

# The LAW



The Newspaper of  
the Essex Police

October '83 No 156

## COURAGE UNLIMITED

The folks in the photographs below look just like any other group you may have seen visiting HQ or your local station. In fact, they are officers from the RUC — and their experiences are totally beyond anything we can imagine. Their visit to Essex is seen through the eyes of Jim Rodgers — who describes the scene for 'Law' readers.



EVERY picture tells a story, but there is a story to every picture! This group of happy smiling faces hide some horrific injuries received whilst performing duty in Ulster. Among these officers are at least 9 who have only one leg, two have none, two are totally blinded, many have lost the use of at least one arm. The photo was taken on their arrival at Chelmsford, still somewhat apprehensive about their reception — a feeling which was soon dispelled. The Rupert Bear held by Ronnie in the wheelchair, travels with the Group wherever they go, its uniform was made by an RUC widow, Mrs Brenda Scott, from her husband's uniform.



At Southend police club Mike Sims (left) receives from Jim Rodgers a Rupert Bear Annual. This in fact is a collectors item, being volume two, and entitled 'Rupert At The Seaside' — which seemed suitably apt. Mike is the driving force behind the City of London's scheme to provide breaks for the troubles for both injured officers and windows, he is perhaps the original Rupert incarnate!



The Chief Constable made a witty speech of welcome, and was rewarded with a plaque presented by Noel McConkle, the Chairman of the RUC Injured Officer Association. Noel lost both legs and his right arm in a terrorist ambush. He has come to terms with his problems and carries on his newly adopted trade as a carpenter. In spite of everything he refuses steadfastly to use his wheelchair unless bullied into it by his wife.



THIS is not a mirror image — The man with the chain of office is the Mayor of Southend, Councillor David Garston, the man on the extreme right is Ivan Seifert, an injured RUC officer. The likeness is remarkable, but their lives are so different. Ivan has now devoted his life to selling religious books, as a serving officer he was shot at close range whilst stationary in his car at traffic lights en route to drop his two children off at school. One bullet went through his neck, the other lodged in the side of his head. He remained conscious, but paralysed, slumped over the wheel of his car. Able to hear the screams of his children, but unable to move to comfort them. After an emergency operation he gradually regained the use of his limbs, with the exception of a spasmodic loss of feeling in one hand.

Ron Friend of the City of London, stands guard over Ronnie Pollock in the wheelchair, who lost both legs in an IRA ambush. This man has an indomitable spirit, always a smile and a cheery word — a true inspiration to all his fellows.

ACC speaks on promotions

## NO 'NUMBERS GAME' FOR THE PABs

AS THE Constable's Promotion Advisory Boards got under-way this month the new Head of the Force Personnel Department, Assistant Chief Constable, Mr Geoff Markham, spoke of the role they play in selecting the Force's future supervisors.

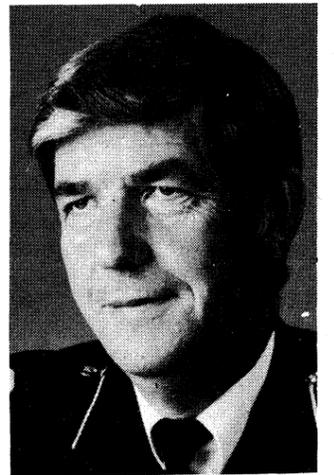
"What we are looking to do," he explained, "is to provide a pool of properly qualified Constables from which to select next year's Sergeants. We don't have a particular quota in mind, there is no 'numbers game' although there is, by definition a maximum number. Each officer is being compared to a standard — those that reach it will be available for promotion."

Mr Markham went on to explain the relative significance of the interview. "We must make allowances for quiet, diffident officers. What is important is what officers do professionally, not necessarily what they say in the chair. I believe an officer's track-record is critical and, in considering this, the remarks of his or

her regular assessing officers are highly significant. Yes, the interview is important — but not that important."

### Concern

The concern of many officers who already have 'tickets' was covered by Mr Markham's remarks. "Again" he explains "it concerns job performance and professional conduct. Officers who have previously been selected can be sure that if there is no lowering in professional performance during the year they will retain their 'ticket'. If there has been a lowering of standards they will be told. Therefore, in most cases, officers already selected will be called before the Advisory Board to be told of the



ACC Personnel, Mr Geoff Markham.

re-allocation of their promotion status."

Last year 46 officers were selected for promotion, and have since been promoted to Sergeant.

This year there are 92 officers appearing before the Advisory Board, and the interviews will be finished on November 3.

It is hoped that the results will be published soon afterwards.

## Dog-gone — a winner!



Photo by courtesy of Essex Chronicle

THE dogs are in the news again this month. Pictured above are three Essex dogs on their way to retirement. From Stansted Airport, on the left, is "Ricky" taking his handler John Lindlow into civvy life; "Sparky" in the middle is going to join Tony Collinson's family whilst Tony gets a new partner; and Len Breewood and "Shep" from Westcliff are going out together.

Pictured right is this month's Overall Winner of the Force's annual Dog Trials, Sergeant Phil Taylor from Harlow, with super-dog "Max."



# Editorial

## THE PEOPLE SPEAKS?

A WEEK or two ago the Sunday People featured "a disturbing report" which asked — "What's wrong with Britain's Police?"

What followed was a fairly incoherent list of the usual moans and groans that the "Man of the People Chief Investigator Trevor Aspinall and a team of Sunday People Reporters" could have culled from ten minutes spent in any busy Police canteen. In fact, thinking about it — that's probably where it came from.

Included in the "Man of the People Special" were details of three cases in which serious mistakes had been made by Police officers. Now there is no doubt that mistakes were made and — God knows — nobody would even think of suggesting that the Police are infallible. But we are answerable to the Courts, the discipline code, the complaints procedure and so on. Do we really have to go over this ground again and again? Can't we just be wrong sometimes?

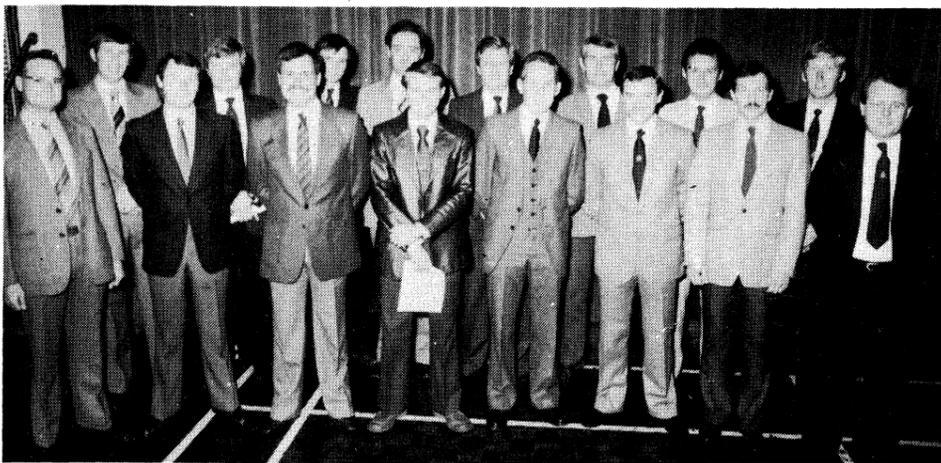
I was just answering myself — "No, probably not" — when I became thoroughly cheered up by a couple of lines at the end of the page. It said: "Have you an unfortunate Police experience? Write to: People Investigation Dept., Room 319, Orbit House, 9 New Fetter Lane, London EC4 1AR."

I have this picture of thousands upon thousands of Police officers sending in THEIR unfortunate Police experiences! Shift work; messy bodies; cancelled rest days; getting shot at; duty changes; getting knocked about; putting up with lousy newspaper articles; getting unjustly complained about . . .

What an invitation!



"DONT BE SILLY SIR - I NEED TWO MEN ON ESCORT - TWO ON CONTROL - ONE IN THE OFFICE AND ONE AS GAOLER- IVE NO TIME FOR POLICE WORK AS WELL !!"



Higher National Certificates in Public Administration and Police Studies were awarded this month to 16 Essex officers after a two year evening studies course at the Chelmer Institute.

Pictured here after receiving their certificates from the Assistant Chief Constable, Mr Peter Simpson are (back row) Inspector Roger Grimwade, Ps Ian Debbage, Ps Paul Grover, Ps Jeff Standen, Supt Bill Pirie, Ps Roger Anderson, Insp Bernie Beasley and Ps Paul Stanley.

In the front row, Ps Mick Titmus, Ps Roger Lowe, Pc Glenn Mayes, Pc Gerry Morgan, Insp Paul Tedder, Insp Bob Good, Ps Albert Horne and Ps John Coyle.

## THANKS

Dear Sir,

I wish to thank the Essex Police Force for the comfort and support given me following the death of my husband, Hugh, not discounting the concern shown by two young police officers who interviewed me immediately after his sudden death, the police constable and sergeant living in this area and the welfare officers who visited me with kindness and concern. Thank you also for the floral tribute and the contingent of police officers at the cremation. You are in my estimation a wonderful body of men. My husband would have been so grateful to you all.

Yours very sincerely,  
Lilian Channon,  
Thaxted.

## EMBARRASSED

Dear Sir,

I refer to the letter under the heading "Embarrassed" published in issue No 155 of "The Law", and was surprised to read what I can only interpret as a personal attack on Jim Rodgers, and was even more surprised when my enquiries revealed that the

writer is, like myself, a pensioner.

"Federation Notes" are invariably presented in a very readable format with the prime intention — (I guess) — of disseminating information as rapidly as possible to the people the "Notes" most directly concern — the Federated Ranks. That the Notes may not always be accurate and completely up to date is not necessarily the fault of the writer who has deadlines to meet to the Editor who, in turn, must meet his printer's schedules. Of necessity that means that the "Nine to Five, Five Day Week" must go by the board sometimes for the Secretary of the Joint Branch Board.

Has he really got a "Nine to Five" job? I submit that analysis will probably show that he is engaged in his duties through a range of unsocial hours which compare closely with those worked by the average sergeant earning the same salary per annum as Jim Rodgers.

If a criticism for referring to a Division as a Department is warranted, I am sure that the gaffe was not of such proportions that your readership was confused as to the writer's meaning.

Was the reference to the Superintendent's and Chief Officer's pay scales made with tongue-in-cheek? If not, I can support his words because I know of many Police Officers of ranks up to and including Chief Superintendent, who have expressed their embarrassment to me over the size of their monthly pay cheques — and I have not discus-

sed the CURRENT pay scales with serving officers.

Perhaps I have an advantage over Mr Andrews in that I have known Jim Rodgers for more years than I care to remember and know him to have always been a very keen and conscientious policeman, a gentleman of honour and integrity and a sportsman in every sense of the word.

Having said that, I have no wish to start a battle of words through your letters column, because the war can be won quite simply by the Federated Ranks in the most democratic fashion available — through the ballot box. Incidentally, a process that has reflected confidence in Jim Rodgers over no less than sixteen elections.

Yours faithfully  
B. W. Lewis  
(Ex-Det Sgt 357)  
Rayleigh

## CIVILIANS

Dear Sir,

I feel I must comment on the letter in the last issue of The Law referring to civilian staff as the 'forgotten race'.

I have been a civilian with the Essex Police for 27 years at Colchester and Harwich and personally do not feel part of a forgotten race and it did not even cross my mind that civilians should have been included in the photograph referred to. Obviously there are times when police and civilians clash in their opinions, but it should be borne in mind that police officers are always on a 24 hour call out, are moved round the County sometimes against their wishes causing disruption to their fami-

lies, and in their early years must study off duty if they wish to reach the 'top', whereas civilians are quite free, working regular hours and under no obligation. I feel there can be no comparison.

I can assure Mr Morley that conditions are much better for us now than they were in the late 1950s but there is much more discontent. With maybe a few exceptions I have always found members of the police force most helpful and co-operative both on and off duty and usually problems can be 'ironed out' with reasoning. A race apart perhaps, but not a forgotten race!

Yours sincerely  
Shirley Carman (Miss)  
Harwich

## GRATITUDE

Dear Sir,

Please would you put the following acknowledgement in the September issue of the 'Law'.

"Mrs John Virgo and her family wish to express their gratitude to the members of the Force who attended John's Service at All Saints Church in June and to all those who have shown such kindness and sympathy during the past weeks."

Yours sincerely,  
Sheila L. Virgo,  
Chelmsford.

## SWIMMING

Dear Sir,

I note that your September, 1983, issue of the Law states that Cons Kevin Nowell of HQ still holds the record for the Force Long Distance Swim with a time of 29 mins 29 secs.

I would inform you that I am still the holder of this record set in 1975, with a time of 29 mins 9 secs.

Having bored numerous officers with tales of my feat, I trust that you will add credence to it by putting the matter correctly in your next issue.

Yours faithfully  
Brian Targrass (PS)  
Billericay

Letters to  
The Law,  
Force H.Q.,  
Chelmsford

## Essex Police Band presents

### A GRAND CONCERT

with the

## Band of HM Irish Guards

Friday November 18 at 7.45 pm

Christchurch New London Rd Chelmsford

Tickets - £1.50 from P.C Kennedy,

Crime Prevention Office, Force HQ

14 week course starts new recruit scheme

# Probationer training to get Scarman look

## Special role for Tutor Constables during two year 'apprenticeship'

A COMPLETELY new scheme for probationer training is to start in Essex on January 1, 1984, under the control of Chief Inspector Eric Finch.

The scheme is the result of a report by a working party of the Police Training Council, which was accepted by the Council in April and has now been approved by the Home Secretary.

Based on specific recommendations made by Lord Scarman, the report recommends that probationer training should be regarded as a two year apprenticeship, centred on job related skills, with a strong emphasis on high professional standards of conduct.

The report is the first major look at probationer training for ten years. At that time the initial training course was reduced from 13 to 10 weeks and very specific alterations were made to the syllabus.

Since that time it has been necessary to re-vamp much of the in-put, since the legislation has undergone constant alterations, and the emphasis of the Police role has changed. The recommendations of the Scarman Report provided an ideal opportunity to re-think the whole system.

### Startling

The most startling feature of the new scheme is the introduction of a 14 week Initial Course at a Home Office training centre, and the fact that any recruit joining the Force after next January 1, will not patrol unaccompanied until he has received a total of 7 months' training.

The first week after joining will be a local Induction Course, held at the Force Training School, after



Ch Insp Eric Finch.

### Checks on progress

which the recruit will be sent to a training centre.

Although the contents of the new extended Initial Course are very similar, in percentage terms, to those of the present 10 week course, there is a great deal of extra teaching time given to the areas of "attitude" and "social skills."

This extra "attitudinal" training is the result of the replies to a questionnaire filled in by all Forces. Supervising officers felt it was a problem area and they also mentioned the need for recruits to be better versed in certain basic aspects of their job — for example report writing and statement taking.

The underlying theme of the Course is the officer's role as a member of the community, and the need to police through the approval, confidence and respect of that community.

An introduction to the problems of policing a multi-racial society is included in initial training — but it is only intended as a firm base for future Community and Race Relations training at Force level, where particular local problems can be the centre of focus.

### Important

Public Order training is limited to instruction in crowd control and the use of equipment. The relevant law, crowd psychology and behaviour and shield training are included at a basic level.

On returning to the Force, the recruit will spend two weeks on a Local proce-

dure Course and then — in his eighteenth week of his service — take a week's annual leave.

The recruit's next 10 weeks are with a Tutor Constable, and represent one of the most important periods of his training.

The careful selection of Tutors, with special "qualities and flair" is recommended by the Report — which goes on to suggest a period of training for those specifically chosen officers. Tutor Constables' courses have already started in Essex.

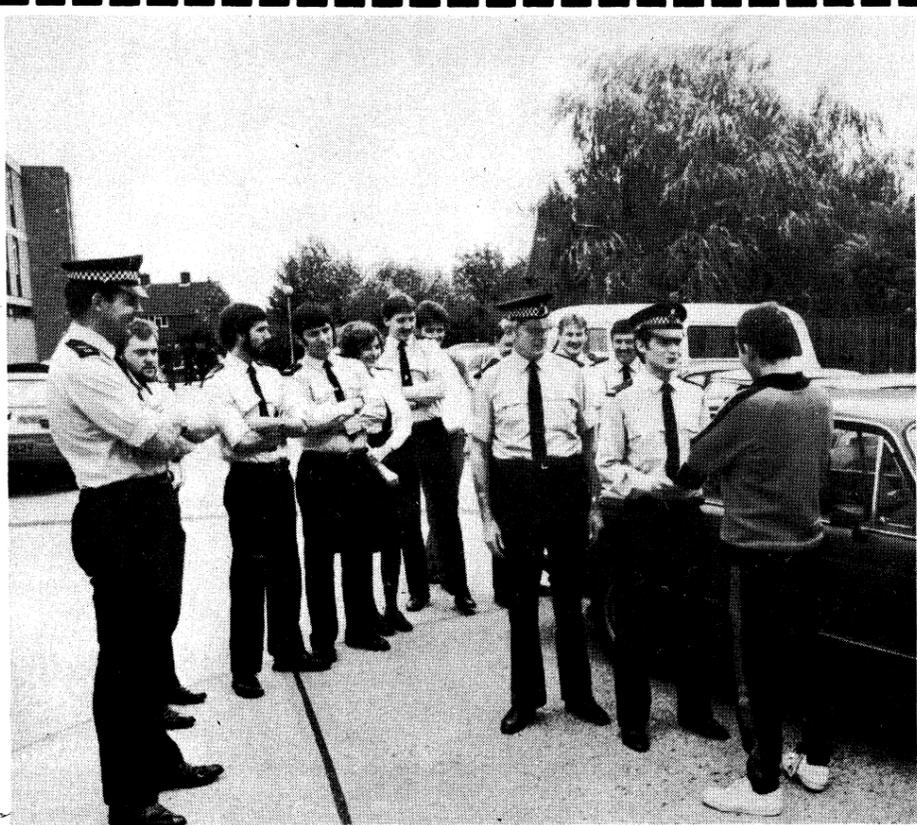
### No attachments

Two-weeks attachments to CID and Traffic are out, but probationers may spend the odd day with a department, or at other places of interest, such as the Magistrate's Court or the offices of other agencies.

Another two weeks — this time with a Rural or Neighbourhood Beat Officer and the recruit is, at last, allowed out on his own. It will be his 31st week of Police service.

In-Force Training — now called Progress and Monitoring — consists of three 2-weekly periods at precise points in the probationary period — the last to take place immediately adjacent to the final one week course at the Police Training Centre.

The Training Council's report concludes with the hope that the recommended changes will shift the balance of recruit training, with "a greater emphasis on a professional consciousness and high ethical standards and on the need for the recruit to understand the society in which he operates, without whose consent effective policing cannot be achieved."



## TEACH-IN FOR TUTORS

Vital to the success of the new scheme for probationers is the training of Tutor Constables.

Essex are well ahead in this area since they started looking at the problem over a year ago.

Chief Inspector Eric Finch explains. "We recognised the need for a standard method of initiating the recruit into the realities of actual contact with the public. So last August the Standing Advisory Committee set up a working party to see what could be done."

The working party reported in April this year — but by then the national initiative overtook events in Essex. However, the planning already in hand meant that courses for Tutor Constables were able to start at the Force Training School this month.

Sixty officers are to be trained before the end of the year and the first 12 are already through the two week course.

They receive training in managing people, making assessment reports and in communicating ideas effectively and, as pictured above, some of the instruction is by means of demonstration.

"Officers who are to become these first stage-supervisors" explained Mr Finch, "are recommended by their Divisional Commanders, and must have more than three years service. At the end of two week's course they are assessed as to their suitability and return to their divisions with our recommendation."

The training courses will continue into the New Year to provide a pool of suitable qualified constables.

## New insignia

THE question of a badge of recognition for Tutor Constables is being looked at by Branch Board representatives this week.

Although badges of 'rank' are not permitted by Police Regulations, the Force Training Committee felt that Tutor Constables should be recognised as such — both by their colleagues and the public.

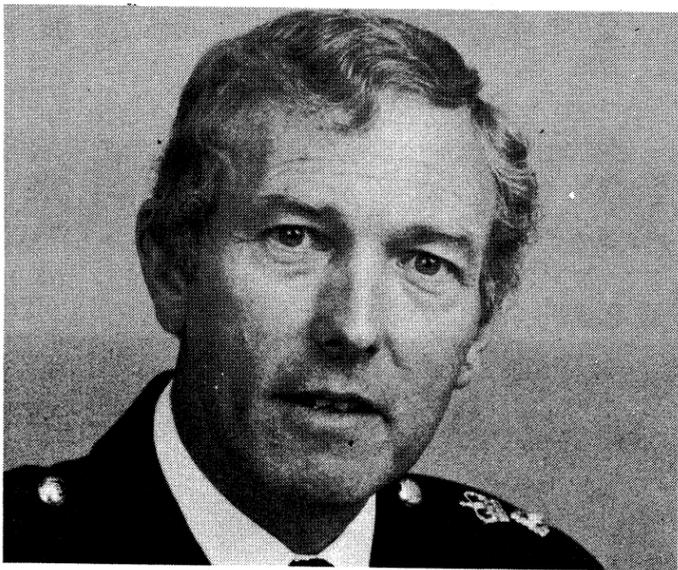
So, a single stripe is out, but amongst ideas to be considered is a letter 'T' on the epaulette — or a 'Tutor Constable' badge above the breast pocket.

An allowance or extra pay is out too. "This would mean negotiating for a change in regulations" explains Branch Board Secretary Jim Rodgers, "and that would be difficult since senior Constables' pay already overlaps with Sergeants'."

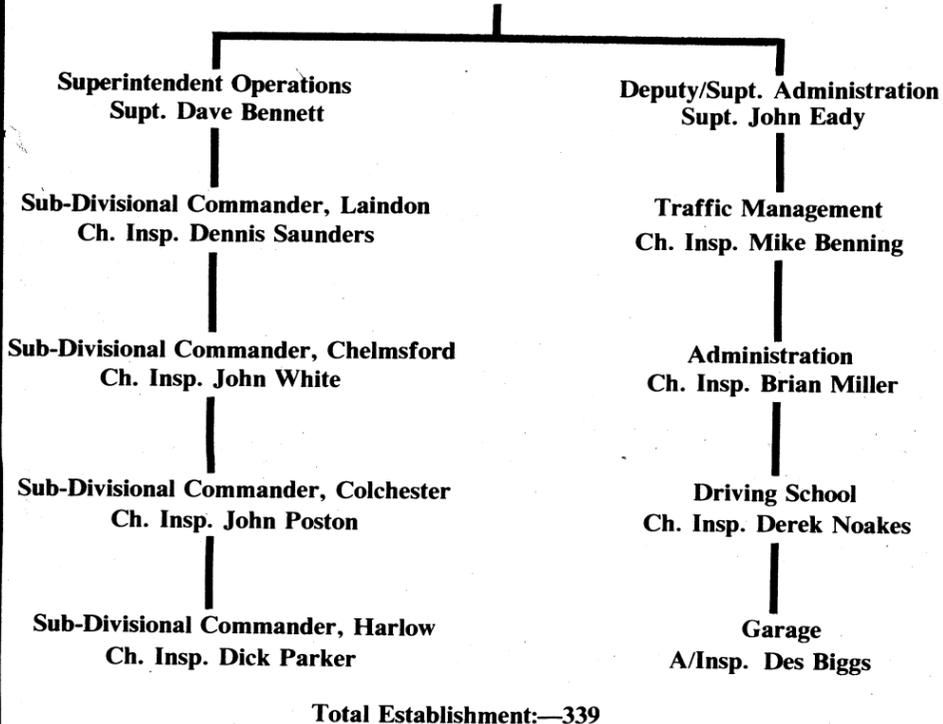
Members of the force might have some new ideas about a badge for 'T.C.'s' — but in the mean-time Jim Rodger's pen came up with this character!



**TRAFFIC**

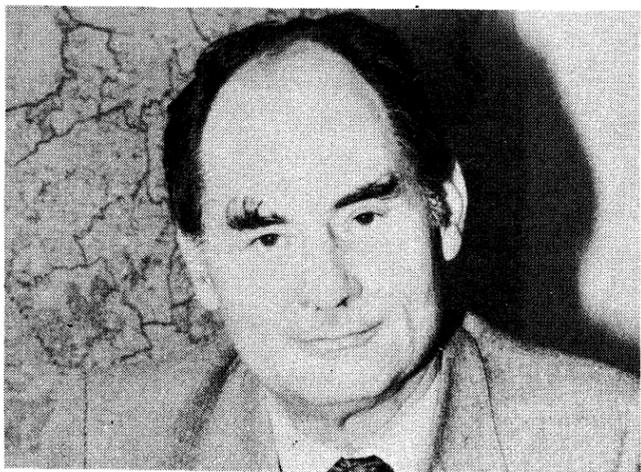


**COMMANDER Ch. Supt. Mike Humberston**

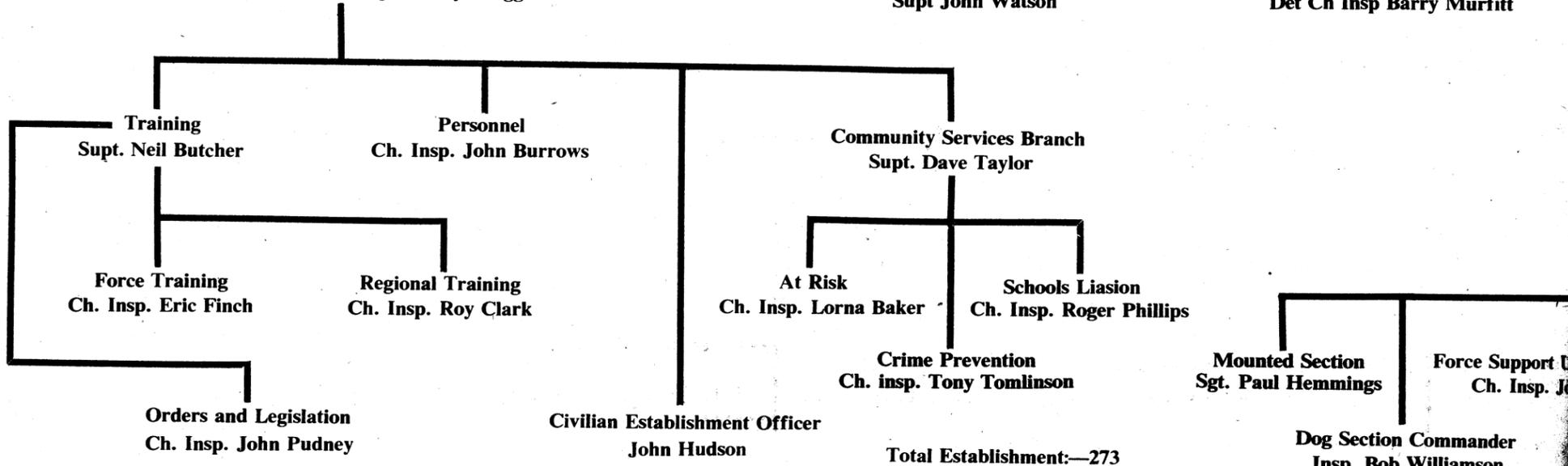


Total Establishment:—339

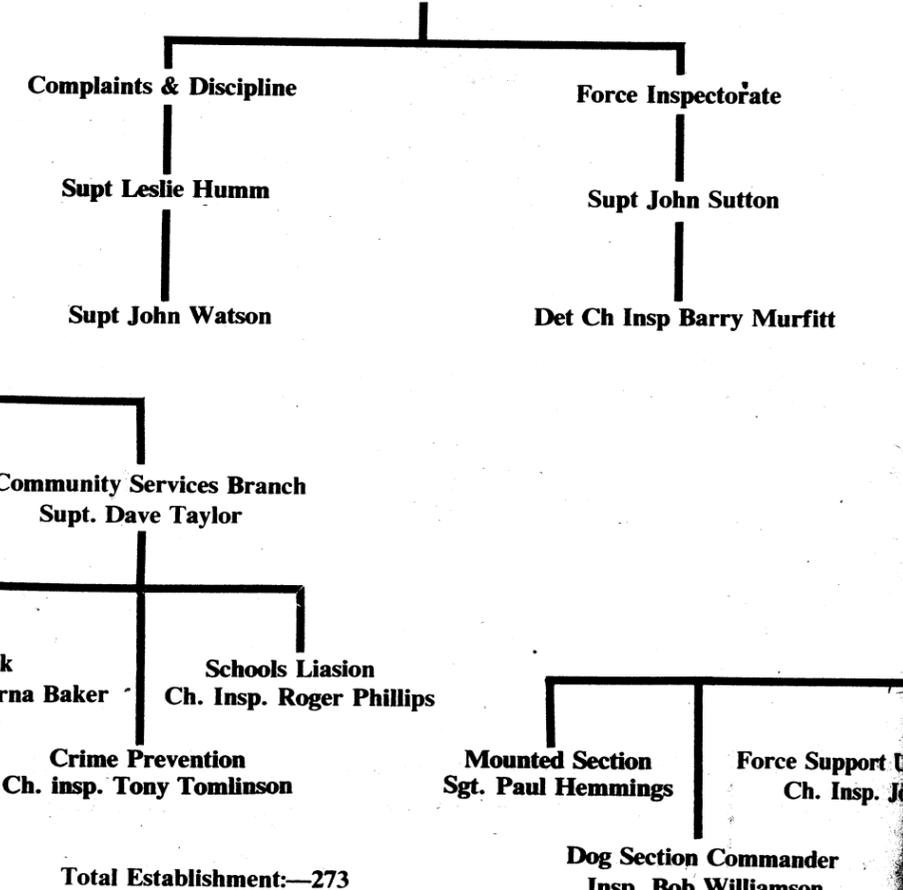
**PERSONNEL**



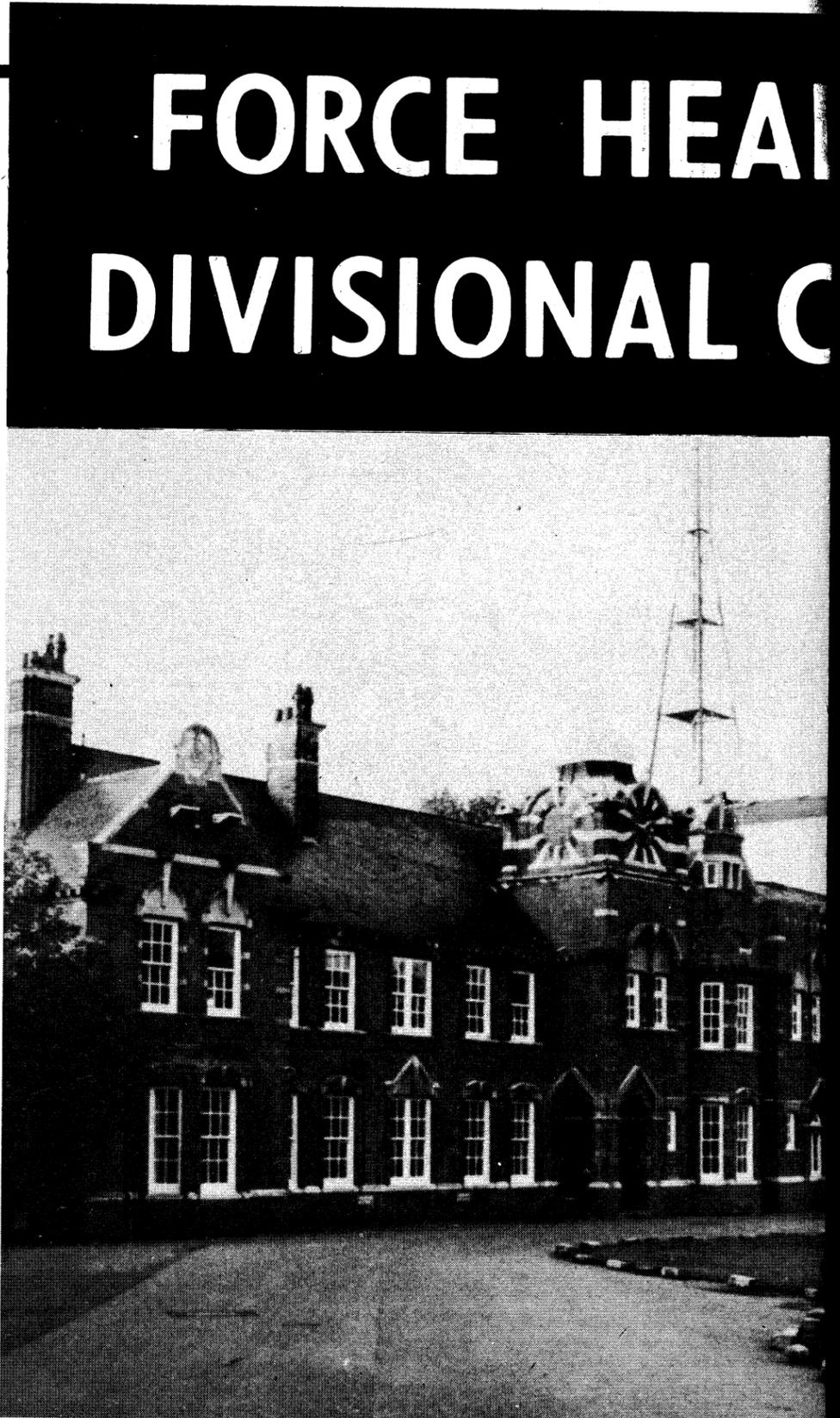
**COMMANDER Ch. Supt. Gerry Bragg**



**DEPUTY CHIEF CONSTABLE'S DEPARTMENT**



Total Establishment:—273

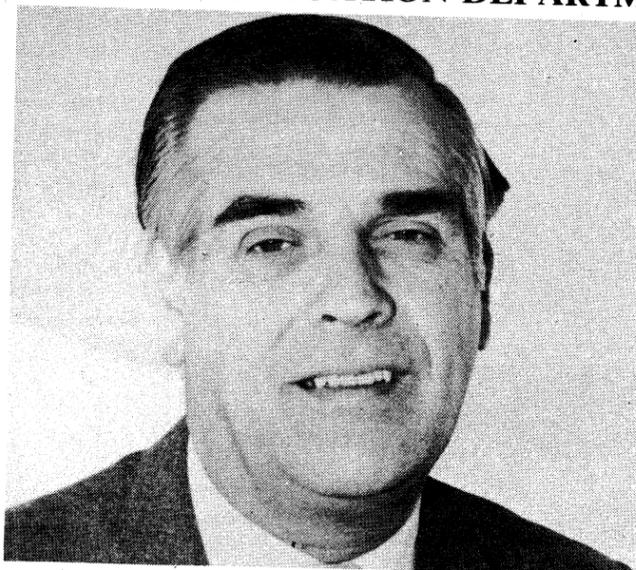


**FORCE HEADQUARTERS  
DIVISIONAL COMMANDER**

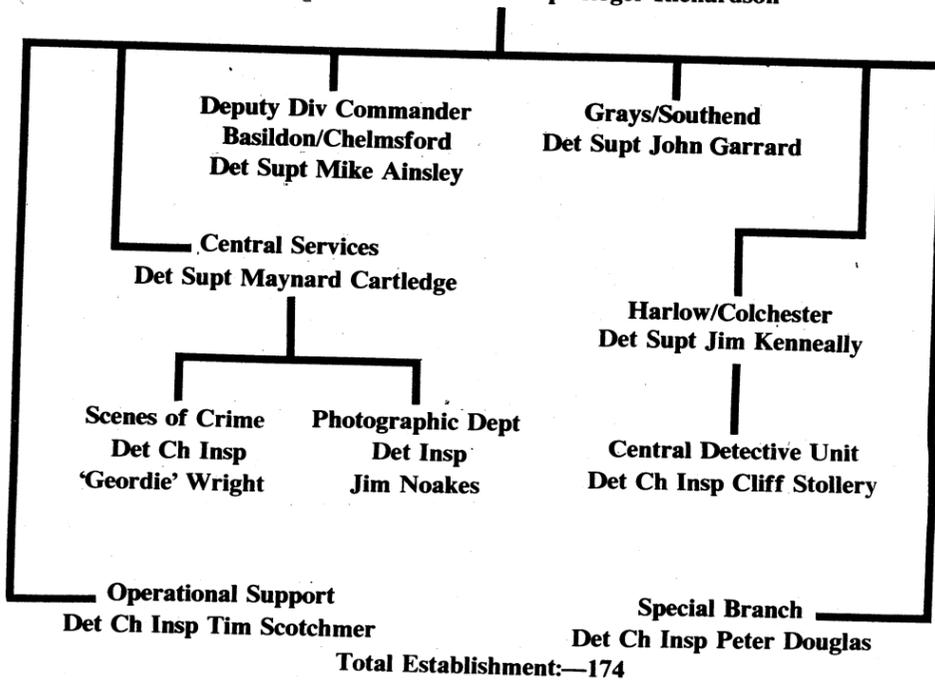
# QUARTERS' COMMANDERS



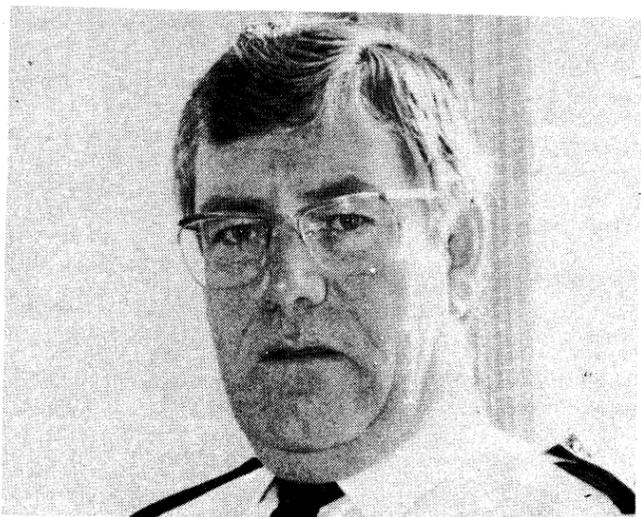
## CRIMINAL INVESTIGATION DEPARTMENT



COMMANDER Det Ch Supt Roger Richardson

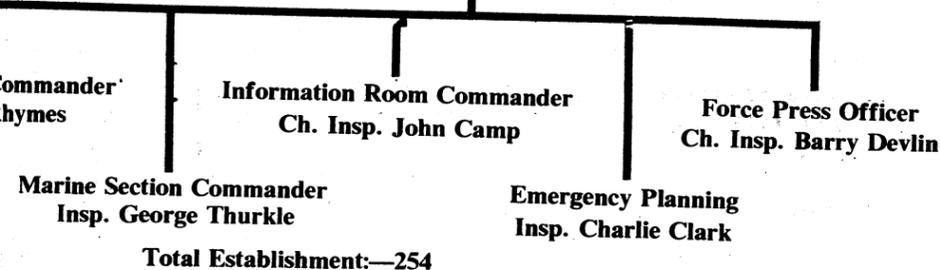


## OPERATIONS



COMMANDER Ch. Supt. Peter Blythe

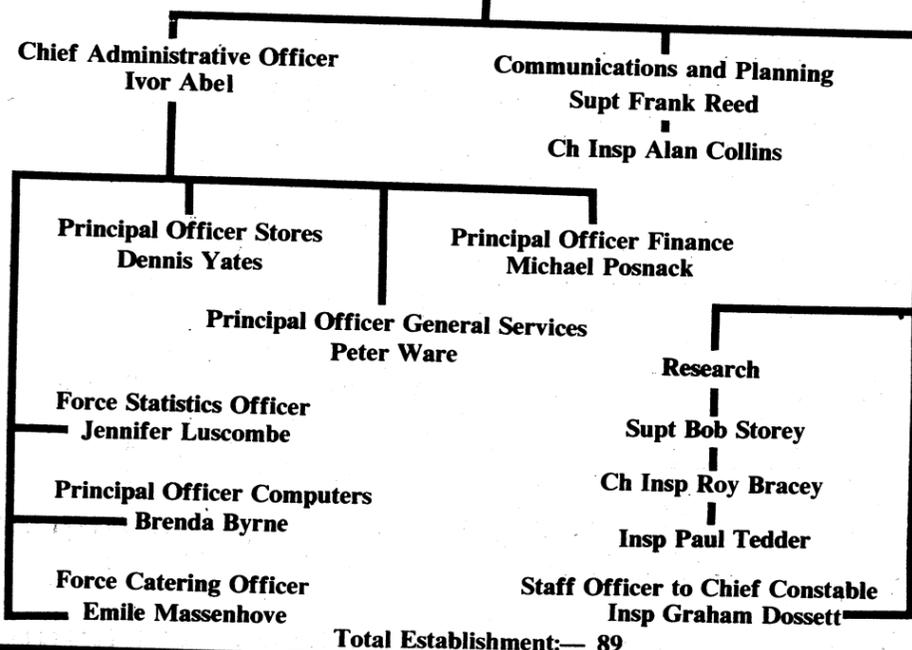
Deputy Divisional Commander Supt. John Page



## MANAGEMENT SERVICES



COMMANDER Ch Supt George Harris



# National Association of Retired Police Officers by Bert Brinkley

## ESSEX POLICE BENEVOLENT FUND

The Committee has met and discussed new rules for their guidance in determining the amount of Grants. Basically, the rules remain unaltered. When a claim is submitted it will be examined by the Committee (Divisional) and the report, with the endorsement of the Divisional Commander will be forwarded to the Force Welfare Officer. In the past the Committee had very little in front of them on which to make a decision; the new form, when completed, will give more guidance and I see no difficulty at its inception.

## MEMBERSHIP NEW APPLICATION

I must again stress when sending application forms to the Secretary the subscriptions should always be included. It seems some forms slipped through with the instruction that deduction would be made from pension, this is NOT so. No deductions are made from pension payments and members are asked to submit payment to the appropriate Secretary — Chelmsford, Colchester or Southend.

Similarly, on change of address, possibly to another part of the County, or even outside the County, it would be helpful to know if it is intended to remain with the old

Branch or transfer — the choice is yours.

## SUBSCRIPTIONS 1984

At the Annual Conference at Harrogate on September 16 last, it was agreed that subscriptions for 1984 would remain as at present: Pensioners £2.40 pa; Widows 60p pa. A Motion for an increase of £1.20 pw to be devoted entirely to the PP Housing Association was defeated.

The usual reminders are being included with the next Bulletin which I expect within the next few days. It would seem unnecessary to issue reminders which are expensive and time-consuming especially when "The Law" reaches every pensioner, but it is apparent that our column, if read, is not heeded, as there still remain defaulters as far back as 1981-2-3. This is a drain on our finances as the annual precept of 40 per cent is based on the actual membership whether or not the subscriptions have been paid. Subscriptions for 1984 are due to be paid on December 31 and it is hoped that members will give the matter early attention.

## CHELMSFORD BRANCH SOCIAL, 1983

Fifty members and their wives attended this function and although thin on the ground, I think everyone enjoyed the get-together which was followed as usual by an excellent meal provided by the Canteen Staff. The ACC 'A' Mr Peter Simpson gave a brief talk and brought us up to date with the happenings within the Force. Pensioners look forward to this task and when the recent pay scales were mentioned, one wonders how we managed to "exist" on £3.10 pw. Somehow we did, but of course we were not blessed or troubled with the modern-day luxuries.

As the next Bulletin will contain a full report of the Annual Conference I will

not enlarge upon it here, except to say, the Motion that prompted a lot of discussion, albeit some mirth as well, was the "windfall" that came the way of pensioners who have reached the ripe old age of 80 years-plus. The increase supplement of 25 pence per week to all over 80 years is beyond comment. This is the only part of the 1971 Regulations which has not been index-linked. Pressure is being

brought upon the Government, through the PS Pensioners Council to have this amount brought up to a more realistic level. The matter has been referred to our local MP (Norman St John-Stevas) who has given us his support and has written a strong letter to the Secretary of State whose further reply is awaited with interest — no prize for guessing the correct answer!

## Caribbean success

ON Friday, August 14 Stanway Traffic Garage was transformed into a tropical paradise. Over two hundred members and guests of Colchester Police Sports Club enjoyed themselves to the music of the Trinity Steel Band and relaxed in the informal atmosphere. The whole evening being a complete success with the winner of the Limbo Dancing competition coming from 'outside', being none other than the Deputy Divisional Commander of Colchester's Fire Division, Mr Bob Richardson.

Send your 'Society' Reports to The Law at Force HQ

## 'MONEY MATTERS' - by TW

THIS month's article is in direct response to a suggestion from a senior officer, just retired, with whom I had met to discuss investment. His words were: "You should tell policemen all this before they retire and stick all their money away."

Well, that time comes in a police officer's life when his truncheon strap has had its last repair, his waste bin is being hit every throw from over 20 feet and the probationers look like younger sons and daughters. His thoughts turn to "Commutation Day" when, after 30 years of watching his pay slip, his bank manager and his spending, he becomes the proud possessor of twenty to forty thousand pounds — all his.

This poses a unique problem for the average man, because the most cash he's had in his hand before was probably the deposit on his house. What on earth should he do with it, everybody seems to know best, nobody seems to know nothing!

It is at times like these that one of the most ancient instincts in man heaves its creaking cogs into gear and autopilot takes over, leading the feet to the nearest building society.

Here the fortune is locked away by a smiling manager on 10 year notice of withdrawal for an extra 1/8% interest.



## IPA notes

Cockney Night has been and went, with a marvellous time had by all on October 7. Harlow declared UDI and had their own show on a different floor of the same premises, due, of course to the size of their party which included the guests from Rotterdam.

The Headquarters Section Continental Dance took place at Broomfield on October 15, but was regrettably not well supported and made a loss. In view of the weather that night, it was a wonder any-

one got there at all!

Next HQ Section get-together will be our Annual Dinner at the Rivenhall Motor Hotel on Thursday, November 17, 1983. Please let Mick Dunman know if you intend going so that reservations can be made. The following week we will be meeting on Friday, November 25, when it is hoped that Mick Brewer will give a talk on his visit to India.

Notification will be made shortly of the date for the AGM of the Essex Branch, to be held in January, for which I will be pleased to receive accounts of branch archives during the year. This will be followed in February by the 10 Region AGM, again on a date to be notified, and all members are reminded that the Chairman, Craig Bailey, Secretary Dave Bryan and Treasurer Ian Ritchie are resigning. There is a Treasurer designate, but nominations for the other posts are sought.

## Force lottery

RESULTS of the draw held at Southend on September 26, 1983. First prize, PS Parker, Colchester (CSB), £1,341.61; second prize, PC Hunt, Saffron Walden, £715.80; third prize, PC Buchan, Harlow, £357.90; fourth prize, PC Thornton, Laindon Traffic, £178.79. Consolation prizes at £35.75 each: DS Reed, HQ CID; DS Burden, HQ CID; TW Jones, Witham; PS Farr, Tilbury; PC Pearson, HQ CSB.

## ... and now more about savings

(Exaggeration.)

My advice is this: Next time you see the adverts for the extra interest accounts, record it on the video, play it back and freeze the picture on the one-second long phrase in tiny letters saying "net of basic rate tax". What it means is, if you put your £20,000 Commutation in, you will get 1.75% above the ordinary rate (whatever that goes down to) and you will pay the tax man, like it or not. So you get £34 per week and he gets £14.83p per week.

Three years ago, investors were getting 13% and 14%, now it's 9% if you agree to lock it away, 7.25% if you don't.

As this is such a significant subject for those approaching retirement, I'll outline some ideas next month which can prevent you propping up the Inland Revenue's tea club.

I am not saying we should not put our money in building societies, I just want to open the subject up a little, and demonstrate what else is around. As a taster, investors with the third largest investment concern in the UK made 20.3% compound growth on their money, per year, for the last seven years. The money was not locked away, the interest was tax free and income could be taken at any chosen level.

Next month then, we'll see how to make it grow bigger without hurting.

## Market Place

**THREE BEDROOM** semi, Panfield; fitted kitchen, lounge, dining area, patio doors; c/h; garage; over-looks farmland; 65ft garden, patio area; £27,950. P. J. Caulfield, PC 1657, Tel: Braintree 41965.

**THREE-BED HOUSE** in South Woodham, two years old; large kitchen/diner; c/h; two mins from Asda; £28,250. DC Barrow, Basildon or Chelmsford 322907.

**TO LET** for six months, two-bedroomed fully furnished cottage; oil central heating; not suitable children/animals; about two

centres. Phone: Colchester 42017.

**GOOD HOMES WANTED** for cats and kittens. Phone Miss Parsons on Colchester 211237.

**CARTOONS BY 'PC'**. Framed originals, colour or b&w; ideal wedding/retirement gifts, etc. Any topic, phone Braintree 41965 for details.

**WANTED: "THE TRUNCHEON"**. Journal of the Former Essex Constabulary; complete run or odd copies; good price paid. PS Wager, Kelvedon 70244. **VOLVO 144 GL** Saloon, 1974; VGC; well main-

ono. Southend 527896 or PC Young, Southend Police Station.

**CORTINA** 2000 GL Estate, T reg; VGC; colour black, vinyl Riviera Sun roof, tape, radio, stereo, alloy wheels, tow bar; taxed, tested; £2,000 ono. PC Simpson, Sandon (Dogs), Danbury 5769.

**NIKON F2S**, 50mm, 20mm, 70-210mm, Macro zoon, Nikon bellows, two flash units, metal case, host of accessories; worth over £1,000. serious offers. D. Graham, PC 1345, Corringham, Stanford-le-Hope 675955.

**SCHRIEBER** Dressing Table, seven drawers, incl make-up drawer, full length tilting mirror, wood effect finish, knee space underneath; VGC; £30 ono. H. A.

Chelmsford 51024. **VULCAN** Verona Gas Fire and Back Boiler, with teak surround; 45,000 BTU; also time switch programmer; £25. PC 37 Simister, Rayleigh 772280.

**VW CARAVANETTE**, four-berth, 1974; blue, white, elevating roof, new engine; VGC; low mileage; price £2,195 ono. PC 858 Olver, HQIR Chelmsford 84218.

**FOR SALE:** COT quilt cover, £5; Cosy toes, £2.50; Cot blankets, £1.50 each; all VGC. Telephone: Great Dunmow 850373. R.A. Buckland, PC Wethersfield.

**CORTINA** 2000 GL, 1979; beige; low mileage; very good condition; new MoT; £2,000. Mrs Wheatland, Chelmsford 84859 or

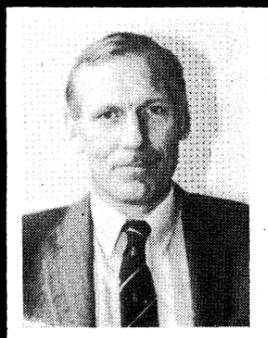
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Home telephone  Signed

## Federation Notes



by  
*Jim Rodgers*

### Benevolent Fund

AT THE last Management Committee Meeting of the above Fund, it was agreed that there should be a slight change in the procedures for obtaining Financial Assistance within the terms of the Fund Rules. The procedure will be as follows:

1. No application from a person eligible to benefit from the fund may be dealt with by the Committee without a firm recommendation from the Local Benevolent Fund Committee, endorsed by the Divisional Chief Superintendent.
2. In making this firm recommendation, the local committee and Divisional Commander should bear in mind the fundamental principles that the Fund exists to alleviate "poverty, distress or suffering". Information should be gathered concerning other means at the officer's disposal for recovering any or all of the monies required, ie Private insurance, medical or group insurance schemes.
3. The fullest possible details of income and expenditure should be included within the application which is not to be regarded as a "Means Test".
4. The policy of the Committee is at all times to be benevolent but a need must be proven, and related to the fundamental principle set out at 2 above.
5. In dealing with applications related to a widow or pensioner's property, the committee will not deal with cosmetic repairs or alterations but will concentrate its involvement with repairs which restore the quality of life for the occupant. For example, decorating or clearing gardens may be construed as "cosmetic", whereas the repair of a roof or central heating system would be the sort of repair that a husband would have provided had he been alive. The applicants family could deal with cosmetic matters, and the committee the latter.
6. When applications are made to the local committee for assistance with repairs etc, whether it be for serving officer or pensioner or widow, then three estimates for the work to be done should be obtained for the committee to consider. Any application made by submission of a bill for work already completed may not be considered for assistance. Where remedial repairs are of an urgent nature ad hoc meetings can be called to deal with the matter as an expedient, in these instances examination by either the local representative or the Welfare Officer would be preferable.

WHILST YOU ARE CONSIDERING THESE CHANGES, can you just check on your Pay Slip at Code 78 and see if you are paying your £1.10 contribution to the Combined Welfare Fund . . . If you are not, then you can get an application form from Charlie Howlett, his HQ Extension is manned 24 hours a day, and it is 399!

### Federation Diaries 1984

I HAVE heard from the Publishers that our 1984 Diary is almost ready for delivery. Lists are being sent round all stations for you to order your copy. This year the cost has been raised to 30 pence — all the proceeds go to the Essex Police Orphans Fund. This Fund provides for each Orphan a Christmas Box of the size that Dad would surely have spent had he been alive. This year it is £165 for each child on the Register of Orphans, and we try to

improve that sum each year in line with the Police Pay Rise.

There are enough Diaries being delivered to ensure that each officer can have at least one, with a few more available for our Civilian Colleagues, but get your name onto a list as soon as possible, if you can't find one, contact your local JBB Representative who will be only too pleased to point you in the right direction, or even take the order himself.

## RUC Injured Officers' Visit

Elsewhere in The Law the Editor has hopefully arranged a spread of photographs taken over the past weekend, when the Joint Branch Board entertained a party of 28 injured officers, their wives and nurses.

It is true to say that when they first arrived at lunch time on Friday they were a little apprehensive about their trip — strangers in a foreign environment as it were.

But I am happy to report that by the time they had been wine and dined they had relaxed visibly, and were better prepared to enjoy the remainder of their stay with us. The Chief Constable made a very witty speech of welcome, and was rewarded for his efforts by the presentation of an RUC plaque.

The party was then whisked away to meet the Mayor of Southend and be shown round the Mayor's Parlour — "Porters" — a charming old fourteenth century farm house. This was followed by a lightning visit to the waterfront and seamier sides of Borough life, before taking dinner at The Westcliff Hotel, high on the cliffs

overlooking the Estuary.

The evening was engaged in the 'Off-Beat Bar' at Southend Police Station, where they were entertained by the folk group 'Talisman' and a comedian Bob Curtiss, and of course those sociable souls at Southend.

I had the privilege of returning to London as a guest of the City of London to maintain contact with the party for the remainder of their weekend in England. It was an experience that I shall never forget. They were so supportive of each other and so caring for their companions' problems that they seemed easily able to cope with their problems. They bore their incapacities so lightly, that I must confess I spent most of the week-end with a large, indigestible lump in my throat,

Having enjoyed their day in Essex, they were given visits to Fulham Football Ground to watch the match against Chelsea (an eight-goal thriller) — whilst their wives went shopping in the West End, then on to a Theatre for the evening together. Sunday saw them being entertained at

Claridges, by a full range of staff and high ranking executives, before going to the Warren in Hayes for lunch and a few drinks with the Metrognomes!

In retrospect, I regret the chagrin I felt at the amount of work which fell upon us when we organised the Draw to raise funds for the venture. I would willingly go through twice the work to raise half the cash, just to have the privilege of seeing the happiness which that cash purchased for a few hours for these brave men and women . . . In fact we have already started to put together some ideas for future Fund raising, so that with the money raised by the Support Unit from their Five-a-side Football Marathon in July, we can repeat this exercise. Perhaps next year or the following year.

The main praise for the initiation of the scheme must go to Mike Sims the JBB Secretary from the City of London and his very willing band of helpers — Don Randall, Ron Friend, Brian and Harry. They led the way, and we are pleased to be junior partners in the venture.

## Motor Car Allowances

WITHIN the Essential Users Table A, the "Basic Mileage" referred to is the first 11,000 miles of travel, then payment will be at the Reduced Mileage rate per mile. Within the Casual Users Table B, it will be noticed that the bands of mileage have been altered. Prior to the 1st January 1983 these bands were as follows:—  
The First 1,000 miles;  
1,001 to 3,000 miles;  
3,001 to 4,800 miles;

4,801 to 9,000 miles  
Thereafter . . .

It will be seen that the Mileage Year 1982-83 will need to be re-calculated as two separate parts, April to December 1982; and January to March 1983. Each of these parts are less than a Mileage year, so that there has been some over payment of allowances to some officers. The Home Office have decreed that where this has occurred the Police

Authority will have to stand the loss and no "claw-back" will be made from members so overpaid. This overpayment will have occurred mainly where officers do not perform many miles of travel.

The Public Transport Rate is increased from 12.7 pence to 13.2 pence per mile with effect from 1st June 1983. This increased rate will apply to journeys made on or after that date for which

reimbursement at PTR is appropriate. A Force Order will shortly be published which explains how this information can be used to the benefit of officers who until recently were restricted merely to claiming the cost of a Public Transport fare for certain journeys. This improvement came about as a result of negotiations through the Joint Negotiating & Consultative Committee.

THE new tables of Mileage Allowance for Casual and Essential user have been put out on Home Office Circular, and will shortly be published in Force Orders. I

am told that the claim for September Mileage will be paid at the new Rates, but that retrospection and adjustments will probably be included with the October claim payment. The tables are as follows:—

**Table A — Essential Users Rate**

Cylinder capacity	Annual rate of fixed element	Mileage element	
		Basic rate per mile	Reduced rate per mile
	£		
1,451cc but less than 1,751cc	426	19.5p	10.4p
1,200cc but less than 1,451cc	386	17.9p	9.6p
1,000cc but less than 1,200cc	360	16.4p	8.8p
less than 1,000cc	324	14.6p	7.8p

This table supersedes that in Home Office Circular No 111/1981.

**Table B — Casual Users Rate**

Mileage per year	less than 1,000cc	1,000cc but less than 1,200cc	1,200cc but less than 1,451cc	1,451cc but less than 1,751cc
Up to 1,500 miles	26.0p	29.0p	31.3p	34.1p
From 1,501 miles to 5,500 miles	18.7p	20.9p	22.6p	24.5p
From 5,501 miles to 11,000 miles	14.6p	16.4p	17.9p	19.5p
Thereafter	7.8p	8.8p	9.6p	10.4p

# Football Report

THE Force Football Team maintain their 100 per cent record with three more league wins and a league-cup success.

The first of these victories was on Saturday, September 17, against Bishop's Stortford Swifts. After a good move on the Police left, Mick Allen scored.

Ten minutes later John Stewart scored from a free kick on the edge of the Stortford penalty area.

The Police dominated the second half and before long Mick Allen scored his second goal.

A fourth goal was scored by Phil O'Connell. Bishop's Stortford scored a consolation goal near the end.

The following Saturday the Police were away from home when they visited Carreras of Basildon in the Olympian League Cup.

The Police fielded for the first time John Walker who was playing for Southend United in the third division last year.

Essex took Carreras by storm. In the sixth minute Mick Allen scored with a powerful header.

A few minutes later Phil O'Connell collected a pass in the centre of the field and slipped the ball past the opposing goalkeeper.

The Police scored their third after a poor clearance by a Carreras defender.

Just before half time Carreras scored from a penalty kick. In the second half Phil O'Connell scored his second to give a comfortable 4-1 margin.

With little time left John Stewart scored from a penalty to finish the scoring at 5-1 to the Police.

The next game was against another new team when the Force entertained Basildon Town at Headquarters on Saturday, 1st October.

by *Charlie Clark*

This game saw several recognised players missing from the Police line up but nevertheless a strong team took to the field.

A defensive error saw Phil O'Connell running unhindered into the visitors goal mouth to score an easy goal.

The second goal quickly followed when Paul Pratt won a tackle and crashed the ball into the net under the advancing goalkeeper.

The second goal saw the Police relax and their game suffered. Basildon began to get into the match and they scored just before half time.

In the second half the fitness and strength of the Force team began to take its toll on the visitors and with 15 minutes to go Steve Wynn scored the third goal.

Shortly after Phil O'Connell scored his 8th goal of the season to make the final score 4-1 to the Police.

The last time the results were so promising the Force team ended up as league champions and with a number of Police Cups to their credit.

## REGIONAL CROSS COUNTRY

ESSEX POLICE made a cracking start to the Regional cross country league season at Guildford on October 5 when the women's team scored really well to leave little doubt who is in charge this winter — if only they can all turn out regularly.

Wendy Lamb was away at the gun and went steadily ahead of the rest to score an easy win. And with Moira Hewitt well ahead of the third runner, Moira Owers, also Essex, the 1 1/4 miles became a procession. Alison Bourne backed up well in 5th position to complete a near maximum score. The opposition was numerically weak as it was in speed and it is to be hoped that the season picks up next month when Essex are at home at Southend.

In this year's men's league there is a 'B' team competition which means that to score fully each county must turn out 12 runners. This Essex did — just — and they were matched by home team Surrey and Kent.

The course was over three laps and included sandy paths, a stubble field with piled straw and a steep woodland path on which it was a matter of pride, and stamina, to say that one ran up each time round.

by *John Hedgethorne*

On lap one things looked good for Essex as Perrott, returned from injury pushed up, accompanied by Turner, Robinson and team captain Down. Reed was not far back and Greenfield completed the 'A' squad in midfield.

This was not to last as Perrott found he was less fit than he thought but he fought well as the others got away. Turner just lost out on second place and with Robinson taking 5th and Down 8th, Essex were hopeful.

Perrott 14th and Reed 18th consolidated and when Greenfield got one of his better placings, 26th, there was a chance Essex had won. But in a tight match Surrey had scored 541, Sussex crept in with 538 and Essex had to be content with 3rd on 532. Just nine points between the first three.

It was great to see faces in the 'B' squad who have been missing for ten years or more (and says Andy Down, more are needed) particularly Kebell 38th and Lee, former Barking walker, 59th. Together with two Barretts, Rod 53rd and Phil 60th, Mason 50th, and Heffron playing the sweeper role at the back (64th) Essex 'B' built up enough points to take second place.

Region will award three sets of team plaques this season to the first three 'B' teams so there's a chance for the slower men to get an award as well as get fit. Contact Hedgethorne at Colchester or Down at Westcliff for details.



'A' Relief at Colchester make history having been presented by ACC Mr Peter Simpson with the Force Sports Association trophy for the greatest contribution to Force Sports during the past year. This trophy has in the past only been presented to an individual winner.

# Hockey Men Just Miss

THE new hockey season bullied off on Wednesday, September 14, on the all-weather pitch at Witham with Captain, Graham Lumley, and Vice-Captain, Vic Murphy, leading the team out to face a strong opposition from Hertfordshire Police. Teething troubles were soon apparent, as Essex could only field 10 men.

From the start Herts launched into the attack trying to take advantage of the open spaces in the bare Essex midfield, but good determined play from the half and full backs, constantly feeding the ball to the forwards turned the tide giving Essex the majority of the play in and around the Herts goal area. The relentless running and pressure payed off about half way through the first half when a pass from Vic Murphy to Graham Anslow, standing unmarked in front of the Herts goal was quickly sent to the back of the net. The heavens then opened and torrential rain fell as Essex continued to battle on. Ten minutes from half time, Graham Lumley inspired the team further by scoring the second goal.

The second half opened with Essex continuing the attack. The hard fast surface of the pitch began to take its toll on the legs of the Essex players, who ran ceaselessly in an attempt to cover the gaping midfield, exposed by the absent player. Herts timed their moves well, passing long accurate balls to their hard-hitting centre-forward, who with his supporting forwards were able to out manoeuvre the Essex full backs. Herts scored. Learning from these moves, Essex tried to fight back using similar tactics, but aching legs were no match for fast rolling hockey balls. In the last minutes of the game Herts scored their third goal, which finished the game for Essex. The story could well have been different if Essex had had a full team.

Anybody wishing to play for the Essex Hockey team is requested to contact Graham Lumley on Colchester 564948.

by *Tony Stevens*

## ROAD RACE NORTH OF THE BORDER

A SMALL select team of five men and two ladies made the long trip to Aberdeen for the P.A.A. 10 mile Road Race Championship on 28th September, 1983.

The road race seems to get bigger and faster each year and although this must be the farthest north anyone can recall going for a running race, it did not deter the competitors.

One hundred and ninety-seven men and women began the race around what the Scots called a one lap undulating course, which in plain English meant it was hilly. What with the cold wind and rain it was not a very healthy place to be. Still the countryside was nice. All seven runners from Essex completed the course and top place went to Wendy Lamb, of Epping.

Wendy, only 19 years old and a mere slip of a girl, ran her heart out. At the end of the race she had

finished second in 65 minutes 42 seconds. The only woman in front of her was Janet Pricoe, of Great Manchester. Pricoe, a full English International 1,500 meter runner, had got to a real shake up after being passed by Wendy at six miles. Still in the end it was Wendy's lack of experience, her

by *Andy Down*

first race over five miles, that cost her the championship. Backing her up in the ladies' race was Moira Hewitt (Moore) who finished fourth in 76 mins 25 secs.

Bob Greenfield meanwhile, lacking a bit of basic speed, was, running a lifetime best as well. And just as well too; Bob had to really stretch everything to beat the two leading ladies. A feat not accom-

plished by 70 or so of the men. At the end of the race, Essex were placed fifth in the team race out of 33. Only the large teams of West Yorks, Metro and Strathclyde and Surrey were in front of us.

Aberdeen's City Fathers entertained us all in the evening with a lavish meal and free drinks. No wonder we saw so many drinks!

The men's race was very fast with Ken Hutchin, Metropolitan, winning in 51 mins 42 secs. The Essex team, third last year were looking for a place amongst the best. However it was not to be. Down and Turner ran below par finishing 20th and 40th.

Tony Robinson ran steady for five miles or so before striding out to a lifetime best of 54 mins 15 secs in 17th place, passing Turner on the track in the last quarter mile. Barry Daymond also went past Down to record 55 mins 20 secs and finish a very good 33rd.



ESSEX Police Ladies Hockey team bully off with the score at 0-0 near their own goal line.

Their opponents, Avon and Somerset Police Ladies went on to win in a 1st round PAA tournament match played Wednesday, July 12 at Chelmsford. At 1-0 down Essex gave up — and promptly went 3-0 down. They pulled themselves together and held that score to the final whistle.

# Top-Shots

THE Essex Police Force was strongly represented in the European Police Shooting Championships held at Bredsten in Denmark last month.

Included in the British team were Superintendent John Page, the manager of the UK pistol team; Inspector Graham Harvey in the Rapid and Centre Fire Pistol Teams and Ps Phil Webb also in the Rapid Fire team and the Free Pistol Team.

Graham Harvey nearly didn't get to compete. The Danish officials were concerned that the team list showed one A. N. Other and not a Mr G. Harvey. Who is the imposter? they

demand of John Page having got him out of bed in their consternation.

It took some explaining.

Eleven countries competed in most events, and the competition was extremely keen. The German, Swiss and French teams were particularly strong and took some beating.

Half way through the Centre Fire and Rapid Fire Pistol competitions the UK team looked good — but slowly slipped back in the Centre Fire.

They tied with the Swiss for the third place in the Rapid Fire — with Graham Harvey playing a vital role in a closely fought shoot-off.

# The Law

H.Q. phone extensions  
374 and 375

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