, but now in an increasingly difficult environment the interest of the media and of the public in the actions of individual officers is greater than ever and there is very little understanding outside the Service of the mental and emotional strains borne by an individual officer who is the subject of a formal complaint or public critical comment.

### TECHNICAL SKILLS

8. The policeman on joining is rarely a technician nor does the Service try to make him one. It is, however, expected of all policemen that they shall be able to have a moderate expertise in the use of simple equipment. In 1960 a car driver in the police was a specially selected man who might or might not be given driver training and in numbers such men formed a small proportion of the force. Now, in many forces all officers are expected to drive: as many as possible are trained to a high standard and a good proportion to a very high standard indeed. In 1960 the use of radio was restricted to Force Headquarters control rooms and a limited number of operational vehicles. Now all officers are expected to utilise teleprinters and various types of radio as a matter of course and some are required to operate computer terminals, command and control systems, tape recorders, night vision equipment, T.V. cameras and a whole range of sophisticated devices.

### INDIVIDUAL WORKLOADS

9. All these devices add to the effectiveness of the Service response to the challenge of policing a modern society but they do so by making a much fuller use of the time and skills of the individual police officer. In 1960 the Royal Commission reported:

"Most policemen spend their working lives on the beat. A man may walk fifteen miles a day for eleven days a fortnight for 10, 15 or 20 years."

The picture is far different now. An officer parading for duty will probably be given a particular task to perform and when he has completed it, will be redeployed on foot or in a vehicle, by radio, to a further task, and so on until he has completed his tour of duty. At some time during that or a subsequent tour he will have to spend some time in his Station drafting or dictating the documentation of what he has done and may well have to work overtime to complete this task. The physical strain and boredom noted by the Royal Commission may be less but the mental and psychological strains are much greater.

### TRAINING

10. To enable the individual to acquire and maximise the skills he needs there is provided an increasing number of courses; both of a general and technical nature.

### LEGISLATION

11. No survey of the recent history of the police is complete without some reference to the volume of legislation being enacted. The Police Council Working Party on Police Pay in 1975 included in its report (Appendix 2) a list of over 70 statutes and regulations affecting the police which came into force between 1959 and 1974. The flow has not abated. Some of these — the Police Acts 1964 and 1976 and the Local Government Act 1972 made important changes in the status and accountability of the police, some affect operational police duties, e.g. the several Road Traffic Acts — some, e.g. the Criminal Law Acts, the Bail Act, require administrative procedures to be changed. On top of the demands of the legislature, there is a continual flow of departmental guidance. Much of it places additional duties on the Service and on its members; all has to be digested, much of it by the patrolling constable.

### CIVILIAN STAFFS

12. There has been an enormous growth in the number of non-police employees in the Service — clerks, mechanics, switchboard operators, traffic wardens and others. Their employment has made the majority of police available for police duty at the sharp end and reduced the number of less arduous posts available. The efficiency of the Service has been in many ways improved although the reserve of police manpower has diminished. In the last few years a further burden has been placed on police officers by the imposition by the Central Government of a policy of restricting the growth or even in some cases reducing the number of non-police staff. The jobs which it was once thought imperative to remove from the police have now in cases once again to be done by police officers, whilst at the same time through financial pressures restrictions have been imposed on rest day and overtime working. The police cannot control the demand for their services and the jobs have to be done; they may not be so well done but all officers are more than ever committed throughout their hours of duty and beyond. Sufficient police must also be maintained in operational areas which would be sensitive to industrial action by civilians.

### WOMEN POLICE

13. Police strengths, although they have declined from the high level of 1976, are greater overall than at any earlier time. They are nevertheless inadequate to meet the burdens they have to bear. We think it our duty to point out that the real position is not clearly disclosed by the manpower statistics and is even worse. Between 20 per cent and 25 per cent of the recruits who joined the Service in 1977 were young girls. The position is made worse by their high wastage rate to marriage; as a result the majority of women officers are young in age and service and having neither the experience to qualify them for, or the wish to be employed on, specialist duties form an unduly large proportion of the uniform patrol strength.

### DISADVANTAGES OF THE POLICE LIFE

14. The social disabilities arising from the policeman's position and the restrictions placed upon him by virtue of his office have been explored in detail in successive enquiries and there is little to add to the reports — Desborough, Oaksey, the Royal Commission and the Police Council Working Party. The disabilities still exist: it may be that in recent years the liability to move station and home has been less onerous. However, the liability to transfer and to live where directed remains and the rights of a chief officer so to direct his officers has recently been upheld in the Courts. A substantial number of policemen live in provided housing, both of their own volition and to meet the needs of the service. In the present inflationary situation these officers find it very difficult to house themselves on retirement. As far as the higher ranks are concerned government policy is to encourage and, at the highest levels, to require movement between forces on promotion. Shift work and weekend work still are and must remain a feature of the police service. It is now against policy to require police officers to work split shifts and they should complete their duty in one tour of eight hours. None the less some detectives and rural officers find this is not practicable. Similarly although duty rosters provide for as much weekend leave as possible it is clear that some officers must do weekend and public holiday duties and in some places these are the busiest times. Where manpower is short changes of duty at short notice still take place. Unsocial hours and the unsocial effects of police work on family life are still present and deserve special consideration when the number of people who are similarly affected albeit to a lesser degree is diminishing.

### INDUSTRIAL ACTION AND THE RIGHT TO STRIKE

15. For all practical purposes the policeman cannot withdraw his labour or refuse duties. To do so would put him in breach of the discipline code and any police officer who incites or organises such action would be in breach of Section 53 of the Police Act 1964.

17. It seems almost axiomatic to us that the police should not strike or be involved with others for political, industrial, or trade union purposes, but the issue does not seem to have been considered by the Oaksey Committee or the Royal Commission. It is, however, noteworthy that the Desborough Committee which reported in the aftermath of the Police Strike of 1918 fixed the remuneration of the police at a level it has not since attained. We appreciate that wide publicity has been given to a wish freely expressed in various forces to possess the right to strike, but we are convinced that this wish springs not from any real desire to take industrial action but from deep feelings of frustration over levels of pay and an inability to do anything about them; we are equally convinced that any attempt now to lead the Service out on strike would fail.

18. However, we consider that to allow the police to withdraw their labour as a bargaining weapon over negotiations of pay and conditions of service would change the character of the force very much for the worse. It would make meaningless the oath which the policeman takes on appointment. Given the right to take industrial action the police would presumably be able, when in dispute, to refuse certain duties and it is difficult to foresee quite to what ends this could lead. It would make ridiculous the chief officer's vicarious liability for the acts of his officers and the duty of the police authority to pay sums awarded in damages by a court as a result of that liability. Equally, it would make nonsense of the police authority's position under the Riot Damages Act 1883.

19. The role of the police in the recent firemen's strike was absolutely vital to the safety of life and protection of property. Close co-operation and support were provided by police to the armed services throughout the United Kingdom to enable the services to achieve their objective to provide an acceptable level of fire cover. There is little doubt that unaided by police communications, manpower, vehicles, and accommodation the ability of the services to respond to fire calls would at best have been seriously undermined and at worst destroyed.

20. However, it is no light matter in society today to refuse to any group of workers what is held by most to be a basic right and the principal bargaining tool in any negotiations of wages and conditions of service. Such a refusal must be amply compensated for both in cash terms and by some guarantee of the maintenance of adequate salary levels.

### POLICE PAY

21. How then is the pay of the police to be determined? Everybody beginning with the Desborough Committee in 1919 which has enquired into the status and responsibilities of the police has stressed their special position.

22. While it is generally accepted that the police should represent a cross section of the community and not be drawn solely from one class, the physical, moral, and other qualities required of the police recruit necessarily circumscribe the manpower pool from which he can be drawn. In 1968 the size of this theoretical pool was estimated at only 1.6 million (Report of the Home Office Working Party on Police Manpower 1967, para. 19). It seems to us that in fixing the policeman's remuneration comparison with the average wage in the community is therefore inappropriate and some comparison must be established at a substantially higher level.

### PAY RELATIVITIES

23. We accept the conclusion of the Royal Commission that "no occupation should for all time enjoy a prescriptive right to any particular place in the country's wage structure." We would take this proposition even further. If it can be demonstrated that the burdens and responsibilities of a particular occupation have become greater in relation to other occupations, that occupation should not merely maintain but should improve its position. We hold, in the light of the facts set out in the first part of this paper, that the Police Service is in this situation; that the burdens and responsibilities are greater relative to other occupations than they were in 1919, 1948, 1952 or 1960 and the remuneration of the police should be higher relatively than on any of these critical dates.

24. The level of pay must be such as to attract to and retain in the Service men and women of the right quality in such numbers as to keep all forces fully manned.

# Pewter statuettes



THE accompanying photographs of the pewter model policeman and policewoman are reproduced in an effort to create interest in a scheme intended to raise additional funds for charities supported by the Essex Police Federation. Each model stands approximately 4ins high and bears the touch mark of the Association of British Pewter Craftsmen.

It is intended that the plinth will be re-designed in detail to show the "Essex Police" scroll as illustrated — sufficient space will be left for personal engravings, i.e. "Presented by Essex Branch of the I.P.A., Seaxes Price" etc.

The price of each statuette, including 50p towards charities, will be approximately £8.50. If a minimum initial order of 250 can be made, then the price would be reduced to approximately £8.

The Federation is assured that the statuettes will never be placed on general sale to the



public — sales will be made only through police forces in similar fashion to that outlined herein.

A pair of statuettes will be held in the Federation Office at Headquarters for perusal.

So that a firm order may be placed, will any person, sports club, association etc, please fill in the accompanying order slip and return same to Federation Office at Headquarters by 31 March, 1978.

No Money/Cheques etc., should be enclosed with the order slip — but it is expected that order slips received, will be honoured by those returning same. It is envisaged that further orders can be made, as and when required — a few statuettes will be available at the Force Federation Office once the system has begun.

## STATUETTE ORDER FORM

NAME .....  
ADDRESS .....  
TEL. NO. ....  
POLICEMAN — No. required  
POLICEWOMAN — No. Required  
SIGNED .....

Since the Service — and we believe the public — is committed to a system of single entry the level of pay must also attract a sufficient number of entrants with the right qualities to fill the highest posts.

25. A level of pay which does not retain men and women in the Service not only leaves the Service undermanned it also makes those who remain more or less discontented and dissatisfied and open to temptation of various kinds — a state of affairs which can only lead to an inefficient Service. Over the past twenty years it has often been argued that the difficulties in manning up the Service are not attributable to pay but to a variety of other aspects of police life and work. Very considerable attention has been paid to all these matters and there have been considerable improvements. That the manning problem remains is a clear indication that the pay of the Service needs to be placed on a proper footing and kept there. It is worthy of note that since 1976, at a time when the unemployment rate was the highest for a generation, police strengths have declined with many very experienced men departing at a time when their contribution was at its peak. The undoubted successes achieved by the Service in recent years spring entirely from the devotion to duty and goodwill of those who remain in the Service, a goodwill which is being rapidly eroded by dissatisfaction over pay. In short, the proper solution to the pay problem is essential to the survival of the Service as we know it.

## PAY AND EARNINGS

26. Much of the frustration felt by some members of the Service in the past twelve months has arisen from the wide publicity given to 'average earnings'. There is in the Police Service considerable variation in average earnings. According to the 'Statement on Police Pay' prepared in April 1977 by the Official Side of the Police Council, the range of weekly earnings for a constable with 3 years service in March 1976 was from £66.35 (Cumbria) to £101.07 (London Metropolitan) and some individual officers must receive even less in Cumbria than the average for that force. To quote a policeman's average weekly earning as £79.20 (for a constable) or £89.90 (for all federated ranks) dissatisfies many individual officers have no way of earning these amounts promotes dissatisfaction.

27. We are firmly of the opinion that the basic pay offered to a police officer should, with the addition of free accommodation or a rent allowance in lieu, provide the remuneration sufficient to man up the Service.

## A FORMULA FOR POLICE PAY

### THE ROYAL COMMISSION'S AWARD

28. The alternative approaches to settling a formula for police pay were set out by the Royal Commission — fair comparison, supply and demand and the rate for the job. The Royal Commission chose the rate for the job and produced a formula. In spite of its deficiencies this formula worked at the time and we can find no better way to solve the present problem than to start with the 1960 award as a basis. In this approach we are, we understand, on common ground with the other staff associations. We appreciate the difficulties of updating this award and note that differing approaches produce percentage increases varying from minor adjustments to over 50 per cent. We are not competent to assess the merits of the different sets of figures leading to these widely differing conclusions but, however cogent the arguments may be they are of academic interest only if at the lowest the police will not accept them as just and at the highest the employers will not pay them.

# Force lottery

RESULT of the draw held at Basildon on Friday February, 24th, 1978.

1st prize Supt. D. L. Barnard, Headquarters Traffic £605.01; 2nd prize Mrs. K. Hurrell, Southend £302.50; 3rd prize D. C. G. A. Muir, Grays £151.25; 4th prize D. S. G. H. Harris, C.11 NSY £75.62;

Consolation prizes £15.13 each — P.C. P. J. Ward Shoeburyness; P.C. 136 Anderson, Rayleigh Traffic; Mrs. E. Hunter, Basildon; P.S. L. R. Little, Brentwood Dog Section; P.C. I. Ellison, Basildon.

The next draw will be held at Harlow Police Station during evening of 23.3.78.

# Headquarters W



Chief Constable



A.C.C. (O)

Mr W. Petherick



DEPUTY CHIEF  
CONSTABLE

Mr R. Bunyard



A.C.C.(A)

Mr H. Taylor



STAFF OFFR(A)

Insp A. Levey



PROPERTY  
MANAGEMENT

Mrs E. Harrison



AREA 1

Det Supt G. Raven



C.I.D.

Det. Ch. Supt.  
P. Crust



COMPLAINTS

Supt H. Dawson



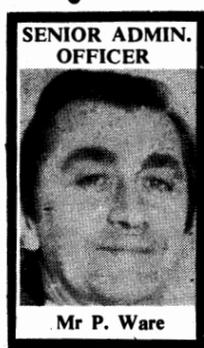
A.C.C.(P)

Mr M. Comrie



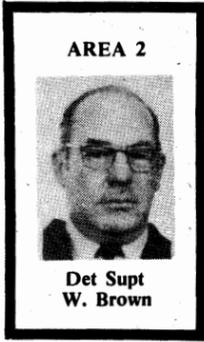
CH. ADMIN  
OFFICER

Mr I Abel



SENIOR ADMIN.  
OFFICER

Mr P. Ware



AREA 2

Det Supt  
W. Brown



STAFF OFFR(P)

Ch Insp  
W. Thurgood



COMPLAINTS

Ch. Insp. J. Watson



CH. SUPT. (P)

W. Gray



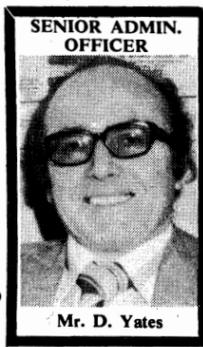
GENERAL  
OFFICE

Mr. D. Wheatley



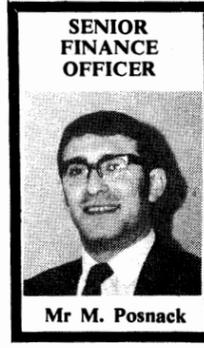
CIVILIAN  
ESTAB. OFFICER

Mr J. Hudson



SENIOR ADMIN.  
OFFICER

Mr. D. Yates



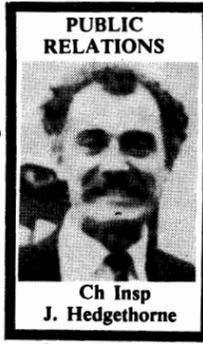
SENIOR  
FINANCE  
OFFICER

Mr M. Posnack



RECRUITING  
& TRAINING

Supt J. Sutton



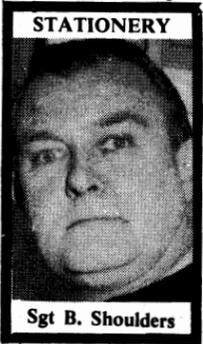
PUBLIC  
RELATIONS

Ch Insp  
J. Hedgethorne



CLOTHING

Mr L. Smith



STATIONERY

Sgt B. Shoulders



FINANCE

Mr W. Austin



TYPING

Mrs W. Foley



REGIS

Mr R.



R/T

Ch Insp R. Law



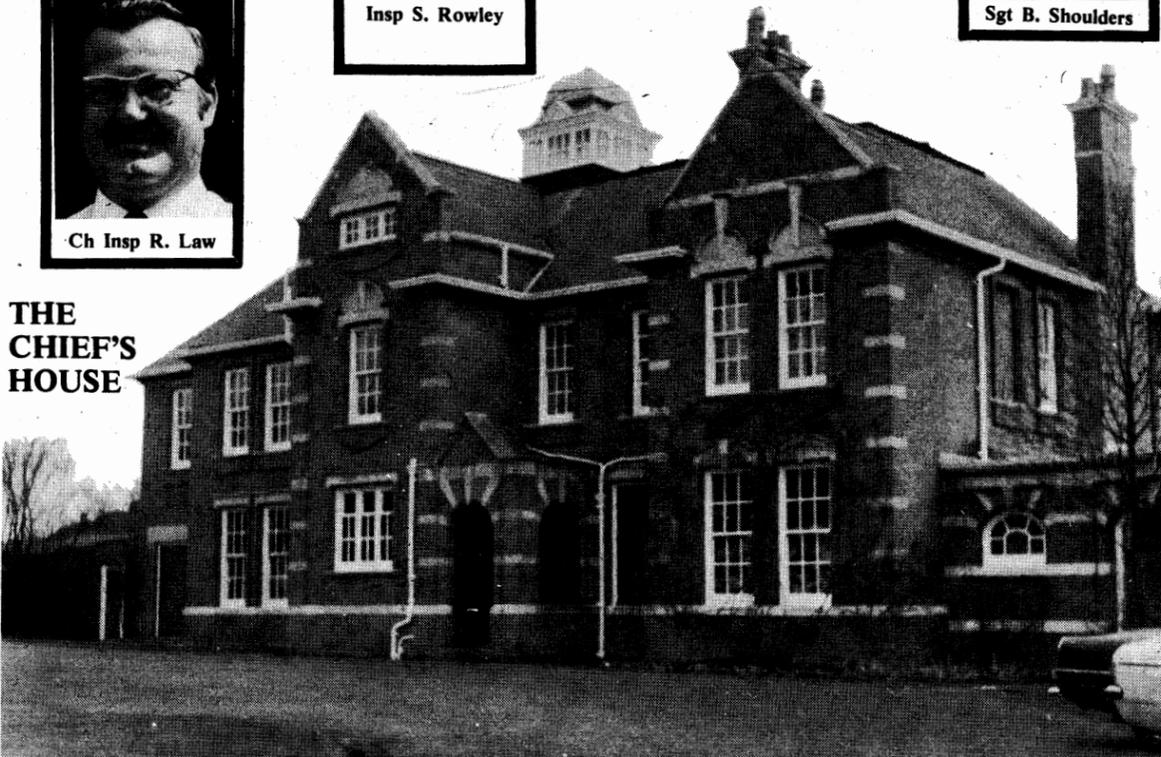
RECRUITING

Insp S. Rowley



RECEPTION

Mr E. Hewi



THE  
CHIEF'S  
HOUSE



GARAGE—WORKSHOPS

# Who's Where

THESE faces are not in any seniority from top to bottom, nor left to right, neither are the most handsome to be found in any one part of the page. Chains of command run along the dotted lines.



# Door to door service, the recipe for success

THE pleasure of being your own boss after 27½ years in a disciplined service is how Bill Whalley, ex-Benfleet Sergeant describes his new venture.

When Bill Whalley retired in November, 1976, he bought a Ford Transit van which was converted to comply with P.S.V. Regulations into a 12-seater mini bus. He is now available to take groups to the theatre, dinners, airports etc. His wife Pauline, who is a partner, deals with the bookings, correspondence and the accounts, whilst daughter Liz is taking a test for a P.S.V. licence.

The Whalleys plan to build their business on a reputation for service and Bill provides door-to-door transport — stressing that it really is door-to-door. He says that to hire a minibus to beat the drink drive laws and then to drive to a central meeting point defeats the object. Parties of ladies are all collected and dropped off on their doorsteps — a consideration much appreciated by those who value their hairdos or who don't like the dark.

On his retirement, Bill had been at Benfleet for fifteen years, posted there in 1961 as the only Sergeant after service in the Leeds Police, Chelmsford town, Stisted and Rayleigh.



OFF to collect a party, Bill Whalley.

Throughout his career, he has been 'on the beat' working shifts and couldn't now settle to working regular hours.

While Bill Whalley is keen to build up the business he doesn't want it to grow into a burden. "I've no plans to

take on a second bus," he says "There is no point in having to work night and day just to cover expenses."

Admitting that business was slow to build up at first Bill will be pleased to accept bookings on South Benfleet 53084.

# Back to the 30's at H.Q.

THE H.Q. Musical Society, produced their annual show last month, performing "No, no, Nanette" to full houses for a week.

The story is that a man who has made a fortune selling bibles (Johnny Johnson) has a wife who won't spend money (Janet Clark) while his lawyer (Roy Clark) who is not too well off, has a wife (Sue Webster) who is something of a spendthrift.

Now the bible seller is a soft touch for a hard luck story, particularly when handed out by a lady, and Nanette (Clare Smith) has touched him for a sum of money which did not amuse the boy friend (Denis Sheppard).

The lawyer for reasons best known to himself has found three other women (Diane Hillam, Doris Fell and Linda Cass) who are being "kept" by the bible seller and arranges for them to turn up in Act II.

Great embarrassment all round; lengthy explanations; quite innocent; first wife resolves to spend, the second to stop; all live happily ever after.

The show got away to a slow start on Monday the chorus, in particular, taking



NANETTEE (Clara Smith) in duet with Tom, the boy friend (Denis Sheppard).

time to warm up. But by the end of the week the usual exuberant performance was on cue. Worthy of special mention is Eileen Kliggerman who played Pauline the cook with confidence and skill.

## On general issue

THE VERDICT IS that the new trouser suit issued to women police officers is comfortable, practical and looks great. Pictured in the first of



the new uniforms is Woman Police Constable Stephanie Hoskins — a patrol car driver attached to Headquarters Traffic. The very nature of her work necessitates climbing in and out of vehicles all day. Part of her beat is the notorious A12 and at any time, she can be called to the scene of an accident. The advantages of wearing trousers instead of a skirt are obvious, especially in the middle of winter.

The design has been tried in the County for some time on an experimental basis and was approved by the Chief Constable to be general issue.

The Sex Discrimination Act meant that women now have to do the same jobs as men in the Police Force and this includes foot and cycle patrols as well as more glamorous car patrols. This outfit is meant for all operational wear, this doesn't include Crown Court appearances, and those women who wish to, can apply for trousers to be issued to them instead of a skirt.

Its popularity with women officers can be gauged by the fact that already over sixty applications for the new look uniform have been received at Headquarters clothing stores.

## GRAYS LADIES' PROGRAMME

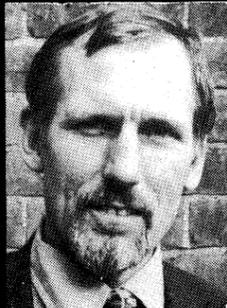
GRAYS Ladies Panda Club met last month and were entertained by a lecture on the talking newspaper for the blind.

Their coming events are a coffee evening in aid of Orsett Hospital League of Friends, to be held at Grays on 3rd April.

On 17th April, at Tilbury, Mrs. J. Player will speak on "Cookery, Dine and Diet".

Further ahead, on October 9th, at the Catcracker, Corringham, the Grays ladies will promote the "Interclub" and all ladies are asked to set this date aside.

## Federation Notes



by Jim Rodgers

### Force open meeting

THE Joint Branch Board's Annual Open Meeting is to be held in the Assembly Hall at Force Headquarters, on Monday, 20th March 1978, commencing at 7 p.m. The Joint Central Committee Secretary, Joe Martucci has agreed to address the meeting and it is hoped that he can enlighten us with the current position on matters of importance.

As a principal negotiator for the Police Federation he should certainly be able to answer any burning questions you may have on the Lord Edmund Davies Inquiry. Ted Davidson, will again chair the meeting and the Chief Constable will be making his farewell address to the federated ranks. As a departure from the norm, Lady Nightingale has been invited to attend as well.

There will be refreshments provided for those attending the meeting — and to save the crush experienced last year, we have arranged for this to be served at the Force Training School canteen — the short walk should encourage the appetite. Divisional representatives will be arranging for transport where it is shown to be required.

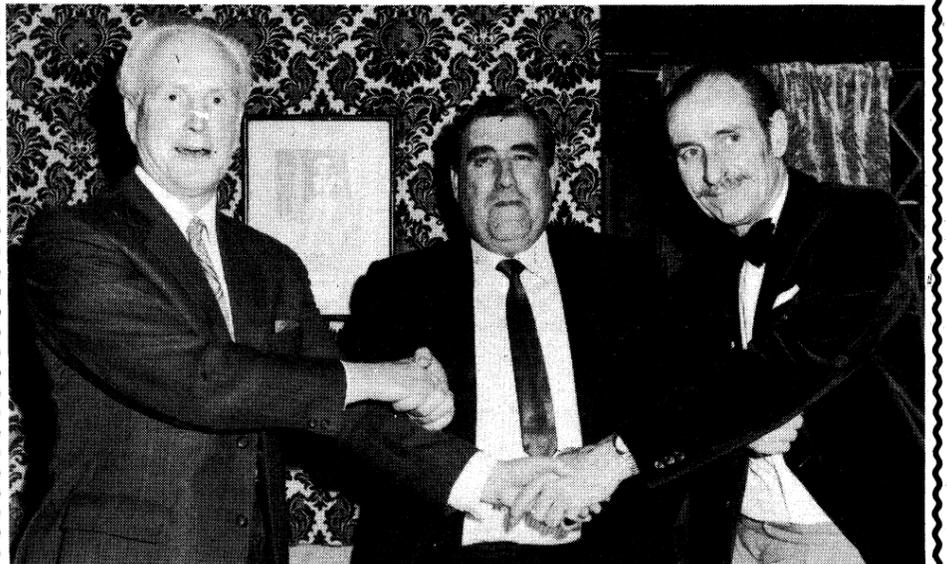
### House contents insurance

In the past, through these notes and other media, the Police Federation have drawn attention to a scheme of insurance for house contents, which has preferential



THE bible seller (Johnny Johnson) consults his lawyer (Roy Clark).

## Driving school loses two



THERE was a touch of Auld Lang Syne at the Springfield White Hart in early March when the Driving School held a dinner to mark a double departure from their ranks. Leaving are the boss, Chief Insp. Dennis Johnson, and Sgt. Peter Brown who has been there longer than anyone can remember. They were presented with mementoes by Traffic Division chief, Chief Supt. R. Searle. Seen above, left, all of a shake with Messrs. Johnson, centre, and Brown.

terms for police officers. This policy is effected with the Crusader Insurance Co. Ltd. and I have a supply of application forms in my office, together with a booklet explaining the terms and premiums. The Insurance is based on a recompense basis of "new for old," regardless of age of the article it will be replaced at current market price. I can thoroughly recommend the scheme to any householder — it obviates the necessity of haggling

with insurance assessors about "worth" and "value." The premiums are very competitive, £5.04 per annum for £2,400 worth of contents, rising to £10.50 for £5,000 worth of contents. If you want further details ring my office, HQ extension 248.

### Permission to buy

During the past two months sixty or so officers have been

granted permission to buy their own houses. Some will have already begun negotiations, others will be investigating the possibility of finance and possibly tramping round from mortgage broker to estate agents to building societies.

If you would care for a simple booklet on the mechanics of house purchase, I have some available for free distribution. A phone call will secure by return of post.

# Essex unlucky indoors

**BOTH** legs of the Regional indoor games championships took place last month, the first, table tennis and billiards, at Oxford and the remainder, darts and snooker, at Southend on February 28.

And by reason of some good play at Oxford, Essex were able to enter the Southend events leading in the points table for the Portsmouth Shield awarded to the Force achieving the greatest success in all four sports.

First came John Graham of Clacton, who swept to a great table tennis singles' victory over Det. Con. Carlisle of Sussex, after disposing of Ashley, Thames Valley, and Purkins, Hants, in previous rounds.

After Essex had lost semi-finals in both ladies singles and veterans' singles, Maureen Chaplin (Southend) and Anita Moss (Chelmsford) teamed up to capture the doubles title, winning the final in straight games from the Bedfordshire pair.

## Twenty-first

Essex were not finished yet, as billiards expert, Jim Glaister, who has a brick-built billiards room in his



Eric Birkin receives his darts runner-up award from Mr. R. Bunyard, D.C.C.

back garden, won the final against the Surrey player. This was Jim's 21st entry into a Regional P.A.A. event and he won it in style, taking the final by a good margin.

## Home ground

While one might have hoped that on home ground Essex players would win the overall prize for the first time ever, it was not to be.

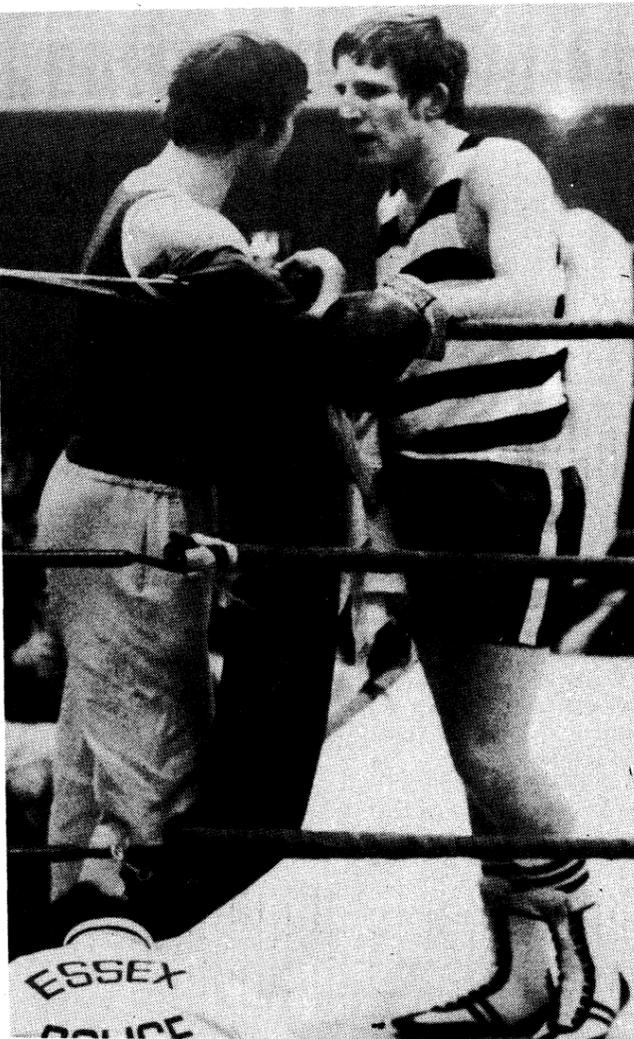
Jim Glaister had an off-day and failed to progress beyond the first round of the

snooker contest.

The dart throwers fared little better, with the exception of Billericay's Eric Birkin, who threw his way into the singles' final, beating Sussex and Bedfordshire on the way.

But he went down to Constable McDonald of Hampshire, who also had a hand in winning the men's and mixed doubles.

So Essex finished fourth, behind Kent (42), Thames Valley (34), and Sussex (28). Essex scored 26.



A BLOW between rounds for Brentwood's Mark Lewindon.

## SUCCESS OF FIRST SHOW

**OVER 200** fight fans packed into the Mill Hall at Rayleigh earlier this month to make the first ever Essex Police Amateur Boxing Club open tournament a resounding success.

Guests at the tournament included the Chief Constable, Sir John Nightingale and former British and European Welterweight Champion, Ralph Charles.

Charles, an outright winner of the Lonsdale belt, presented trophies to the winning boxers and drew prizes for the raffle.

Also there was new deputy chief Mr. Robert Bunyard, club president ACC M. Comrie and chairman Det. Supt. G. Raven.

The raffle and an auction in the interval helped swell funds for the boxing club and the sports association by over £300.

Among items auctioned was a football autographed by the West Ham first team, which was bought for £42 by Basildon businessman John Quick for his soccer-crazy six-year-old son David.

Essex police boxers, together with several "guest" fighters borrowed from Cambridgeshire, took on a strong combined clubs team.

Brentwood Pc Mark Lewindon was voted best loser of the evening, going down to Rayleigh Mill boxer G. Childs in a close fought battle.

Detective Sergeant Bob "Dusty" Miller of Regional Crime Squad No. 5 — who

MC'd the 11 contests — said afterwards: "For our first ever contest I thought it went down extremely well.

"There is no reason why we can't hold tournaments on a regular basis, providing the enthusiasm shown so far can be maintained."

Other results: J. Keefe (Beacon Youth) beat S. Parker (Essex Police) unanimous; M. Boswell (Canvey) beat E. Anderson (Rayleigh Mill) unanimous; D. O'Neill (Canvey) beat G. Allen (Cambs. Police) majority; D. Wright (Beacon Youth) beat K. Carstairs (Cambs. Police) majority; T. Hopson (Rayleigh Mill) beat D. Stanford (Cambs. Police) unanimous; J. Moody (Rayleigh Mill) beat R. Porch (Cambs. Police) unanimous; M. Howard (Chelmsford) beat J. Wilsher (Cambs. Police) unanimous; R. Oxborrow (Canvey) beat P. Hackett (Cambs. Police) unanimous.

## Cup win

**FIVE** nil up at half time and all smiles by the end, the force soccer team really took Thames Valley apart at HQ last week in the first round of the Regional Cup.

It was just not the Valley's day as the last goal showed, though to their credit they played real football right to the end.

A cross from the left found a TV forward free in front of goal. He headed against the bar and the ball was cleared upfield straight to Peter Taylor, just outside. He ran through, drew the keeper, and slipped in number 8. This made the final tally 8-0 to Essex.

Other goals were scored by Taylor (a second) Clarke, Rusbridge, O'Sullivan, and Murthwaite, with Lowe getting 2.

## First record

**THE FIRST** track athletics record of the year came last week in an out-of-season 3000mts race at Crystal Palace when Cadet Andy Hayman, Southend, slipped under the 9 minutes milestone to record 8m 59.5s, almost 20 secs faster than the previous record. Ex-P.c. Graham Butler fought him all the way to just miss — 9 mins 01s.

# Brazier's squash victory

**FOUR** Members of the Essex Police Squash team travelled to Lee-on-Solent, Hampshire, to take part in the Regional Squash Championship in February. The winner would be eligible to compete in the National Finals at Leeds in April.

Our confidence lay with our No. 1 player Maurice Brazier stationed at Basildon. So far in our matches he had not been beaten, but he had not come up against last year's winner John MacIntyre from Thames Valley. The courts were extremely cold, so cold in fact that a 'faster' ball was used as the usual 'yellow spot' refused to bounce. Two

of our team Mick Walker and Mick Beckwith were knocked out en route and Barry Ansell had the misfortune to draw against Maurice in the quarter final.

It was a pity that two Essex men were drawn together so early on in the competition, needless to say Ansell came second, one game to three. The following day Maurice then met Dick MacGregor the Hertfordshire No. 1 in the semi-final. He had already beaten Dick twice in previous encounters and obviously thought it was just a stroll. Much to everybody's surprise Maurice was one game down, not playing at his best, however after some good rallies he took the 3-1 complaining bitterly about the sausages that he had for breakfast.

The final was not till 2 p.m. by which time, considerable money had passed hands because the

Thames Valley camp were overjoyed that the Essex man was off form. (As a point of interest we could only raise £5.50 on the personnel carrier we travelled in the Hampshire Range Rover fetching considerably more).

Sharp at 2 p.m. battle commenced, our man was two games down in a very short space of time, and with the Thames Valley man needing only one more game to win. However, Maurice came good and took the next game 9-love. He was 1-2 down and we thought going strong, however, John MacIntyre gave everything in the next game and was serving 8-6 up to win the match. Maurice fought back to 9-all but lost the serve. It was only at this stage of the game that we were really warm.

Maurice eventually took the game squaring it at 2-all. The Thames Valley man was now spent and the Championship was Maurice Brazier's and Essex's.

# Runners take a beating at Wimbledon

**ESSEX** cross country running reached its lowest ebb for years for the Regional championships on 1st March. An absentee rate described by the athletic secretary as "disgraceful" decimated the men's team and left them only 2 points away from finishing last of the 9 forces competing.

This was a pity because two outstanding runs could have laid the foundations of victory. The first of these was Cadet Andy Hayman's battling 5th place. Having held a top six placing throughout the 5½ miles of Wimbledon Common's best mud he appeared in the home straight just 4th but lost out in the sprint.

Newcomer Steve Pearmain of Grays, not knowing much about the strength of the opposition, really started too fast but after a bit

of pain and suffering half way through got back to 17th, a very promising start. "The hardest run I've ever done," he commented afterwards.

Scoring was completed by I Poynter, 46th; Gary Barrett, 48th; Mervyn Fairweather, 51st; Paul Watson, 54th.

Team scores were close: Surrey 45, Thames 45, Herts 79, Sussex 85, Hants 92, Kent 94, City 97, Essex 116, Beds 118.

## CUT SHORT

The Women's race, usually guaranteed to save Essex blushes was hardly on improvement on the men's.

Siobhan McAuley who has never lost a race this winter, set off in the lead closely attended by several

Kent girls. Alas it has to be admitted that Siobhan never looks where she is going on these races and on this occasion cut the lap short. The whole field followed, reducing the distance to about 1¼ miles.

The effect of this was to leave a bunch of 3 still close together in the last quarter mile and the Kent girls, without a few miles to run them out, were better sprinters. Siobhan was third.

Margaret Whitley, 11th, and Alison Marshall, 13th, finished just too far back to save 2nd place and the team were 3rd though only one point from 2nd.

Shirley Keble made a welcome return, 15th, and Susan Watson was 16th.

Teams: Kent 7pts, Thames Valley 26, Essex 27.

people head for sunny Spain to bask in the sun: Peter is likely to roast as he belts out 50kms — that's over 30 miles — under the Spanish sun.

Once again it has to be reported that Essex Police as a team have been conspicuous by their absence. Their one effort bore fruit at Battersea Park with Ryan and Denis Sheppard getting 1st and 2nd places, which, backed up by John Hedgethorne's 9th, secured the team race against Met Police and the Post Office.

Sheppard gained his selection for Essex in the inter-counties 10 miles next week when he took 6th place in the Essex 10 miles championship. This was a good

effort as he defeated several rivals who might have been expected to see him off.

Siobhan McAuley had a sharpener in Battersea Park after the long ones she has been doing and on a track which was very heavy after the wet weather of recent weeks recorded an excellent 26m 07s for 5000mts. This was worth 2nd place and keeps her name in the selectors' books.

Already entry forms for the annual pilgrimage from Barking to Southend are out. In the old days all sorts of people who were not usually walkers would try their strength on this endurance event and many have been introduced to the sport as full timers after starting

in this way. Bear in mind that it is 32 miles. But the atmosphere is great and anyone who wants to have a serious bash at it will be made most welcome by the "professionals". The sports office at HQ (tel. 356) has all the details.

## RESULTS

**Battersea Park 10,000m:** 22.2.78  
1st P. Ryan 47.35; 2nd D. Sheppard 47.49; 9th J. Hedgethorne 52.47. Team placed 1st.  
**Essex 10 miles: Chigwell:** 25.2.78  
6th D. Sheppard 79.16; 18th J. Hedgethorne 89.09; 27th S. McAuley 100.57.  
**Southern 10 miles: Battersea:** 4.3.78  
10th D. Sheppard 77.30; Women's 5,000mts same day: 2nd S. McAuley 26.07.

## Walking

**BEST** news of the month for the walking section is Peter Ryan's selection by the Race Walking Association to represent them in an international 50kms race in Barcelona on 19th March. Although this does not amount to an international selection in the full sense it is the next best thing and will provide Peter with valuable experience.

This has meant that Peter's racing has been spasmodic during past weeks as he concentrates on training for this big chance. Most

Back to the issue of winter, 1978. Ch. Insp. Joe Allan, of Traffic Admin. at H.Q., told The Law that this was his last issue as editor. Joe took over after the ill-fated experiment of linking The Law and the Magazine in 1970-1. The new editor will be Insp. Bill Pirie of Driving School.

## Visit to HQ fulfils an ambition



MRS. PAM SMITH being escorted by "two charming Police Cadets", Carol Whatley, now WPC at Ryton, left, and Tracey Haymes of Colchester.

WHEN Mrs. Pam Smith was a teenager in Birmingham she wanted to be a policewoman but failed the eyesight test. And ever after this she had an ambition to visit police headquarters to see how the job was done.

And when a neighbour's house was burgled recently and Mrs. Smith's fingerprints were taken for elimination purposes she just had to write to P.R. to fix up a visit.

With a personable escort in the form of Cadets Carol Whatley and Tracey Haymes, Pam Smith was given the red carpet treatment by Information Room and Fingerprint Bureau.

Afterwards she wrote to offer "sincere thanks for arranging the visit, to the two charming Police Cadets who accompanied me, the Officers in the Fingerprint and Information Room departments — in fact everyone who was so kind to me."

### It's all go in Los Angeles

BACK across the Atlantic last week came four widely differing members of the force. The first, Mr M. Comrie, ACC(P), had been on a private visit to California during which he took the chance to visit the Los Angeles Police Academy.

"Their initial course is mostly PT and shooting practice," he told The Law, "and the women have to

achieve the same standards as the men."

Patrolmen start on about £10,000 p.a.

The other three were Cadets Davidson, Cammidge and Moore who took 3 months unpaid leave to see America.

And see it they did. After a stay in New York they took a Greyhound bus to Florida. Says

Bill Moore, "Then we split up and hitched to California. It was rather wet there being winter."

After the west coast and Grand Canyon they visited Texas, "having its worst snow for years — just our luck," says Bill.

Then back to Florida and home. No happy ending; they have decided they like the life and have resigned to see more of the world for a year or two. Just the cadets, of course, Mr Comrie is still with us.

## FORCE TROPHIES AWARDED

### Villains in the bag and rabbits out of a hat — it all counts

IT WAS announced recently that force trophies had been awarded for 1977 in fields of bravery and public relations and for the most meritorious piece of work by a traffic warden.

Brentwood dog handlers, Sgt. Bob Williamson and Constable Tony Collinson will jointly hold the Wilson Trophy for the most meritorious act performed in 1977.

After an armed robbery a year ago they stopped a car containing three men on the A127. The car drove off, hitting the Sgt. in the process and a chase then began through lanes and an unmade bridleway to Shenfield Common where the car crashed.

One of the suspects shouted, "get the guns" and another tried to open the boot — but it jammed. Because of the desperate chase the dogs in the van were useless and the two policemen were involved in a desperate fight before, eventually, all three men were arrested.

Later two received ten

years and the other eight, at Chelmsford Crown Court. The citation includes: "Both of the officers were well aware of the fact that they were dealing with dangerous men who would go to great lengths to avoid arrest. Ps Williamson and Pc Collinson acted in the highest traditions of the police service in the tenacity of their pursuit and arrest of the three men."

#### Magic

The greatest contribution in the field of police public relations is adjudged to have been made by Sgt Nigel Harbour of Benfleet, who, as Uncle Nigel has been featured in The Law for his many shows to children, old folks clubs or "handicapped" organisations.

His spare time is almost totally devoted to his magic act and as it is well known that he is a policeman this greatly benefits relations with the public.

#### Vehicle Theft

Traffic Warden Michael Terry of Clacton receives the

award for the most meritorious action in assisting the police, through the detection of a vehicle theft at Clacton in September.

When Mr Terry received a report from a youth that his moped had been taken from where he left it, he immediately recalled seeing a machine of this description being pushed by another boy earlier that day.

He found the boy with the machine, and arrested him. And at Clacton Police Station the boy admitted this theft and another earlier the same day.

The citation notes: "It is apparent that, while performing his normal duties, Mr Terry was alert enough to make a mental note of the unusual circumstances surrounding and the index number of the aggrieved's moped which enable the machine to be quickly recovered. He also had the presence of mind to arrest the offender and take him to the Police Station."

Presentations will be made later this year.

## The latest batch from Training School



TWO of this month's local procedure course were lads who have made the long southwards migration from Strathclyde to serve at opposite ends of the county at Mistley and Benfleet.

Seated from left P. Gardner posted to Chelmsford, formerly a Cadet; S. Pearman, Grays, machine setter; L. Churchill, Westcliff, student; J. Heathcote, Southend, trainee teacher.

S. McMahon, Mistley, transferee from East Kilbride; P. Gibbs, Chelmsford, butcher; A. Clothier, Canvey, T.V. engineer; D. Smith, Chelmsford, fireman; I. Donaldson, Benfleet, Cadet; A. Aston, Southend, ambulance superintendent; G. Myers, Chelmsford, app. engineer; R. Howell, Grays, student; P. O'Connell, Leigh, Fords; C. Muir, Benfleet, transferee from Glasgow.

## A.C.P.O. from Page 3

### AN APPROPRIATE INCREASE

29. In our judgment the right figure is nearer to the higher calculation than the lower and we would assess a reasonable figure as being of the order of 30 per cent-35 per cent for constables.

### ADJUSTMENTS TO THE AWARD

30. The 1960 award took into consideration the fact that payments for casual overtime for federated ranks should be eliminated, that wide variations existed in the standard of housing provided and other features of a police officer's life. Payment is now made for casual overtime to federated ranks, housing standards have improved as have some other conditions. Nevertheless, constant improvement has been a feature of life in other walks of society, e.g. adoption of Parker Morris housing standards, lengthening of paid holidays and improvements in pension schemes. All in all we do not feel the formula of the Royal Commission is invalidated on these grounds.

### CHANGES IN RELATIVITY

31. We have already expressed the view that the relativity of police pay to the national wage structure should be improved and in the first part of this paper we set out what we believe to be compelling reasons for this. Some of us have served 30 years and more, a few over 40 years. We all believe that since the end of the Second World War the policeman's job has become enormously more difficult. What precise sum is needed to compensate for the changes in a police officer's

workload and conditions is matter for a subjective value judgment — it cannot be quantified. We would place a value on it of 30 per cent for constables.

### DIFFERENTIAL RATES OF PAY

32. The overwhelming majority of chief police officers are convinced that there should be one basic scale of pay for police officers throughout the country because in their considered view the policeman's job, while having some differences according to the nature of the area served, is fundamentally the same. Differential rates might well be not only divisive but could prove counter-productive.

### UNDERMANNING ALLOWANCES

33. We believe that if basic pay is fixed at a proper level undermanning difficulties will gradually be overcome. The system of paying undermanning allowances has not proved successful in eradicating the problem but the amounts payable have become derisive. However, the position in those areas where it is paid might be even worse without them and we believe the Report of the Undermanning Sup Committee of Committee 'C' of the Police Council is worthy of further study.

### PENSIONS

34. Whether pensions are considered to be within your terms of reference as part of the 'levels of remuneration' we do not know. We are concerned, however, that pensions are now a much lower proportion of total earnings than was formerly the case. This leads men to retire, to seek other employment at the earliest opportunity and is, we think, a matter that should receive attention.

## INCREMENTAL SCALE AND PAY OF THE HIGHER RANKS

35. We have devoted our main concern to the pay of the constable because it is in the rank of constable that the manpower deficiencies are most felt and because the rank of constable is the most important in the Service. Nevertheless the problems of pay are not confined to that rank. It is desirable that there should be an incremental scale for constables to provide some incentive for older officers who do not seek or obtain promotion. The present length of the scale was achieved by the principle of 'butt-ending' the constables scale with that of the sergeant. We accept this as desirable since most promotions to sergeant are made before the officer concerned reaches the maximum of the constable's scale. 'Butt-ending' with ranks above sergeant is less satisfactory as incremental scales are shorter. There is some support in our membership for the principle of single point salaries on the grounds that in the senior ranks neither the responsibilities nor the duties of the rank vary with length of service. We would not, however, accept the principle of single point salaries as a means of compressing salary scales.

36. Broadly speaking, above the rank of sergeant and below chief officer, there are four levels of responsibility — inspector, chief inspector, superintendent and chief superintendent, and salary scales should be such that there is a clear differential between each level. In particular the rate of pay for inspectors and chief inspectors should be such as to make overtime payments inappropriate and so remove the overlapping which occurs between chief inspectors and superintendents when the former receive overtime payments and the latter do not. The present differential between the top of the chief inspector's scale and the top of the superintendent's scale is 29 per cent which is still insufficient to ensure that some chief inspectors with overtime do not receive more in earnings than superintendents.