



THE LAW

December 1978 No. 111

The Newspaper of the Essex Police

Mini vehicles out: hatchbacks in

Just too small for several big Bobbies

TWO decisions at the Police Committee meeting of 4th December will be of more than passing interest to big, healthy, robust bobbies.

Minis are to be phased out — the vehicles that is, not the dresses whose passing would have been mourned by the more robust of bobbies — to be

replaced by hatchback vehicles.

The committee accepted the argument that several large policemen — or even one — in a Mini could not travel in comfort. It was also felt that for slightly higher costs, hatchbacks would provide more space for personnel and equipment.

The committee also agreed to bring Police canteen prices into line with County Hall meals, which would mean a degree of subsidy.

A meeting of the Central Canteen Management Committee is being convened to work out the details which ought to mean lower prices.

A total of 191 police vehicles are due for replacement on the agreed time scale, in the year 1979-80. The Police Committee learned that this would cost £593,890 and agreed to the expense.

Civilians

The civilianising process continues. To release policemen from mainly admin

A toast from Southend's new bar



GOOD LUCK to all readers of The Law from the girls at Southend. More pictures on centre pages.

Christmas Greetings

THE CHIEF/writes about the past year, and the future, in his Christmas message to the Force.

CHRISTMAS is not normally an occasion when people think of work. But the police provide a twenty-four hour service when other people are on holiday and their work load gets even higher during the lead up to Christmas, so that inevitably we find ourselves considering the current state of the police service and what has recently happened to it.

The most significant occurrence during the past year was undoubtedly the publication of the Edmund Davies Report which not only brought the rates of police pay up to something approaching a realistic level but also formally recognised the unique nature of the police service in this country and pointed the way ahead for the future. Although individually we may not agree with everything in the Report, there can be no doubt that it was of enormous value and that it provided a sound basis for future development.

Professionally the past year has been a busy one for the Essex Police and our resources have often been stretched to the limit. That we have always been able to cope has been entirely due to the willingness of all members of the Force to contribute extra effort when required. We are still very short of manpower and, although recruits are now coming forward in larger numbers since the Edmund Davies Report was published, it will be a long time before we have enough people on duty to satisfy all the demands the public now make of the police.

On a personal note, this has been a year during which I have been trying to get to know as much as possible about the Force and the people in it. I have been enormously heartened and grateful for the co-operation and goodwill that has been shown and I am looking forward to a future in which the Essex Police progress in response to changing needs without seeking change for its own sake.

May I wish all members of the Force, police and civilian, full and part-time, and their families a very Happy Christmas and join them in hoping for a successful and prosperous New Year.

and from the Federation

ON BEHALF of the Joint Branch Board, may I take this opportunity to wish you all the very best of wishes for Christmas; and good fortune and health for the coming year.

With any degree of luck the matter of Pay is settled until September next, although there are some anomalies which must be sorted out. In the light of this I hope that the Board will be able to concentrate on local problems which need to be reconciled — especially in the field of Police Housing, during the New Year.

JIM RODGERS
Secretary J.B.B.



WHEN the Force Dog Trials were featured in The Law in October, one prize winning pair was missing because they had to hurry away before the presentation.

So by special request The Law took some pictures of Peter Symkiss and Bob because, as he said, Peter that is, not Bob, "It's the first time we've ever won anything."

The Law must note that this is not surprising. Peter's expression, above, displays a certain tension while Bob's pose betrays the imminence of his departure for the far side of the field — from whence he had just come back.

There was a good deal of exuberance and bouncing around — each circuit involved kicking the shields over — to the embarrassment of Peter Symkiss and the amusement of everyone else.

It seems that our account of the Force Trials teamed up Constable Colin Ball and Sergeant, whereas it is Fraser who is really Colin's partner. So apologies from The Law to all concerned: Colin Ball and Fraser placed 3rd and go forward to Regional event.

jobs or to cope with extra work, the following were approved:

One messenger at H.Q.,

one progress chaser at Harlow garage, one driver-labourer at Grays, three audio typists, four finger-

print officers, 13 clerk-typists and a typing pool supervisor.

In addition, specifically for the Community Services Branch, one admin assistant, six clerk-typists and four part-time cleaners were approved.

Modernisations

Modernisation of police houses to a maximum of £1,500 per house, were approved for the following locations: Long Road, Canvey; Northbrook and Great Plumbtree, Harlow; Lodge Lane, Grays; Kingston and St. Margarets, Chelmsford.

In addition, because the modernisation programme is somewhat lengthy, £10,000 would be spent on loft insulation for county houses still without central heating.

Overhead wire

To improve security in the prisoners' exercise yard at Southend, £5,000 is to be spent on covering overhead.

Alterations in older parts of H.Q., including rewiring, which will be carried out in conjunction with the opening of the extension will cost a total of £26,300 and approval was given to this expenditure.

Sgts down

The Committee heard that various new commitments, such as C.S.B. and cadets, will require

The usual multi-channel miscellany for Christmas

WITHOUT trying to place too much significance on a fleeting moment caught by the camera at Stansted and reproduced on the opposite page, the picture does sum up the spirit of Christmas, the spirit of friendship and Christian charity — goodwill to all men, in fact. So perhaps we may link to it our best wishes to all our readers with the hope that 1979 will bring you all you would hope for.

Be a sport—Guv'

THERE was a time when time off for sport presented no problem; lately it has become increasingly difficult to field the selected team, indeed sometimes to field a full team at all.

And yet the force has never been larger. To be sure there is more work than before but there are more constables in more vehicles with better communications to deal with it. The difficulty may rest with officers of command ranks who are fearful of complaints by the public or by their superiors and are over-cautious about allowing games players to be absent for sport even within the terms of the existing force order.

Even the force football team whose activities are sanctified by the interest of at least one chief officer face the problem occasionally of actually fielding eleven men. How much more of a problem is it for athletics management, for example, unhallowed by so much as a flicker of interest in high places and a cruel sport to boot, to cover every event in a championship programme.

One of the problems this column faces in asking whether it is more important to turn out a full town-centre shift of eleven constables or field a full force football eleven, is that the inevitable reaction is always, "it's alright for him, he hasn't got our problems."

But as they know very well, this column comes out of the public relations office where the image of the force is the main problem. A bad police image is just as much a matter of ten-strong football teams as slight delays in answering public calls for attention. The value of taking a fresh look at procedures in relation to force sport in duty time would be the chance this might afford to put representative sport — against outside opposition that is, not merely internal police games — in its right place in our scale of values.

It would be wrong for this column to pretend that all the fault is on the side of commanders who wear manpower belt and braces. Some of the problems fall at the feet of players who wear pinafores or for some other reason decline to play in their own time. No-one can reasonably expect to be allowed duty time for sport when he — or she — didn't play on his day off last week.

But this comes back to interest from on high of which, alas, we must despair of ever seeing again. If divisional commanders cannot bother to ensure that their outfit is represented in official contests like the Bennett Trophy or Chief Wardens Cup what chance has table tennis, shooting or cricket? You cannot reasonably expect constables to be motivated to uphold the honour of their sub, division or force if those above them at best don't care or at worst positively make it impossible.

Turned poacher?

DO YOU remember that nice man who transferred to Hampshire last year? Well he sent us a letter recently and having read the postmark we even thought the envelope might contain "something to our advantage." But no, not even a Christmas card. Funny but we never clocked him as a poacher.

CONSIDER A CAREER
IN THE
HAMPSHIRE
CONSTABULARY



Chief Inspector J. Hedgethorpe,
Essex Police,

Remedial coppers

THE PUBLIC, or certain sections of it, have the most odd ideas of what being a constable entails.

Public relations staff were recently discussing a visit to Police Headquarters by what was described by their school as a "low ability group, some remedial", group of children. The youngsters were to be shown a film and it was explained to their teacher, who was of mature years and not straight from college, that though full of interest for children it was really a recruiting film. "You might mention that to them," replied this

guardian of our future citizenry, "they might be interested in a police career." Somewhat taken aback, our P.R. representative explained that the Force requires four 'O' levels. "Don't tell them that," said the teacher, "or they'll give up hope completely."

We don't know if this exchange is disgraceful or just sad. How the Police ever get the right sort of recruits in face of this sort of nonsense among teachers is a mystery. What would be this teacher's reaction if a "remedial" constable came to take a statement about his burglary or motoring incident? Can this be a typical view of the police among sections of the public who ought to be more than averagely well informed?

But, of course, if they live in a sort of Cloud Cuckooland where they don't tell the kids that they can't be constables, or brain surgeons, or airline pilots, just in case they might give up hope, what can you expect?

Can't be all bad

THERE is this family joke in Essex about how terrible it must be to get a posting to Tilbury. And yet, even though it is the smallest sub-division in the force, Tilbury had three probationers in the Bennett Trophy contest which we reported last month, and they finished second, fifth and fourteenth. They were the only representatives of Grays Division and two other divisions had no-one there at all. Not bad for a punishment station!

Paid us out

FATE paid us out for our jocular remarks on car mileage cheques. At last the cheque came to the address indicated on the form. But as the name was wrong it still had to go back for correction.

Society's gratitude

LONG SERVICE and good Conduct Medal issue rumbles on. To be fair, central authority is making some effort to catch up and a grateful nation now marks the occasion only six months late.

Recently, however, a recipient received a duplicated memorandum dated 11th November. It was headed "Essex and Southend-on-Sea Joint Constabulary" and signed "J. C. Nightingale". In face of such gratitude for 22 years devoted service does one laugh or cry?

Very early bath

POLICE recently took a hand in one football match where the force team weren't even playing. It seems the referee reported a club for kicking off late. The delay was caused by two policemen who entered the field of play — to arrest one of the players.

Seasonal silly story

JUST THE TIME, with the long winter evenings coming on, to tell you a story about the billiards table. No, not that billiards table, the one in the Training School. Originally it came from Ockendon and the Warden and cadets took it to Chelmsford, up the stairs and assembled it in the games room.

Years passed and the cadets having departed, the games room was needed as a sergeants' office. The billiards table was to be taken away to avoid giving the sergeants more frivolous thoughts than they already had, and moved to the new part of headquarters — to be opened when the boat comes in.

There being no cadets to effect the move a tender was obtained from a professional firm. But a senior officer crossed out the amount under "labour" saying we would provide the labourers.

On the appointed day an expert arrived and dismantled the table. But when he asked where the labourers were it transpired that Police H.Q. had no-one strong enough to carry out what the cadets had carried in so the expert was told to put the table together again. So he did, and sent in the bill.

In the meantime, arrangements had been made to carpet the sergeants' games room and the carpet layer arrived to do his stuff, only to find the billiards table still standing solidly in his path. It seemed that he couldn't come back next week. And neither could the table be moved today.

And with the alacrity with which these decisions are always made the appropriate department ordered the man to lay the carpet round the table and then come and fill in the hole when we take the table away later.

So that's what he did — and no doubt he'll send in the bill

Mini Cops

IT SEEMS no time at all since this column was advocating the abolition of differing height standards for male and female recruits and yet, only two years later, here is Mr Anderton, Greater Manchester's Chief, saying just the same thing.

But while we were concerned at too many teeny constables joining up, Mr Anderton's main concern seemed to be at the illogicality of taking on members of the weaker sex at only 5ft 4in yet turning down robust and healthy males because they are 5ft 7in.

Mr Anderton told a Federation meeting "We insist that men under 5ft 8in in height are not fitted physically to undertake the very duties we allocate to these small girls."

"It is preposterous. We are stupid and illogical beyond belief and blatantly discriminating in a harsh and unacceptable way against substantial numbers of very able men."

"With one or two minor exceptions we do not have 'male jobs' and 'female jobs': we only have 'police jobs' and I want 'persons' who can do them. It is as simple as that."

So he seems to be advocating the reduction of the male height standard to 5ft 4in.

Another Millstone

WITH the force strength of women standing at 198, the January intake of four women will hoist Essex past the 200 mark — another year, another millstone.

Committee camel

THIS column is not entirely convinced that forming committees is the best way to go about things, recalling that the camel has been described as a horse designed by a committee.

Mind you, the only time a committee might be needed within the column's boundaries would be when we were unable to decide who to castigate next. No, no, castigate, nothing to do with veterinary science.

The problem with having lots of committees is that there is a very fine line between genuine matters for enquiry and those which for reasons political, in the broadest sense, need holding back for a while.

Unsanctioned

WE HAD to promise, with regard to the story on the front page, not to use the term sanctions-busting, so beyond telling you this we will not mention it — even if every other publication seems to have taken the decision this way. Well, it's Christmas.

Five page intro

ANY lingering doubts that the new Community Services Branch would be a paper pushing outfit were dispelled by the Force Order issued to introduce it in late November. It ran to five full pages.

And right away the new body produces a ripple effect in paragraph eleven which lays down that all pocket books of constables and sergeants will be checked and the fact recorded at least once every seven days.

We had always thought that pocket books had always been checked and yet the rules "introducing" this amount to six paragraphs.

Expunge

HAVE you heard that graduates in the force are thinking of applying to have the degrees expunged from their records. It seems the poor dears have not enjoyed the meteoric advancement which graduation should bring and wonder if they might have been better off without the university tag. It could just follow the old adage about the silk purse and the sow's ear.

Dead silence

THE CALL for suggestions for a name for the new H.Q. bar caused not a ripple on the surface of force apathy: neither were any suggestions sent in. But when Colchester Evening Gazette repeated the idea a Clacton reader suggested "The Copse", and from Frating came ideas for "Pick Nick Area", or "Peelers Pop Inn".

LETTERS

to the Editor

We was wrong

Dear Sir,
Reference to The Law November issue. The picture of Colchester Boro' Police is definitely not 1920. More likely to be 1900-1910.

I joined the Good Old Borough Police August 15, 1919, after leaving the army — there were no service chevrons worn by senior constables on the parade. I recognise one of the Sergeants as a Mr. Ducker. He had retired as Inspector before I joined.

Yours faithfully,
C. W. WATSON
Ex Inspector

43 Hillcrest,
Great Clacton.

WE might have expected a quick answer to any speculations we might make about pictures of former times. Is there not always someone who was there — or almost there. Anyway, our thanks to Mr. Watson for putting us right — Ed.

Dear Sir,
In the November issue of "The Law" you publish a photo of an Inspection of Colchester Borough Police in the 1920s.

The photo is not very distinct, but even so it should be possible to have recognised some at least of those taking part. This I was unable to do although I joined the Colchester force in 1925. The Chief Constable shown was not Major Stockwell, and of the four Sergeants none was known to me.

All this points to the photo having been taken much earlier than 1920 — probably as early as 1911, before Captain Stockwell (as he then was) was appointed Chief Constable, which was I think in 1912. Also when I joined the Force the chevron on the left forearm was not worn, and, of course, in the 1920s there would be many wearing war medals because the Chief Constable wanted ex-servicemen as recruits.

I hope it may be possible to find the date this photo was taken, if only to show if I am correct in my reasoning.

Yours faithfully,
W. H. B. CLARK
(Ex-Inspector)

63 Swallowdale
Great Clacton
Clacton-on-Sea

Not uniform

Dear Sir,
Taken from the Braintree and Witham Times, dated the 16 November, 1978, a photograph of the recent Remembrance Day parade at Braintree.

On first looking I wondered which uniform group was being represented. The I.R.A., Mafia, or on closer inspection could it be the 'Special Constabulary'. I asked myself why the need for those sunglasses. The sun was not shining as no shadows were being cast and no other members of the parade saw fit to wear them. Was it as a mark of respect. I do not think so. I think it was a simple case of follow the leader.

Come on you specials, you are issued with a uniform, but that does not include sunglasses. Be correctly dressed when in view of the public and be proud of it. People judge the Force on what they see, and I for one along with some of my colleagues do not like the impression you have given. I do, however, accept that

First taste of Britain



WHAT MORE reassuring signs could anyone receive that he had arrived in England than eating a paper full of fish and chips watched by a grinning Bobby. And when the new arrival is a Vietnamese refugee like Nguyen Blic Quang no doubt the friendly face is no less than the culinary connection.

The scene is Stansted Airport in October when Essex Police were at hand to oversee the start of the Refugees' new life in England. Picture by courtesy of Patrick Anderson.

Groups formed to advise on policy

THIS IS the Committee Age. Whether in the interests of democracy or just to spread the work out a little the reaction to a problem, or series of problems which amount to a situation is to form a committee.

And this is as true in Essex Police as anywhere else.

The Chief Constable told The Law, "I didn't want to start like the traditional new broom, doing it all myself, so I have formed several advisory groups."

To be accurate one of these groups existed previously. This was the Joint Consultation meeting between the Chief, Federation and superintendents association which was a negotiating body.

Cynics might say its function is more supplication than negotiation and in the distant past this might have been true. But in recent years Joint Consultation has been responsible for many improvements in conditions, for example matters raised at the last meeting included: distance from work at which force members may reside; information for special course candidates; radio in motor cyclists helmets; blue lamps on pandas; shift changes; toxic fumes; damage to personal property; and tax liability for reimbursement of telephone expenses.

other bodies could result in representations in Joint Consultation.

Says the Chief, "However many committees you have the Chief stops here," indicating his desk, "and it may be that I will have to decide against what has been recommended. Then it could be brought up under Joint Consultation."

Standing

The first of the committees is a sort of "House of Lords" chaired by the Chief and made up of all Chief Officers and Chief Superintendents and the Chief Admin Officer.

It is called the Police Advisory Committee and meets four times each year with the aim of, "standardising policies throughout the Force, highlighting divisional and departmental problems, and advising on senior staff appointments."

The last mentioned is a new function under which the Advisory Committee will become a sort of up-market P.A.B.

The second committee is probably the work-horse of the new system and is called the Standing Advisory Committee.

This body is chaired by the D.C.C. and meets monthly. It has had two sessions to date the first of which was spent sorting out its terms of reference and the second dealing with various problems.

All of these, because of their complexity have had to be referred to the next meeting with certain members of the committee deputed to research and present papers next time.

The Standing Advisory Committee is composed of each "Federated" rank, and Ch Supt and Supt and deals with topics referred to it concerning "welfare and efficiency in the broadest sense, of members of the force which merit detailed discussion."

This committee will be the parent body for the various small working parties set up to examine specific issues within its terms of reference.

Since the Standing Advisory Committee secretary is Ch Insp Alan Levey, that much maligned group the chief inspectors will be doubly represented!

READERS letters will not be published if unsigned. If written under a pen name they must be accompanied by a note of the writer's name. The editor reserves the right to edit any letter in the interests of economy of space.

Nick still with us

Dear Sir,
Some of you will have read my letter in the October issue of The Law saying goodbye to all my colleagues in the Police Force as I was retiring on a medical pension due to an accident on the 4th May 1976.

I am pleased to say that although I shall no longer be a serving Police Officer, I have been accepted as a part time civilian clerk in the Warrant Office at Clacton Police Station so I shall still be in contact with some of my friends as from the 1st December 1978.

I should like to take this opportunity to thank everyone in the Clacton division who contributed to the very nice retirement gifts.

Derek Nichols
(Nick)



perhaps one of you may be unfortunate enough to have to wear tinted spectacles.

A. R. RUSHBRIDGE
Police Sergeant 89
County Police Station,
East Street,
Saffron Walden



Backstop

In some circumstances decisions emanating from deliberations by the two

Police Committee — From P.1

additional staff at inspector level. It was agreed to reduce the force establishment by eight sergeants and increase it by two chief inspectors (C.S.B. and complaints) and six inspectors (C.S.B., cadets, and supervision at Grays, Dunmow and Rayleigh).

New boat

Vigilant II, the Thames-based launch, is to be replaced, the committee having approved the expenditure of £75,000. They heard that the 42ft

timber launch, now based at Leigh, was built in 1959 and although nearing the end of its useful life in the Force, might sell for about £12,000.

The new boat will be a North Gael, 12 metres long and powered by twin 250 h.p. Ford Sabre engines developing a speed of 22 knots.

Its plastic hull will avoid the necessity of spending five weeks out of the water every year, a feature of wooden boats

COMMUNITY SERVICES BRANCH START ON A FORT



Colchester



Brentwood

C.S.B.



C.S.B. Headquarters

ALL the staff necessary to launch the Community Services Branch on January 1st have been appointed and are currently attending a unique course at H.Q.

The course is believed to be the first ever which a whole new department has attended — including the civilians who will work in the headquarters and branch offices.

Branch offices will be situated at Hadleigh, Brentwood, Colchester, Harlow and Chelmsford. Each office will be controlled by an inspector with two sergeants and eight constables, except that the Harlow-Chelmsford section will be coupled up under one inspector.

Further staff are being appointed to cover the school liaison commitment

which does not begin until next September. Some have already been selected.

The "at risk" responsibility will not function before April. This will cover individuals who are in some way at risk, for example, battered wives or babies, or potential suicides: the sort of work which the former Women Police Department used to do.

COLCHESTER

Insp. J. T. Arrowsmith; Sgt. A. R. Frost; Sgt. I. J. Steele. Constables: P. R. Spurgeon; R. T. Hunt; P. Pearson; B. R. Berry; R. Palmer; D. M. Hughes; D. West; E. T. Glover, and Mrs. P. D. Tolley, clerk-typist.

HADLEIGH

Insp. C. W. Wright; Sgt. I. M. Humphries; Sgt. C. D. Byrne. Constables: T. N. Stott; G. D. Hall; P. B. C. Griffin; R. J. Fugl; B. E. Reynolds; D. I. Fox; A. Attwaters; P. R. Rouse, and Mrs.

D. E. Waymark, clerk-typist.

BRENTWOOD

Insp. I. Williams; Sgt. M. D. Cook; Sgt. L. R. Little. Constables: G. A. Lillaker; N. Redmond; J. J. McGowan; R. Taylor; A. Brymer; R. E. Higgs; S. J. Norman; M. A. Addison, and Mrs. R. A. Stephens, clerk-typist.

CHELMSFORD

Insp. D. A. Noakes (covers Harlow office also); Sgt. J. C. Barrett; Sgt. T. V. Davis. Constables: R. C. Bird; M. S. Kohler; L. M. Lee; P. K. Campen, and Mrs. S. Dunn, clerk-typist.

HARLOW

Sgt. R. F. Doe; Sgt. P. J. Burgess. Constables: R. J. Ricketts; J. Goldie; K. G. Meiklejohn; I. Jacklin, and Miss E. V. Jackson, clerk-typist.

HEADQUARTERS

Supt. G. Markham, Ch. Insp. R. Crawshaw, Ch. Insp. L. Baker; Mr. C. Storrar, Admin. Assistant and Mrs. J. Taylor, clerk-typist.

NALGO news

THE Annual General Meeting of the branch was held on Wednesday, 15th November, 1978 and in spite of the terribly wet evening a good attendance was made by the members.

The report of the branch executive committee was circulated and received, following discussion on the finances of the branch arising from the treasurer's report.

The following were elected as officers of the branch: Mr George Allen, President and Education Secretary; Mrs Brenda Byrne, Chairman and Service Conditions Secretary; Mr Doug Wheatley, Branch Secretary; Mr Charlie Storrer, Hon. Treasurer; Miss Enid Symes, Membership Secretary.

Members enjoyed an informal buffet afterwards at which a great deal was discussed, giving each a good insight into the workings in other divisions.

Thirty-five NALGO police civilian branch representatives, members of the National Advisory Panel on Civilian Staffs of Police Authorities and members of the National Local Government Committee met at NALGO Headquarters on Monday, 20th November, 1978 to consider the impact of the Edmund Davies report on civilian police staffs, Mike Blick in the chair.

The Chairman opened the meeting by welcoming the branch delegates and reporting on the events which had led to the National Advisory Panel arranging the meeting. In so doing, the Chairman reiterated that as a result of the views expressed on the main recommendations of the APCO Report, "Civilians in the Police Service," at the last national

Five go on exhibition



ESSEX Police had a strong contingent at the Alexandra Place last month for the "Careers for '79" exhibition, where the Police had a large stand. From the left: Insp Pat Hessey, Constable Don Hylton, Constable Stephanie Hoskins, Sgt Bob Good, and Constable Alison Ablewhite.

Government Committee now acknowledged the aspirations of its police civilian members to be more closely identified with the police service.

The National Committee had also adopted a policy of seeking separate negotiating machinery for NALGO's police civilian membership. To this end, NALGO's views on the ACPO Report had been submitted to the Home Office, the ACPO, the Police Federation and the Employers Side Secretary of the National Joint Council for APT and C Services. Nonetheless, it had to be recognised that a vital pre-requisite to establishing such machinery would be the co-operation of the local authority associations who would not easily be persuaded to relinquish control of the civilian element of the service.

Notwithstanding this opposition, NALGO would continue to press for police civilians to be separated from the main APT and C Machinery and

follow, as a natural consequence, that police civilians would be given the same rights and privileges as the other separate service conditions groups within NALGO's structure.

Following discussions the meeting passed unanimously the following resolution for consideration by the National Local Government Committee:

"IN the light of the recommendations of parts I and II of the Report of the Edmund Davies Committee on police, this national meeting of police civilian staffs urges the Home Secretary to set up a similar commission to consider:

- (1) the increasing discontent and resentment within civilian staffs resulting from the high pay increases made to all police uniformed staffs when so many of these officers perform duties which are identical to civilian, or which could be performed by civilians.

and career prospects of the police civilians.

- (3) to review and make recommendations on the negotiating machinery for the pay and service conditions of police civilian staffs.

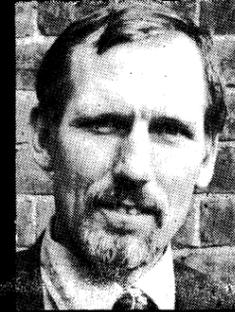
Further, that the Home Secretary be asked to receive a NALGO deputation, which shall include police civilian staff representatives, in order to discuss this proposal."

ESSEX POLICE FRIENDLY SOCIETY NOTICE

THE Annual General Meeting for 1978 will be carried over into 1979 as the statutory valuation report has not been received from the Actuaries.

REMINDER RETIRED members are reminded that Subscriptions (£1.20) are due on 1st January 1979.

Federation Notes



by Jim Rodgers

EDMUND DAVIES

THE second of Lord Edmund Davies' recommendations, concerning the Police Negotiating Machinery to replace the now defunct Police Council, has, after a breathing space of some four months, been agreed. It is anticipated that the independent Chairman and Secretariat will be named by Government within the next few weeks. Then work can begin on the hundred or so items which have been gathering dust on the sidelines since July 1976.

These include such things as additional Annual Leave; shorter working week; the pension options for those who joined after August 1961; and sundry other minor improvements in our conditions of service, allowances and pensions.

acknowledging the undoubted benefits derived from having done so — we are still in need of further boosts in morale to retain mature officers and encourage enthusiastic recruits.

The advantage that Edmund Davies had recommended with regard to police pensions could mean an exodus of officers who sufficient service to entitle them pension with effect 1st September 1979. These will be officers who have served at least 25 years some with 30 years who will be waiting to average out the benefit of the award, but experienced law enforcement officers.

Obviously, those officers with 30 years' service should retire because that length of service a commitment to a task as exact as the Police Service, is enough. The pension to which they are entitled is well earned and richly deserved. The officers with less than maximum service have earned their pension, but they could serve the Force for a few more years — and their pension could be considerably increased over those few years.

The present strength of the Force is approximately 130 below the establishment set many years ago, and only grudgingly increased by Home Office dribs and drabs. No major increase will be sanctioned that body until such time as have recruited to the present establishment.

Here there is a glimmer of light: currently there are 150 applicants for the Force in the pipeline, enough to achieve the goal, so long as there is increase in current wastage. The situation is therefore that could be up to the present unrealistic establishment before the exodus of experienced officers in September 1979. There is a team already re-assessing a strength for the Force, and it is hoped that authorisation for

NIGHT'S COURSE AT HQ



Chelmsford



Hadleigh

Even the extended bar was packed



HE PULLS a tasty pint, the D.C.C., Mr Barry Price. Chief Supt. Dolby received a ceremonial first pint from the Southend extended bar — while Ron Irwin, whose idea it was, looks thirsty.

Federation Women's Rep retires



"PLAYING BOWLS" is how Woman Sergeant Vera Bayliss plans to enjoy her retirement after 25 years in the Essex Police.

Starting her career in 1954 at Romford, Vera spent most of her service in the Basildon area before moving on to Chelmsford Town and more recently to C.I.D. at Headquarters.

As a woman sergeant for 15 years, she was responsible for the training of numerous women police officers and has been the women sergeant's Federation Representative for many years.

On Friday 8th December, Mr Taylor, A.C.C., presented her with a cut-glass decanter and sherry glasses on behalf of her colleagues at Headquarters and throughout the force.

Together again — after 25 years



A NICE IDEA, and one The Law has not heard of before, is for a recruit intake to hold a reunion 25 years on. Of course, everyone talks about doing it, but somehow it never seems to actually come off. But there they were at Witham on a November evening, the November 1953 intake, miraculously almost intact. One of their number, Sgt Sid Batten was absent, and another paid the price of night duty of a criminal sort over 22 years ago but the remainder — and their ladies who have had much to put up with (one couple recounted 12 houses in 25 years) — looked well enough. From left standing: John Stanton, Wickford, Jim Watson Colchester, Brian King, Harlow, Stewart Mather, Col Tfc, Peter Jarrett, Epping, Bill Stebbing, Col Tfc, and Dave Bennett, Laindon Tfc. The Ladies from left: Joyce King, Claire Mather, Joan Watson, Pamela Jarrett, Betty Bennett, and Jean Stebbing.

we are hit by the 'exodus', however the Home Office will not have missed the fact that this exodus could reduce our strength below the present maximum and so delay authorisation.

It seems then that it is important to put some thought into the man-power situation. Thoughts on the use to which men are put; minimum requirements to police areas efficiently; the need to bolster normal shifts with 'team policing crews'; (on overtime if necessary) and many others.

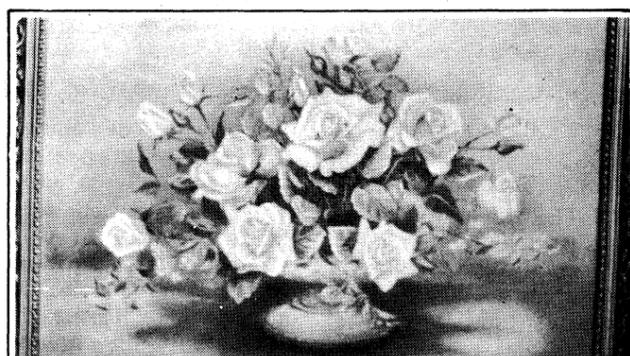
The Federated Ranks with constructive ideas could channel them through divisional representatives, whilst the higher ranks could well experiment so that the utilisation of man-power and experience gained will add ammunition to claims for additional staff later on, when the re-assessment of establishment is being negotiated.

BENEVOLENT FUND

The proposal for each member to donate five pence per month, on a continuing basis, to the Royal Ulster Constabulary Benevolent Fund has met with a mixed reception. In some areas almost one hundred per cent have gone along with the idea, in others there appears to be some hesitancy. The civilian members of the Force have asked to be associated with the idea and are contributing at the same rate as officers, although weekly paid staff are donating a penny per week. Altogether the result is very satisfying, authorisations have been received from between 60 and 70 per cent of officers, and civilian authorisations are beginning to roll in too. Keep them coming in, this is a very worthy cause!

BUPA SCHEME

The Joint Branch, Board Chairman and I have been making enquiries into a Group undertaking with the British United Provident Association,



WELFARE Officer, Charlie Howlett reports that the painting which was presented to be raffled in aid of the Benevolent Fund has found a new home in The Beehive public house, Chelmsford, the licensee, Brian Shilson, having the winning ticket. Sale of tickets raised £379 for the Fund.

New induction arrangements



THE FIRST induction course for traffic wardens for over three years took place at HQ earlier this month. Recruitment of wardens had been suspended until April 1978 as an economy measure.

And it was a double first in a way because for the first time Admin took over responsibility from Training with Chief Insp. Alan Levey as course director and Sgts. Bernie Beasley and Paul Stanley as instructors.

which makes available to members, hospitalisation and Specialists' Fees within a shorter space of time than the National Health Scheme. So long as the Group consists of ten or more members, savings of 20 per cent

or so can be achieved on the subscription. This saving can be transferred to members who have joined the scheme as individuals if they join the Group. In order to measure the interest that there may be in such a scheme, I would

be pleased to have the names and station of anyone interested, and especially anyone who is already a member who might wish to take advantage of the Group discount scheme.

We are given to understand that there would be little or no administration to be done in this office, and that payment can be

made by Bankers Order.

A GOOD FRIEND

It is with more than a touch of sadness that I pay tribute to a good friend, Fred Paxman, who died so tragically, so soon after taking a well-earned and deserved retirement.

He was the man who, by personal example, taught me the

craft of being a Federation Representative; and by whose encouragement I was persuaded to take a greater part in Federation activities. I have lost a good friend, a man who this Force has good reason to be grateful to, and I am sure you join me in expressing condolences to Barbara and the children.

Harriers meet snags

THIS is not to be an Essex success season in the cross-country league. This looks like the outcome of two races held in recent weeks.

Sickness, late arrival, courses, and all sorts of problems combined to keep Essex scores down and let the top three teams get away though perhaps not entirely out of reach.

It was not until race No. 3, at Welwyn on December 6, that Essex had women in the field at all. But then two representatives made a heartening comeback.

Siobhan McAuley got right back, showing that the standard in two previous races was not good enough, and winning by a comfortable 20 yards from Belinda Harding, City of London, winner of race No. 1.

Making her first appearance in the league, Julie Pledger, stationed at Southend, ran a sensible race to move up towards

the end. Despite losing out in a sprint finish Julie took 7th place. Now these two need some support.

The men's team were down to three runners for the Welwyn event and this race will have to be the one to be discarded at the final count.

Andy Hayman, 6th, had a good second lap, Steve Pearmain, 20th, ran his usual tenacious race, and Barry Daymond recovered from missing the start — he was watching the end of the women's race — to get his best placing so far this year, 25th.

The previous race, at Walton, Surrey, was under 4½ miles, rather short for cross-country. Captain, Andy Down, led the team home in 6th place with Hayman right behind.

But this good start received no back-up until Pearmain arrived in 24th place followed by Daymond, 29th. To score heavily a team needs some runners placing in the teens which Essex have had in other seasons.

Vaughan Mullender, 51st, also scored but Ian Robertson and Mervyn Fairweather were outside the top 60 places and scored no points.

No doubt the efforts of team captain Andy Down, who has worked up a full programme of races in his first season in charge — and is leading by example too, deserves better support.

He is keen to hear from runners who have been out in previous seasons. Get your spikes out and get on the phone to Andy at Westcliff.

Force Championships at Raleigh this Wednesday (20th) — your chance to make a comeback.

Sutton in GOOD NEWS for Supt. John Sutton, Force Training School, at the end of the year. He has been selected for the P.A.A. national shooting squad.

And this Christmas present comes just at the time when he had been saying that he hoped to compete under less pressure and let the younger men have a go!

Six of the best

ON BALANCE, a mixed month, a bit inconsistent. This was how manager John Rhymes summed-up the Force football team's recent efforts.

The fact that John played in goal against Norfolk Police in a cup game will give an idea of the injury list. Still, Essex won 5-2 and have also beaten Kent 3-1 in the S.E. Region contest.

In the Olympian League the team ran into a bad patch which, coupled with the injury problems, has led

BONUS FOR SPORTS CLUB

SOME EASING of the Force Sports Associations' financial problems, will come from the decision of the Police Committee on 4th December to raise their contribution from 75p to £1 per head of sports club membership.

Treasurer Alan Cooper estimates this will benefit the Association by £700 in the present year — because the rise is backdated from 1.4.78.

But thereafter the benefit could be less because both National and Regional P.A.A. bodies are in the process of raising their precepts on force associations.

Hockey teamwork improving



TEAM from left standing: Teresa Sewell, Carol Feilding, Barbara Ruby, Moira Moore, Pat Foster, Pam George. Front from left: Kay Cummings, Yvonne Fidler, Julie Foster, Jean Seager, Kay Hewitt, Anita Moss.

AN entertaining match was the verdict after the University v. Police game at Wivenhoe. The sides were more closely matched than the Students' 4-1 victory might suggest.

Certainly in the second half Jean Seager's goal-keeping prevented the score from doubling as she turned away some swift shots. But the first goal for University bordered on farce.

Jean ran out to challenge a forward and they

collided. The impact must have caught the 'keeper off balance because she went into a cartwheel which would not have disgraced Olga Korbut. There the resemblance ended and her landing was more reminiscent of a sack of spuds.

And while she lay all of a heap with her colleague transfixed by the spectacle, the ball bobbed quietly into goal.

After the Students went two up, Julia Foster made a

determined run up to and then along the goal-line before beating the goalkeeper from close in.

Police never looked dangerous in the second half and gave away two more, though it could have been six. The team played better than on other occasions recently though there is still the tendency for forwards not to come back to help the defence, nor for the ball to be struck firmly enough out of the circle.

Walking

IN TERMS of races, this has been a quiet period for Essex Police walkers. Reduced in numbers by injuries, duties, house moves and general disinclination to get wet too often at this time of year, only three races have been covered in the past month.

They keep promising much for next year, however, and Peter Ryan came out against the R.A.F. at Huntingdon on the last day of November to show them the way home. The weather was reminiscent of the last time Police and R.A.F. clashed, at Chelmsford last year

when the fog was so thick the R.A.F. walkers got lost.

The classic seven miles of the year is nowadays at Enfield — measured course over flat roads. Denis Sheppard therefore took the opportunity to register his best time for the distance which, considering his lack of racing mileage, was a remarkable turn of speed.

RESULTS

Enfield 7 miles: 11.11.78
13th D. Sheppard 54.24; 58th J. Hedgethorpe 60.34.
Havering 10,000 metres: 30.11.78
9th D. Sheppard 48.49; 21st J. Hedgethorpe 53.42.
Huntingdon R.A.F. 6 miles 30.11.78
1 P. Ryan 45.20; 8th J. Hedgethorpe 50.01.

individual place an Essex angler has reached.

Sunday, 1st October again saw the team in action, this time in the Harlow Industrial Competition held on the Great Ouse Relief Channel at Downham Market. With the 'Ouse' system of rivers in the doldrums at the present time from a field of 200 anglers only two fish were caught, none alas to force anglers. No one in the team lost a fish either which is unusual to say the least.

A much improved entry was received this year for the Inter-Divisional Shield, held at Star Lane, Gt. Wakering, 18th October. With cold conditions before the match the sport was predictably slow but the event which is becoming known as the

Angling

AFTER a disappointing performance in last year's event, the Essex team came good again in this year's PAA National Competition held on the Royal Military Canal, Kent, 19th September. On a points system Essex came 8th out of 40 teams and were unlucky on a close finish not to advance to a higher position.

Every credit must go to all team members especially Pete Pickup of Billericay who after an otherwise average season really 'picked up' to finish 7th individual with a mixed bag of 3lbs. 8oz. This is believed to be the highest

Police of Essex Golf Society



GOLF, unlike the more "manly" exercises which involve violent bodily contact, is the sort of game which has adherents rather than players: golfers are glued to their chosen pursuit rather than merely interested.

It is probably the combination of gentle exercise — walking — between applications of skill which appeals. Each of the 18 holes presents a battle of player against the terrain, against himself and even against the ball, as well as against the opposition.

The Police of Essex Golf Society are recruiting, needing new blood for the next season which starts in the spring.

During the past season the Society played nine matches which split evenly three each won, lost and halved. Eight players contested the Regional Championships and one the P.A.A. events.

Three society meets are customarily held each year at Canons Brook Golf Club, Harlow: Spring, Summer and Autumn events confined to members only. These include a force championship and various competitions for pairs and so on.

For a membership fee of £1 any member of the Force may join the Society and become eligible to enter their competitions. As far as possible team selection other forces is arranged in such a way as to give every member at least one.

Says Sgt. Bob Hayes, Society Secretary, "Although it may cost a couple of quid to play in a match it is certainly worthwhile both socially and as a golfing experience."

Newly elected as Vice President of the Society is Mr. Barry Price, Deputy Chief, himself a keen golfer. Anyone wishing to join should contact Bob Hayes at Force Training School, ext 363.

'Harlow Benefit' went back to Harlow. Colchester were second in a minor form upset with the Billericay team third, on a points decided match.

Results: 1, Harlow, P.C. Everard, P.C. Wylie (3 pts.), 2, P.S. Wilson, P.C. Rose, Colchester (7 pts.), 3, P.C. Pickup, P. C. Turner (11 pts.), Billericay. Individuals, 1, P.C. Everard, 5lb. 8dr. 3, P.C. Pickup, 2lb. 3½oz., 3 P.C. Spong, 1lb. 4oz.

The PAA National Competition for 1979 will be on the Leeds/Liverpool Canal during September 1979. Any officer wishing to compete, or any officer wishing to take part in angling or any organised events contact Secretary P.C. Everard, Saffron

Seaxes

WITH most people making Christmas arrangements, not to mention buying presents, things on the Motor Club front have been less hectic than usual.

November 17 was the date of the November Trophy Rally, organised by Pete Johnson and Nick Bird. The route covered 65 miles on all road surfaces in the Harlow and Chelmsford areas. There were 11 starters, all of whom completed the course. Again it was very gratifying to see some new competitors to this field of the sport. Our thanks to those who helped to organise and took part in this event. Results were 1st overall: Lloyd Shelley and Derek Arber. 1st expert: Rod Leake and Ian Weatherley. 1st novice: Tab Hunter and Roy Gravestock.

On November 24 a disco was held at the Training School, when £41 was raised, which will be used to help organise a disco for children aged 9 - 15 years. This will be held in January for the children of all Headquarters, Sports Club Members, so watch out for the posters. Forms will be sent to parents concerned. Our thanks to all who donated.

A presentation evening was held at Welwyn Garden City on November 25, when Phil Knight received a rose bowl for achieving the best result of the F.B.P.M.C. entries at the Herts Motor Club Production Trials held in October.

Chelmsford Motor Club held their presentation evening together with a film night on Thursday, November 23. Rod Leake, Derek Stone and Phil Knight were presented with plaques for winning their classes at the Production Hill Climb held at the beginning of the month.

It is certainly pleasing to see Seaxes members winning trophies and gaining low penalty points in these type of events, let's hope that our success continues next year. The Sleigh Ride Rally took place on December 15, all on local roads over about 65 miles. This was the last rally until February 9.

The New Years Eve disco will be held at the Training School on December 29. This gives you the excuse to celebrate the new year twice! Tickets cost £2 each inclusive of supper and are available now from Derek Arber or John Hart.

It is, perhaps, not very widely known that Seaxes can boast a Motorcycle Section. Run by Tony Beaumont of Laindon Traffic, the section's outings are mainly to motorcycle trials. The season has only just started, so if you are interested in this branch of motor sport, you know who to contact.

Finally, to all readers, Seaxes members or not, best wishes for a safe and Happy Christmas, also a sporting and prosperous New Year!

Force lottery

RESULT of the draw held at Maldon on Friday 24 November 1978.

1st prize Det Insp T E Jones, Basildon CID, £656.30; 2nd prize Ps 253 N J Bassett, Colchester Traffic, £328.15; 3rd prize Det Sgt M J Marlow, Harlow CID, £164.07; 4th prize Pc 1520 G A Glassfield, Brentwood, £82.03.

Consolation prizes at £16.41 each: Pc 141 M A Holland, Southend; Ps 270 L Williams, Great Horkeley; Dc 837 L M Lee, Chelmsford CID; Dc 917 P B Pointing, Colchester; Pc 166 L C Smith, Southend.

The next draw will be held at Basildon Police Station on the evening of 24 December 1978.

Second chance meant freedom for Don Harmer

THE SECOND CHANCE is what Don Harmer, Ex Chief Inspector in this force named his boat — a brand new Aquabell 33 diesel engined fast angler. On his retirement after 25 years, he seized the chance of a new career and also fulfilled an ambition to work for himself. For 20 years, Don has owned a boat and so it seems natural that his second career should also combine a love of the sea. He had the motor cruiser built to his own specifications and it is available for day, night or

evening charter for fishing trips from the Marina, Bradwell on Sea. He joined the Essex Constabulary in December, 1951 and served at Clacton until going to Romford on C.I.D. and fingerprints in 1954. 1959, he was back on the beat at Rayleigh and in 1961 he was promoted to Sergeant and posted to South Ockendon. After a college course, he was promoted Inspector in 1965 and transferred to Colchester. In 1966 he went to Maldon as Inspector in

charge of the Sub-Division and stayed there until 1972 when he went to Chelmsford as Chief Inspector second in charge of the town. Prior to his retirement in October, 1977, he was Chief Inspector Admin at Chelmsford. Don has been joined by his sons Ian, Alan and Nigel who has just left school. He has bought a large transit van and the family run a country-wide transport business, revelling in the variety and freedom, the two separate aspects of their life offer.



SUCCESS FOR RAYLEIGH PAIR

WHILE the Lilly Herbert first aid contest was being held at Southend football stadium at Roots Hall with "injured" people lying about everywhere, a soccer match was taking place on the field providing perfect background noises. This must have really put the Rayleigh Police team of Constables Reg Hooper

and Trevor Mathews, in the mood because they beat 17 other pairs to win, and take the Cup back to Rayleigh for another year. Also competing were the Rayleigh 'B' team, Cheryl Mathews and Marion Young, and the reserve pair, Andy Gasikowski and Patricia Osborne. Slightly less successful, but still in the first three,

were the force Womens team who were 3rd in the Grace Lucas competition at Trenchard House on 9th November. This is for forces neighbouring London. The team was: Barbara Washbrook, Cheryl Mathews, Cathie Donaldson, Marion Young and D. Osborne.

Former Southend man for Far East



BASILDON'S former Divisional Commander Mr John C H. Graves, now Assistant Chief Constable, Devon and Cornwall took up a new appointment on 16th October, 1978. He went on a two year secondment as Assistant Commissioner, Training with the Royal Hong Kong Police. Originally a Southend Borough officer, Mr Graves was Deputy Commandant of Bridgend Training Centre, the first non Welshman to hold the post and returned to Southend as Superintendent C.I.D. He was promoted to Chief Superintendent and took over the job of Divisional Commander, Basildon, the position he held on his move to Devon and Cornwall.

IPA into brass

WITHOUT speculation about what an IPA horse would look like we have to report that Harlow's Shelley Wright is producing IPA horse brasses.



ILLUSTRATED are brasses in single harness or tandem, priced at £1.75 or £3.00. The centre pieces are either IPA crests or police badges of defunct units such as Essex Constabulary or Colchester or Southend Boroughs. Anyone interested apply to Shelley Wright, Harlow Crime Prevention Office.

Boy's alertness led to arrest



ON A V.I.P. visit to Witham Police Station, with Sgt. Bob Ward doing the honours, is 13-year-old Jonathan Smith. Exactly the right action by Jonathan led directly to a conviction for theft. When he saw a man acting suspiciously near motor cars at Silver End, Jonathan who lives at Blessed End, Coggeshall, took the number of his car and handed it to the local Constable, Tim Rees. A call at the address shown in the registered owners records enabled Tim to catch chummy with the stolen gear in his hands. After the case a tour of the Station for Jonathan but final comment from Mum, "Don't you recruit him into the police I want him to be a farmer". Picture by Essex Chronicle.

CAMERA REPAIRS DOES your camera need repairing? Then contact Pete Colbert, Traffic H.Q., ext. 405 or 437.

Wendy lets it slip out

AFTER a road safety demonstration at an Essex school, Constable Alan Weatherley had a letter from Wendy. Suggested Alan to The Law, "The girl's name should be withheld for fear of reprisals." Because Wendy wrote, "Dear Pc Wetherby, Thank you for coming and I would like to ride in a yellow car and I will like to tell you but my daddy is a policeman he looks after the prisoners my daddy but he does not like work." At this time of year we all know how he feels.

THE POLICE COLLEGE STUDENTS' ASSOCIATION ANNUAL REUNION 1979 The Association Reunion will be held on 23rd June 1979. Put that date in your diary now and make arrangements with members of your course to meet again at the College. Wives also welcome. Further details in the New Year.

Harwich Hobos and Alte Herren tangle at Hamburg

IN EARLY October Harwich Hobos overcame their old enemies TSV Tespe for the first time ever. This annual football encounter first came about, writes Jeff Murray, after Hamburg Murder Squad were asked to complete some enquiries in respect of a body found on board a ship when it docked at Harwich in 1974. One of these Hamburg officers — Eckart Finck — came to visit Harwich where he contacted me and suggested a football match between a side I

could raise and his village team, i.e. TSV Tespe — Alte Herren (their over-30's side who play in an over-30's league). The team consisted mostly of policemen, but had a sprinkling of other professions in it. Tespe is a village of some 2,000 population about 40km outside Hamburg and 42 policemen live in the village. As a result of this request, I contacted some Essex policemen,

some of the Metropolitan Police Port Unit, then stationed at Harwich, and some local persons, i.e. an ex-mayor, a solicitor and one or two others, and we formed a club purely as a method of financing an outgoing trip in one year and an incoming trip the next. This year it was our turn to go to Hamburg — or I should say Tespe. We were again hosted very well. The town band played and about 400 to 450 people turned out to

match the match. We have been beaten every year since the inception of the tour, but this year we managed a 3-1 win. It was no way a thrashing. After the match we were the guests of honour on a riverboat tour up the River Elbe, where we went within 3km of the East German border and then turned into a canal leading to Luneburg. We went through a water lift, which is like a lock into which the boat goes, and the whole lot, water as well, was lifted 38m to

the next level. During the whole trip we were accompanied by all the opposition and their families, half the village and their families, and the town band which played almost continually. The weather was perfect, and we ate, drank and sang all the way. During our stay we were treated to a party, where supper was provided. We had two whole roast pigs as the main part of the meal (not each that is). The whole trip

lasted four days from 6.10.78 to 10.10.78. As a result of the on-going interchange between Tespe and Harwich many of our members have been able to make private visits and enjoy friendly relationships with our German counterparts. It has also started a children's holiday exchange scheme which seems as if it may be successful. We look forward to the Alte Herren's next visit to Harwich.

POLICE LEAD THE BAND AT HARLOW

AFTER the Mayflower Corps of Billericay, in which Pc Gordon Hunnab is involved, were featured in the last issue, Inspector Stuart Rigg of Epping was quick to point out that this is not the only youth band receiving help and guidance from policemen.

A YEAR ago only a handful of the members of the Harlow Royals had so much as tapped a drum or rasped out even the most warbled note on a trumpet.

And yet, when The Law turned up to a practise session earlier this month some 40 young players were counter-marching in the hall of Harlow's Westlands Centre and producing hardly a wrong note or drumbeat — all at maximum decibels.

Guide for the evening, Inspector Stuart Rigg stationed down the road at Epping, had his hands over his ears, but bandmaster Constable Graham Schneider, stationed at Harlow, seemed impervious to the noise.

Mind you he should. As a lad he was a member of the Romford Drum and Trumpet Corps, of which former Chief Insp. Len Fisher was, and still is, chairman.

The Harlow Royals was formed in 1977 as something of a breakaway from another Harlow youth band.

The amounts of money involved in starting a band from scratch are mind-

boggling — and it's all raised by raffles, jumble sales, collections and, at this time of year, carol singing. The trumpeters were practising King Wenceslas in another room while the drummers beat out their tattoo.

Mrs. Sheila Rigg, also heavily involved with the band, explained, "In the first year we spent over £4,000 on uniforms and instruments."

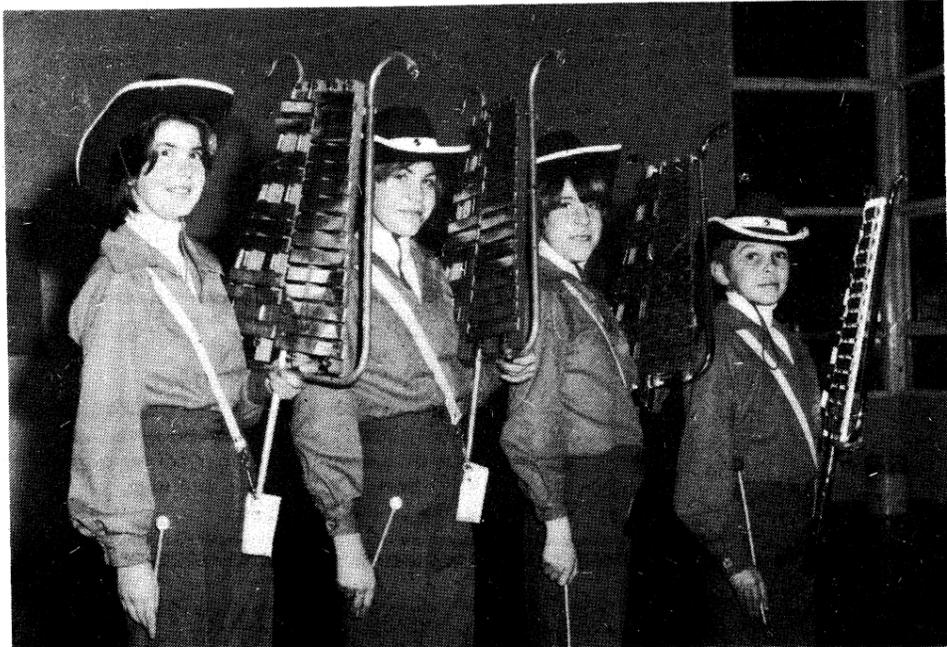
It's a family affair, both the Rigg children are in the Royals, Lorraine is Drum Major and Ernest is a drummer.

The band is run by a committee of two bandmasters and five trustees and is registered with the Charity Commissioners. Earlier this year they marched in the Harlow Town show procession and recently, as well as carols, have put on a display for pensioners in Harlow town centre.

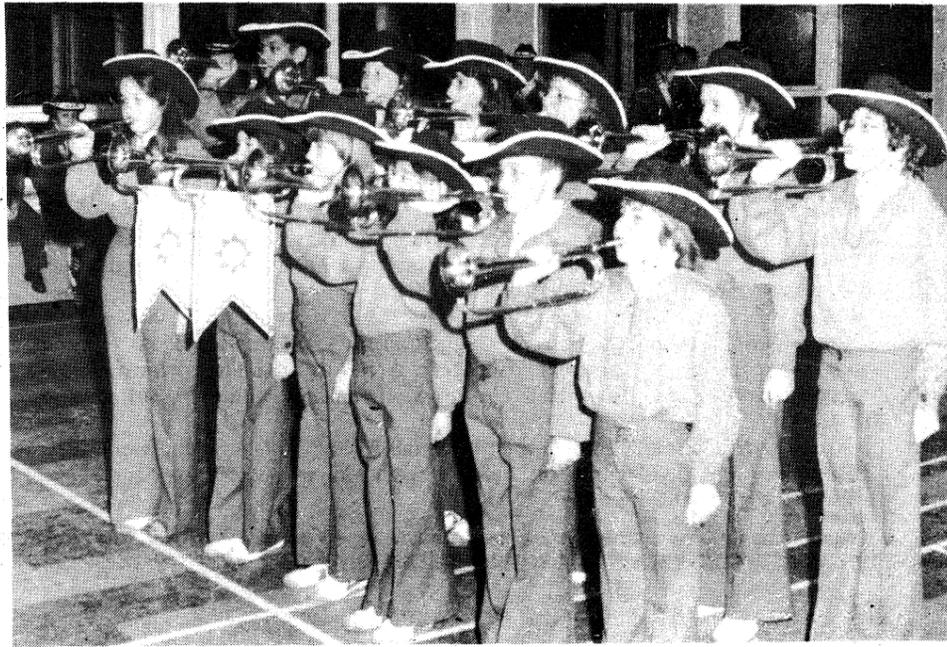
Competitions start in March but as Stuart Rigg says, "You only get away with novice status for a year or so and after that it's back to the cheque book for more elaborate instruments."



Bandmaster, Graham Schneider on left, and band trustee, Stuart Rigg.



Glockenspiels add a tinkling effect.



Massed trumpeters: the decibels department.



BRAINTREE and Basildon got four each from the latest intake of 19 who passed through Training School in late November.

They are from left, front: D. Ashdown (South Ockendon) formerly housewife; S. Bailey (Basildon) veterinary nurse; J. Hannaford (Chelmsford) student; J. Barrs (Leigh) clerical officer; C. Callow (Basildon) veterinary nurse; W. Spoors (Corringham) student; J. Pledger (Southend) student.

Middle row from left: K. Hoyton (Basildon) clerical officer; A. Bayliss (Harlow) machine operator; P. Owen (Braintree) warehouseman; K. Stiff (Braintree) machine operator; W. Meyer (Basildon) RAF Regt.; T. C. Olver (Maldon) H.G. driver.

Rear, from left: G. MacSwan (Harlow) printer; G. Charlesworth (Saffron Walden) labourer; D. Perry (Saffron Walden) P.O. clerk; T. Rustman (Southend) salesman; S. J. Lambert (Braintree) salesman; M. J. Procter (Braintree) TV engineer.

National Association of Retired Police Officers by Bert Brinkley

to hear from members at this time of the year but unfortunately it is not possible to reply to everyone individually. We reciprocate your good wishes and ask you to accept this as an acknowledgement of your letters.

P.P.H.A. Lottery

This Lottery was well supported and about 260 tickets were sold which will bring in a nice sum by way of commission for branch funds. I took 'pot luck' with two dozen cards, all were accepted with the exception of two. One member replied he was not interested and had mislaid the tickets. My reply to this outlook is it is fortunate that some folk are interested and do the job voluntarily and ungrudgingly in support of less fortunate members.

Many members sent cheques, etc. to cover subscriptions and lottery — receipts have been issued for the subscriptions in the usual manner but by arrangement with the treasurer one general receipt will be issued for all lottery cards to me, this will save unnecessary individual receipts. The lottery card is acknowledgement of money. My thanks to all for your support for this very worthy cause and the best of luck during the forthcoming weeks from 9 December.

Income Tax

Several enquiries have been received regarding tax deductions from pensions. Firstly, it would seem most pensioners have

received re-coding pensions (old age) from 14 November. We are told that tax tables are so arranged so that income tax is only deducted for the 5 months the increase is applied, normally it would be retrospective to 5 April. Your annual statement should confirm this.

Secondly, the county treasurer acts solely on information supplied by the Taxing Authorities and will be unable to assist further.

Diaries

An Association diary is being contemplated for 1980 and orders can be placed so as to provide for delivery during September, 1979. The diary which will be 5in. x 3in. will contain valuable information, e.g. one week per page, history, constitution, rules, NEC members, pensions and P.S.P. Council and should prove most useful. If sufficient numbers are forthcoming it is estimated the cost will be 30p plus p & p. More information will be sent out by August for those interested so that orders can be submitted in bulk.

Annual Conference

Arrangements are well on the way for the conference at Scarborough, 13-15 September, 1979, and delegates are warned to place their reservations for hotel accommodation early as the accommodation at Scarborough is very limited. As this is the

diamond jubilee year of the Association it is hoped that all delegates, their wives and observers can be accommodated in one hotel. Having said that, it is now up to branches to support their committee and put forward any proposal for the welfare of the Association at conference.

I feel that the last issue of this publication for 1978 should not pass without our thanks being accorded to the Editor and his staff for allowing us space to present current happenings to our members and on your behalf express our thanks to them for the assistance given me during the year. If anyone cares to undertake writing our column — fresh ideas are always welcome, I will willingly stand down. I have done my best for eight years — if you have enjoyed reading as I have in writing it, that's my satisfaction.

Obituary

It is with regret we record the death of ex-Chief Insp. Freddie Windsor on 27 November last. I saw 'Freddie' on three occasions in April of this year in Billericay Hospital when he appeared to have made a remarkable recovery from two strokes. He died at home at Grays after returning from therapy treatment at Orsett Hospital. He was 80 years old and leaves a widow and two daughters to whom we extend our deepest sympathy at their sudden bereavement.

Subscriptions

A Treasury Note £1 has been received in respect of a subscription, presumably a widow, it was enclosed with my circular reminder on 1 October with a note but was not signed. The letter was posted in Southend on 3 November. Will the sender please give name and address in order that the appropriate receipt can be issued.

Seasonal Greetings

The Treasurer and myself are very much appreciative of the seasonal greetings expressed by many members, it is very pleasing

The Law

H.Q. phone extensions
374 and 375

NEXT ISSUE
5 FEB