



The changing face of the police service

"In these difficult days when money, or shortage of it, plays such an important part in our lives, the Police Service has to be seen to be both efficient and cost effective. This force has always prided itself on its efficiency and on the excellent service which it provides to the people of Essex, but to ensure that it is cost effective requires almost constant appraisal of the way in which its resources, both human and logistical, are being used. In 1983, therefore, the Chief Constable formulated a number of principles on which his policing policies would be based and, for the information of every member of the force, these are enumerated as follows:-

Establishments

(i) "To continue the ethos of service to the public and by pursuing sound organisational and management principles, with good communication, sustain a police force in which the people of Essex have confidence.

(ii) By placing great value on professional policing and emphasising the importance of inter-personal skills, secure the full co-operation of the public.

(iii) To ensure that the finite manpower and other resources are distributed and utilised efficiently and effectively and by monitoring policing problems maintain good public order, paying particular attention to incidents of an anti-social nature. The prevention of se-

rious crime must be accorded a high priority

(iv) To pursue a prosecution policy which is designed to take deserving offenders before a court, but which eliminates uncalled for prosecutions and unnecessary delays, minimises the amount of police time taken and ensures uniformity of procedure throughout the force area.

(v) To ensure that officers can report and record information so as to maintain the adequacy of material submitted without entailing unnecessary time and effort.

Objectives and resources

"At first sight they would appear to be painted with too broad a brush to be in any way meaningful, but



Dep Chief Constable Mr Ronald Stone.

BY THE DEPUTY CHIEF CONSTABLE

closer analysis will enable you to see the rationale behind them and, in essence, they cover all the important aspects of police responsibility in a force such as ours.

"The 'good communication,' mentioned in the first paragraph is, perhaps, the keynote to the whole exercise and, whilst excellent channels already exist for consultation between officers of all ranks, it is obvious that greater emphasis has to be placed on communication in order that all reservoirs of opinion can be tapped.

Change

"To this end arrangements are being made for meetings to be held in all divisions over the following weeks to be attended by officers of all ranks, at which a Chief Officer will discuss important issues.

"These meetings will provide the opportunity for every officer to play a part in determining the future of the force and I hope that the end results of constructive discussion will be increased efficiency and even greater value for the rate-payers' money.

"Purely as a side issue I will continue to hold my meetings with supervisory officers and shortly will be visiting Grays, Harlow and Southend."

ACC leaves Force for a year

NEW CID CHIEF AFTER TOP MOVES

Chief Superintendent Jim Dickinson took over command of the county's CID this month after a number of top-level moves.

Assistant Chief Constable, Mr Peter Simpson was accepted by the Royal College of Defence Studies in London, and is to be absent from the force until December 1984.



A.C.C. (A) Mr Matt Comrie

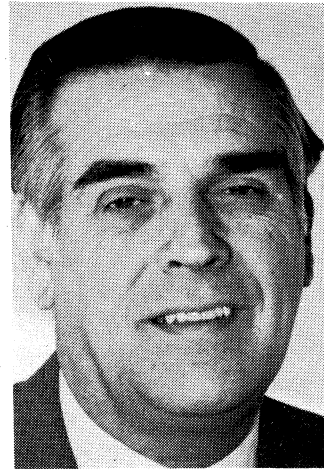
Mr Simpson came to the Force from Hertfordshire in 1981, and took over as Assistant Chief Constable (Personnel). In August last year he moved across to become head of the force's administration.

Taking Mr Simpson's place as ACC (Administration) is Mr Matt Comrie, who will now have served in all three of the Assistant Chief Constables' posts.

Mr Comrie came to the Force from the Metropolitan Police at the end of 1976 and was appointed ACC (Personnel). In April 1981 he moved across to take over the 'Operations' role, and now 'completes the set.'

Filling the Assistant chief Constable (Operations) post is Detective Chief Superintendent Roger Richardson who is appointed Temporary Assistant Chief Constable, for the year until Mr Simpson's return.

Mr Richardson has been head of the Force CID since January 1981, and prior to that spent 10 years with Harlow and Brentwood Regional Crime Squads.

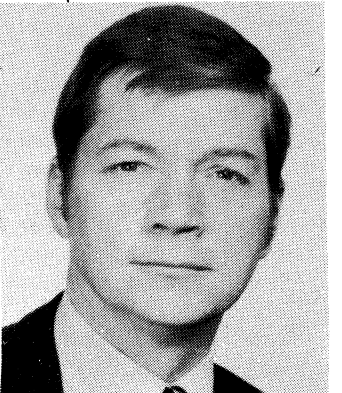


A.C.C. (O) Mr Roger Richardson.

Chief Superintendent Jim Dickinson returns from a Home Office secondment to take over

the CID, a department he has served in for 15 years.

Mr Dickinson joined the Southend on Sea Borough Police in 1961 and was posted to the CID in 1965.



Det. Ch. Supt. Jim Dickinson.

He was promoted Detective Sergeant in the borough force in 1968, and after amalgamation moved to Basildon on promotion to Inspector in September 1970.

Mr Dickinson went to Westcliff in 1975, and during November 1976 was promoted to Detective Chief Inspector at Grays.

He returned to Southend briefly during 1979, until in October he was promoted to Detective Superintendent at Force HQ.

As the 'MIRIAM' liaison officer he continued to work at HQ, but moved to the Home Office on his temporary promotion to Detective Chief Superintendent in August 1982.

BEM AWARD FOR CANVEY Pc

Canvey Island's PC Gordon Elliott was awarded a BEM in the Queen's New Year Honours List, it was announced last month.

The award was for outstanding service to the community, and for the voluntary work undertaken by Gordon, as a result of which many people and charities have benefited.

Gordon Elliott joined the Essex police in 1961 and has served in stations as far apart as Romford, now in the Metropolitan Police District, and Canvey Island.

He has been commended twice by the courts, and the manner in which he performs his duties is described as having brought credit upon the Police Service.

Gordon has given a great deal of time in assisting his wife with her duties as a District Commissioner in the Girl Guides movement,

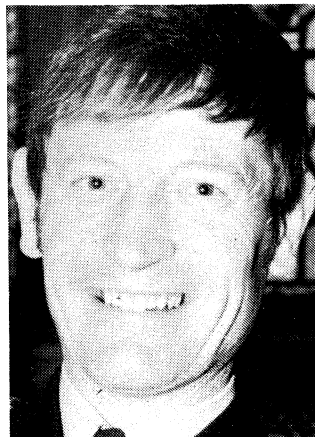
and he also helps run a local scout troop.

Both he and his wife have been members of the local Parish Church and for the past 2 years he has been a member of the Church Council, and was recently elected Treasurer.

PC Elliott has spent innumerable hours working on a whole range of activities for the church including the manufacture of a beautifully hand-carved font.

Gordon has been the main driving force behind the Police raft race entry from Canvey, which has raised, to date, £2,742 for the RNLI.

The recommendation for his award concludes — "unquestionably many people and charities have benefited from the unstinted, unselfish donation of both time and talent given in true Christian fashion by PC Elliott



PC Gordon Elliott

GOING WEST?

'The Law'

centre-page map

might help

POSTBAG — Letters to The Law, Force HQ

Attention radio hams!

Dear Sir,
May I through your pages, mention the IPA Radio Club and therefore hopefully contact any Radio Amateurs in the force.

The IPA Radio Club is open to all IPA members who hold Amateur Radio Licences. Club Secretary is Ernie Jacobs (G3 XUK), Tel:- Erith 39579. The British Section of the Club meets every Sunday evening at 9.30pm on 80m (3.680 MHz ± and regularly has members from Europe and Scandinavia joining in. This net is chaired by Ernie, using the call sign G4 IPA.

In order to try and bring together those members who currently hold 'B' Licences, Ernie intends to try a 2 metre net, weekly, for the London area. This will commence on Wednesday 1st February, 1984, at 7.30pm on 144.350 MHz again ± QRM to see if there is a demand. Any member of the force with an amateur licence will be made welcome if they would like to tune in and point their antenna towards Erith. Membership of the IPA

Radio Club is free to IPA members and any information on the club, its nets and awards can be obtained from Ernie — G3 XUK — QTHR, or Inspector Brian Boon — G4 TRE — c/o Grays Prosecution Office or Tel Brentwood 231077 evenings/weekends.

I would also be interested in contacting any member or ex member of the force who holds a licence and have equipment for VHF — 2m & 4m, HF — 10-80m, RTTY and FAX.

Brian Boon,
Inspector
Grays Pros

THANKS A LOT

Dear Sir,

After many years the post of Sub-Divisional Clerk at Southend on Sea Police Station will be civilianised. As my long term of office will come to a close at the early part of the New Year, I would like to take this opportunity, through the wide readership of your newspaper, to thank most sincerely my many friends and colleagues who over the years have given me wonderful co-operation, friendship

and respect. Ladies and Gentlemen — THANK YOU.

To my successor I wish every good fortune and happiness, and I know that my officers will continue to afford the Sub-Divisional Clerk every consideration and assistance. Should the going become slightly hectic or worrying, the assistance of the nearby Inspector can always be called upon.

So for what will be my last year of service my friends will be able to find me north of the 'Blue Boar' up near the Airport, on my Neighbourhood Beat.

Ladies and Gentlemen, again my many thanks.

Yours sincerely,
Colin Banks,
Constable 143.

DORSET

Dear Sir,

In the lull between Christmas and New Year I am attending to a few of my "thank you" letters and thought it would not be inappropriate to say how much Clem and I have appreciated the regular arrival of The Law in 1983. To pensioners,

particularly such as us out in the West, it is something of a life-line and keeps us in contact with what you are all doing back in Essex, supplemented, happily, from time to time by letters from our friends and firsthand accounts from guests who were former colleagues.

We had a busy and successful season here and the added good fortune of an exceptional summer brought many holiday makers. We were especially pleased to be able to welcome many former colleagues and friends, which had always been our hope.

I would be grateful if you might find space in the Law to say that Humbers is open all year round, that our tariff will remain the same in 1984 as it was this year and that any members will be assured of a very warm welcome to our spacious and well appointed 17th century home here in the beautiful West Dorset coastal country.

Bed and breakfast per person per night is £8.

Optional dinner is £5 per person.

Bed and breakfast per person per week is £50.

Bed and breakfast and dinner per week is £80.

Included, if required, are hot drinks on arrival and early morning tea.

Children under 12 years are half-price. Unfortunately it is not possible to accommodate pets.

Clem joins me in wishing you all the very best for 1984.

Sincerely yours,
Joe Allan,
Humbers,
Chideock
Bridport
Dorset DT6 6JW.

THANK YOU

Dear Sir,

Although I find it hard to find the words, I had to write and try to express my gratitude and appreciation to the many police officers who attended my husband's funeral (P.C. Bob Bull of Rayleigh).

I had no idea there would be so many in the Guard of Honour and although I was very upset I felt so proud to know how well respected my Bob was.

Also, I would like to thank Mr R. Bunyard for reading the service, and Mr George Sage for all the

help and comfort he has given me.

Once again, thank you to you all for everything.

Bob would have been so proud.

Yours sincerely,
Linda Bull,
28 Leighton Road,
Benfleet, Essex.

RECOMMENDED

Dear Sir,
I wish to express my gratitude for the unstinting help and guidance that Mr Freeman of RCMS Ltd., from Writtle, gave me during the frustrating period of time that I was attempting to obtain a mortgage. The Federation office at HQ supplied me with the RCMS details. After contacting them, when all attempts to get a mortgage had failed, they called me within one day, with the offer of a mortgage, which has turned out to be a most successful transaction.

I have no hesitation in recommending RCMS to any of my Police colleagues, in the belief that they will obtain similar advice and help.

Yours faithfully,
A. J. Barker
PC 372 HQ IR

GIFT

Dear Sir,

I write to ask if you will convey my sincere thanks to all the members of Essex CID who kindly contributed towards my farewell gift, the engraved tray and mats.

This came as a complete surprise which made it all the more delightful to receive.

This will always have pride of place in our home.

Thank you once again. My best wishes to you all.

Yours sincerely,
KEN RADLEY

Police Headquarters Musical Society

Present

The

Pirates

Of

Penzance

20th - 25th Feb

G & S

In the Assembly Hall Headquarters Chelmsford

Tickets can be obtained from R T Barkway : Driving School : Clford
EXT 418

Police Private Medical Scheme

It is now possible to accept new applications to join the Scheme from serving police officers and serving civilian staff. Police pensioners are not eligible.

Descriptive brochures and Application Forms may be obtained from Divisional Administration Offices.

For new applications it will be necessary for Question 2 only of the Medical History section to be completed. All other sections of the Application Form should be completed fully.

Completed Application Forms are to be marked at the top "New Entrant" and forwarded to "Group Secretary, Essex Police Private Medical Scheme" at Force Headquarters. Membership would start from the first day of the month following receipt of the Application Form.



MAINTAINING HIGH STANDARDS

FORCE WILDLIFE LIAISON OFFICER

Badger baiting, bird trapping, the digging up of wild flowers and numerous other similar offences may not have featured much in routine police work in the past but, given the wide police powers now re-enacted in the Wildlife and Countryside Act 1981, there is little doubt that growing concern about the countryside and our wildlife will result in increasing demands on our resources.

But can you tell a natterjack toad from a great crested newt or a monkey orchid from drooping saxifrage — all of which are given special protection by the Act?

You probably can't — but not to worry, help is close at hand.

Superintendent Terry Rands at Headquarters, the Force Wildlife Liaison Officer and his deputy, Chief Inspector Mick Brewer at Harlow, can generally advise you on the law and have on record numerous specialists throughout the County who can assist and who are prepared to attend Court if necessary as expert witnesses.

They, in turn, frequently contact police to report offences and, whilst their approach is initially to the local Police Station, the Wildlife Liaison Officer is available for contact and advice should that be necessary.

"The aim", says Superintendent Rands, "is to ensure that the enforcement of wildlife legislation is not neglected and that the maximum benefit is derived from those resources which are available."

A free booklet entitled 'Wildlife — The Law and You' is available from the Interpretative Branch, Nature Conservancy Council, Attingham Park, Shrewsbury, SY4 4TW. A stamped addressed 10in x 7in envelope would be appreciated.

Motorcycle training scheme

Useful for shift working police officers, is the offer of individual motor cycle lessons during week-days from the CSM Motor Cycle Training Scheme at Chelmsford. Group courses are also run at week-ends.

Anybody interested should contact Hugh Chivers on Chelmsford 359478 for details of times and fees.

RECRUITING

"The pool of potential recruits for the Force has seldom been better; in 1983 we received 4,000 applications, many from hopeful young people with their hearts set on a career in the Police Service. Unfortunately, we are only able to fill vacancies following retirements and resignations and the majority of applicants are unsuccessful.

"Despite this situation it is important that potential recruits should be advised to apply. Many enquiries are received by police officers and civilian employees when they are on and off duty and everyone should be aware of our recruiting policy so that

we do not lose the really good recruits we should be picking up.

"The standards set for regular recruits are reasonably high. Applicants must meet the height requirement for males of 172cm (5ft 8ins) and for females of 162cm (5ft 4ins) and be of proportionate weight. They must be aged at least 18½ and have a good educational standard, generally GCE 'O' level (or CSE 1) in English and Mathematics. All applicants (except Graduates) are required to pass an entrance examination. They must have good physical ability and meet Home Office eyesight requirements.

"Work experience, particularly in dealing with people, is an advantage. A knowledge of current affairs and an awareness of the problems facing society will be expected together with a satisfactory knowledge of the service. Successful applicants will be enthusiastic, well motivated and possess fair, unbiased attitudes.

"I would particularly like everyone to encourage applicants for the Special Constabulary. Voluntary service provides an ideal opportunity for suitable people to sample a career with us while we can witness their motivation and assess their potential.

"Applicants for the Special

Constabulary must be between 18 and 50 years of age and physically fit. Male applicants should not be less than 168cm (5ft 6ins) and females 162cm (5ft 4ins) in height. A reasonable standard of education is required, although educational qualifications are not essential, and applicants are not required to pass an entrance examination. Successful candidates will be required to regularly attend training sessions on one Saturday each month.

"Applications are accepted from potential Cadets in January each year in anticipation of appointment to the Essex Police Cadet Corps in the following October.

Only twelve places are usually available and competition is extremely high. Applicants must be aged between 16 and 18 at the time of joining and should meet the general physical and educational standards of a Police Constable. Only applicants who live in the Essex Police District can be considered.

"Please encourage all enquirers, whether they appear to be suitable or not, to apply in writing, to the Superintendent of the Force Training School. This will particularly assist applicants who are currently unsuitable (for example if they are under age) and who may need some advice or guidance for the future."

HO Circular is blue-print for the eighties

LAST month saw the publication of a Home Office Circular which is likely to prove to be the most important document effecting the police serving this decade.

Home Office Circular 114/1983, sent to Chief Constables and police authorities, outlines the Home Secretary's intention on police establishments, resources and objectives for the foreseeable future.

The Circular points out that in the last 12 years, since the last momentous look at establishments and strengths, the number of serious crimes recorded has practically doubled, "while other commitments such as the maintenance of public order have also become more onerous."

Police strength has increased substantially with an extra 24,000 men during the same period, and the cost of policing has increased from £1.4 to £2.4 billion (estimated at current prices).

"After this rapid growth" says the Circular "a period of consolidation is desirable, not least be-

cause the constraints on public expenditure make it impossible to continue with (this) sort of expansion."

The Circular is intended to assist Chief Officers and Police authorities to enhance police effectiveness during the period of consolidation whilst the workload shows no sign of diminishing.

Four criteria are laid down which will govern the Home Secretary's assessment of bids by Chief Constables for increases in their establishments.

Firstly he will only authorise additional posts when he is totally satisfied that the Force's existing

Financial cut-backs determine the shape of the police force to come

resources are being used to the best advantage. To this end H.M. Inspectors of Constabulary will be taking a very close look at the allocation of resources to properly determined objectives and priorities.

Secondly, applications will not be acceptable in general terms. A specific case for additional posts will need to be made.

The third condition requires the Police Authority to signify its intention to fund any extra posts, and the final criteria only allows establishment increases to be approved for the current year and/or the immediately following financial year. But the major impact of the section on establishment refers to civilianisation.

The Home Secretary will not approve increased police establishments if police officers are occupying posts which could

"properly and economically be filled by civilians."

Since previous restrictions on the levels of civilianisation are removed by the Circular, it suggests that the Home Secretary wants to see an extensive campaign of civilian recruiting.

The Circular points out that society's expectations of the police are constantly shifting and resources are stretched to the limit to cope. "If scarce resources are to be deployed to the best effect in this changing situation" says the Circular "it is important that Chief Officers and police authorities should have clear objectives and priorities, which themselves change from time to time."

Whilst emphasising the need to make clear professional assessments of objectives, the Home Secretary stresses the need for full consultation with the community to determine local needs and wishes and to explain policies publicly.

But the Circular makes clear that all officers are to be involved in any new direction. "It is essential" it says "that the policy objectives should be

understood by all ranks and expressed in terms that relate to the experience of more junior officers."

To this end supervisory officers, at all levels, are exhorted to prepare themselves to be able to explain to all their staff what is expected of them.

Conversely, the Circular expects more junior officers to make an important contribution towards policy making not only through the various consultative Committees, but also at Divisional level through consultation using the operational chain of command.

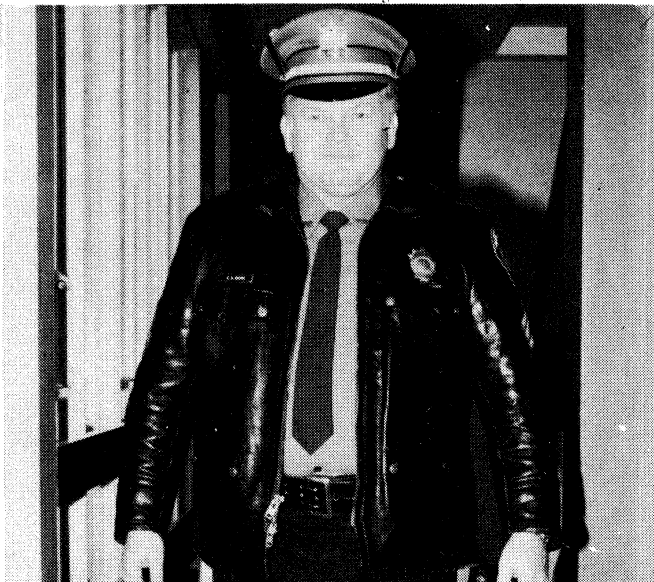
Essex is already well ahead with its response to present policing problems.

"This Circular" explains Deputy Chief Constable, Mr Ronald Stone "puts into official print what the force has been trying to put into practice for some years."

"It emphasises good relations with the public and extensive consultation with all ranks — both major parts of the Chief Constable's policy for the future."

"Ivory towers must disappear, and we have already started our programme for Chief Officers' discussions with all ranks."

"Change must occur, and it is imperative that everybody is involved."



A recent visitor to this force while studying law enforcement, was Charles 'Chuck' Davis. He is a Patrol Sergeant in the Plainfield Police Department, USA, which covers an area 3 x 2 miles, about 40 miles to the West of New York.

It's sunflower marathon time!

IT'S sunflower growing time again! Following their success with sponsored sunflower growing in 1981, the Winged Fellowship Trust are having another go this year, and Essex police are to play their part.

Money is raised for holidays for the disabled, by school-children who grow sunflowers to enor-

mous proportions. Prizes are offered to the top grower in each school, and the overall first, second and third highest in the county receive a bicycle, radio and camera. Prizes are donated by Martins, the newsagent.

The Chief Constable has given permission for Community Police Officers to distribute the seeds

and to do the final judging, which will take place in September, after the return to school.

Schools have been invited to take part already, and those who agree will receive seeds ready for planting at the beginning of the Easter holidays.

Seeds are being donated by Cramphorns.

NEW M25 SECTION

FASTER W

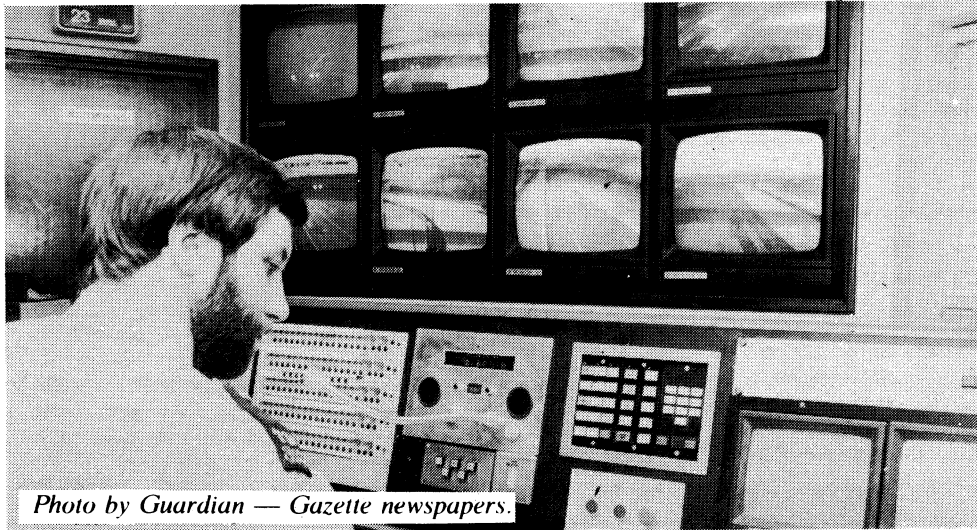


Photo by Guardian — Gazette newspapers.

Just part of the busy Chigwell control room which now receives pictures from the 42 cameras sited along the M25. The TV screens are showing the scene at the Theydon interchange.

A NEW and vital section of the M25, London Orbital Motorway was opened last week.

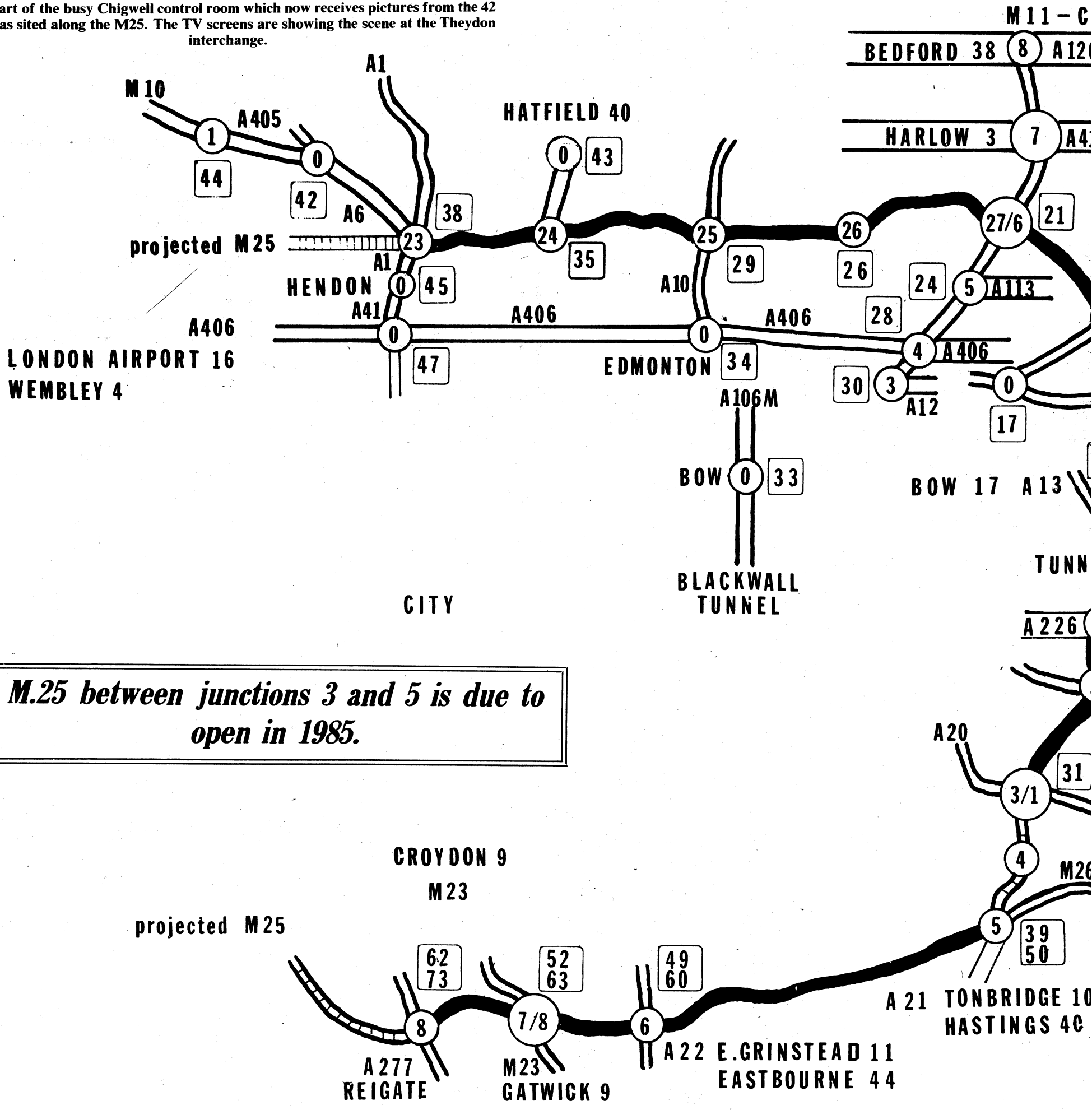
The new road links the M1 and M10 to the M11 and, through the Dartford Tunnel, to the Kent channel ports. It's now possible to drive from Kent to Glasgow without meeting a single traffic light.

But more importantly for Essex dwellers, it opens up the way west and cuts out those

tiresome journeys across crowded North Circular just an hour or so away.

The Department of Transport will be significant. It is an important piece of transportation since the River Thames flows through it.

How significant the



M.25 between junctions 3 and 5 is due to open in 1985.

W OPENNS Y WEST

London or round the Heathrow airport is...
...port says, "It's effect perhaps, the most history for London opened to naviga- is to Essex can be

judged by looking at 'The Law' motorway comparison map. If you're heading west, a glance at the map will give you comparative mileages on the new motorway to help choose your route.

The map was compiled by PS John Waddington of the HQ Traffic Management Section, and especially drawn for 'The Law' by Pc Tony Tinson, of Traffic's Technical Investigation Unit.

BRIDGE 27 — HUNTINGDON 43
CHELMSFORD 20 COLCHESTER 30

CHELMSFORD 16

A 12 IPSWICH 53 COLCHESTER 35
HARWICH 53 CHELMSFORD 13

A 127 BASILDON 8
SOUTHEND 22

A 13 GRAYS 6 TILBURY 8

A 2 CANTERBURY 42 DOVER 58

Key:-

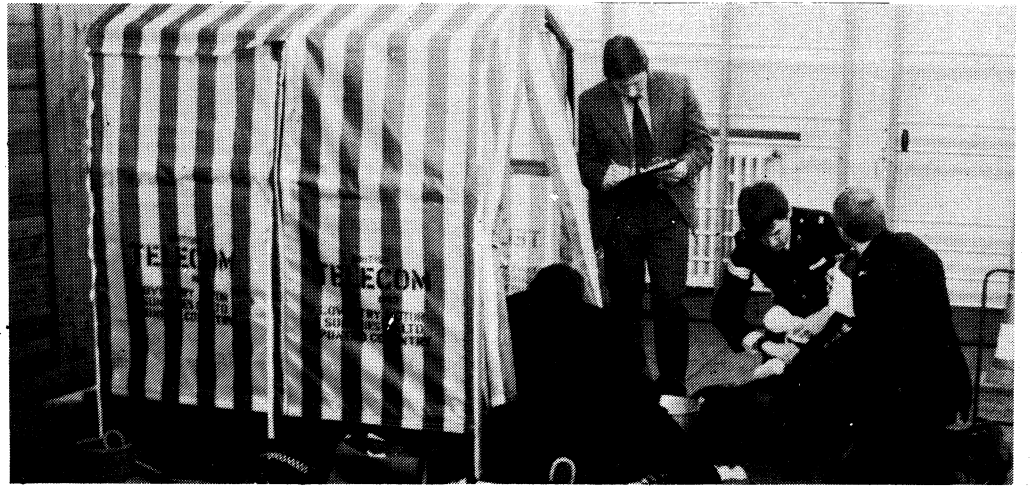
24 Motorway junction number

32 Distance to Chelmsford

Numbers shown by locations are the distance to motorway junction.

STONE 8

Essex hosts First -Aid competition



ESSEX hosted the No. 5 District heats of the Police National First Aid Competition last month. The competition was dramatically staged at the Force Training School, with eight teams taking part — representing six

different forces. Two 'home' teams entered the heats but found themselves against very tough opposition.

The Essex 'B' team managed a sixth place overall, and some of them are

pictured above during the competition.

'B' team members were PS Steve Smith from Harlow; PC Bob Emberson from Clacton; PC Alan Fitzjohn from Harlow Traffic and PC Steve Currell from Basildon.

Headquarters IPA

present their

VALENTINE'S DISCO

at the FTS canteen
8.00pm, 12th February

All ages welcome. Food supplied. Bring your own bottle.

Tickets £1.50 from Paul Adams, HQ garage.

Essex Police Band "POLISHED BRASS"

— the Essex Police Band's long playing record is now on sale at the Crime Prevention Office at Police HQ, Chelmsford.

Price £3.50

ESSEX POLICE
MAGAZINE WINTER
1983 EDITION NOW
AVAILABLE PRICE 10p

SWEDISH MINI-CRUISE



ENJOY a relaxing three day cruise to Gothenburg in Sweden from Harwich on Friday 16 March, 1984 with DFDS Tor Line. The timetable is as follows:

1430 hrs Friday, 16 March, 1984 — Depart Harwich (Parkeston Quay).
1600 hrs Saturday, 17 March, 1984 — Arrive Gothenburg.
1900 hrs Saturday, 17 March, 1984 — Depart Gothenburg.
1900 hrs Sunday, 18 March, 1984 — Arrive Harwich.

The cost will be £15 per person. (Children under 4 years travel free). Accommodation will be provided in 2 or 4 berth cabins (depending on your requirements) each with shower and toilet. Passports will be required. The ship will be the MS Tor Scandinavia 15,500 tons, built in 1975, and owned by DFDS. The ship has a passenger capacity of 1,432 and a cruising speed of 24.5 knots. The vessel has the luxury of a five star hotel and apart from the restaurant, grill room, cafeteria and bars also has a night club, disco, two cinemas and a sauna.

On arrival in Gothenburg a coach tour of this fine city has been arranged. (This is inclusive of the £15 fare).

Please complete the booking form and return to DS 231 R. R. Firmin at the Port of Harwich NO LATER THAN 20 FEBRUARY, 1984. Cheques should be made payable to DFDS Tor Line and post dated 1 March, 1984.

This offer is open to all readers of The Law and friends. For those who do not have access to the Internal Mail system please send your bookings to: Essex Police Office, c/o HM Immigration, Parkeston Quay, Harwich.

Surname

Christian Name

Address and Tel No

I require a two/four* berth cabin
*delete as appropriate.

National Association of Retired Police Officers by Bert Brinkley

May I wish all pensioners a very Happy and Prosperous New Year, to non-members of the Association I would ask them to seriously consider joining NOW. This is not a 'closed shop' organisation, but we would not be in the fortunate position we now enjoy were it not for the continuing efforts of our National Executive Committee, and those of us who have been fortunate enough to attend the Annual Conferences get first hand information and appreciate the hard work put in on our behalf. I know there are many in my own area who are not subscribers and as this may be my last request to join I trust they will not fail me.

The first Press copy I

have is dated August 1971, but I know our column appeared long before that date which reflects the efforts made to keep members informed of matters of interest and local happenings.

Our Branch will shortly be considering nominations for Officers to serve during the ensuing year and all assistance should be given, especially from new members to serve their respective Branches. The Accounts for the year will shortly be audited for the respective Branches and speaking for Chelmsford I know that we are in a very healthy position. In spite of heavy commitments during the year, the donations from members have been very much appreciated. I would add that donations are exempted from the 40% annual precept to our N.E.C. and both the Treasurer and myself are encouraged by their support. The quarterly bulletins which are currently posted to 460 members cost 50 pence per annum per member and this item is a major one in our expenditure.

Garden Party 1984

The Garden Party will be held this year on Friday 6 July, same venue, 2.30pm, and arrangements as last year. The Clerk of the Weather has been approached to be on

his best behaviour as in the past.

Essex Police Band

The recent Record made by the Band has just been issued, I have one and can thoroughly recommend it to anyone interested. The cost is £3.50 plus postage and can be obtained from the Secretary, Essex Police Band, Police Headquarters, Chelmsford, who I know would be only too pleased to oblige.

Associate Membership

At the Annual Conference at Harrogate on 16 September last a new rule was passed permitting certain pensioned police officers, after serving a minimum of 10 years and in receipt of an occupational pension and/or has attained State Retirement age, to be an associate member. An Associate Member will have full voting rights at Branch level but will be ineligible to hold Office at any level and cannot be appointed as a Delegate to the Annual Conference. A Branch Committee may refuse or withdraw membership or Associate Membership from any person eligible to join under Rules 2 and 3. An Associate Member will pay the full subscription rate from time to time declared by Annual Conference.

The Treasurer and my-

self are grateful for the expression of goodwill from many members, unfortunately it is impossible to answer all personally, so we ask all to accept this as a 'joint thanksgiving'. We do appreciate these letters which is the one thing we both will miss when we hand over the reins and Seals of Office in the not too distant future.

Obituaries

- On 9 December, 1983, Pc 929 Robert John Bull, aged 39 years of Rayleigh Station. Pc Bull had served 11 years.
- On 2 December, 1983, Ex-Constable Raymond W. A. Hicks, aged 63 years, who retired from Traffic Colchester in 1975.
- On 6 January, 1984, ex-Sergeant Donald William Flint, aged 88 years, who retired from Southend Borough Constabulary, 1945.

Retirements

- PS 179 James Graham, stationed at South Ockendon retires 8 January, 1984 after 26 years 203 days service.

PS 276 Kenneth Alfred Radley, stationed at Headquarters CID retires 15 January, 1984 after 30 years, 114 days service.

DCI Derek F. W. Wyatt, stationed at Colchester retires 20 January, 1984 after 30 years 28 days service.

PC 915 Kenneth Nettleton, stationed at Clacton retires 27 January, 1984 after 30 years service.

PC 971 Ronald Arthur Waller, stationed at Witham retires 27 January, 1984 after 30 years service.

PC 325 John Reginald Cottee, stationed at Frinton retires 27 January, 1984 after 30 years service.

PC 165 Henry Sydney G. Moxham, stationed at Southend Airport retires 31 January, 1984 after 31 years 66 days service.

PS 58 Frank William Bell, stationed at Force Training School retires 31 January, 1984 after 30 years 158 days service.

PS 219 John Arthur McGarvey, stationed at Harlow retires 27 February, 1984 after 24 years 129 days service.

PC 63 Robert Peter Gibbins, stationed at Westcliff retires 29 February, 1984 after 26 years 283 days service.

PC 272 Gordon Kenneth Baldwin, stationed at Leigh retires 29 February, 1984 after 22 years 288 days service.



IPA notes

THE Annual General Meeting of the Essex Branch was held on Thursday, 19 January at Headquarters, regrettably to the normal sparse attendance of familiar faces only. Election of Officers was as follows:

Chairman: Chief Constable; Vice Chairman: Chief Supt G.A. Harris; Secretary: Sergeant Mick Stanbury; Treasurer: W/Sergeant Marion Young; Retired Members' Rep: Mr Fred Lilley.

The meeting was informed of section activities throughout the County, a notable exception being that of the Harlow Section, from whom for the first time in many years no representatives were present.

No county wide overseas visits are at present planned except for Canada 1985. Preliminary travel information has been received, and as soon as more details are to hand I will call a meeting of all interested so we can make a start on detailed planning.

Headquarters Section

The next meeting will be on Friday, 3 February in the Quiet Room HQ, when we will join Gordon Oakley and Fred Lilley on a film visit to the recent IPA Israel celebrations. Future programme is under arrangement, but don't forget the Valentines Disco at the Training School on Saturday, 11 February, 1984 at £1.50 — meal supplied but bring your own drinks.

Amsterdam 1984

I have already mentioned the forthcoming 25th Anniversary celebrations of the Amsterdam Section to take place from 4-8 September, 1984, at a programme price of approximately £50. There appears to be enough interested to think about a group from Essex, so please contact me if you require details, it will make a good trip.

Radio Section

Although I am not aware of any active radio hams amongst our active members, there are no doubt one or two scattered amongst our members throughout the county, so I would bring to their attention the letter in this copy of 'the Law' by Brian Boon, and to give their support.

By Mick Stanbury

'MONEY MATTERS' - by TW

FUNNY how things show up in print, isn't it, so just to clarify a point in last month's article: You're all taxed at 30% on the first £14,600 after taking off allowances, etc, the next £2,600 is at 40%, the next £4,600 at 45%, the next £7,100 at 50% and after that you should be too well off to care.

This month I'd like to feature some of the little problems that have arisen with house insurance. Funnily enough, and I know some of you will go a bit

quiet on this one, a lot of people think that the insurance the Building Society pays for you each year is the Mortgage Protection. If it is, then you are a rare case indeed, for the lender only protects its security by making sure that if your house burns down, they will have something to sell when you don't pay the mortgage. The insurance they pay is in fact the Buildings Cover. Then they ask you for the premiums. Incidentally, not many companies cover fences for storm damage, a

point which frequently annoys, still, think what the premiums would be if they did.

Strange how some of us think that insurance automatically covers everything. If you leave an iron on a valuable coat, some companies call it fire and some call it accidental damage ("... not covered under your policy, sir..."). What about the washing machine door being left open? Well, some companies call it accidental damage, some call it flood,

the latter being automatically covered.

A recent experience has taught me something about thatched houses, where the cost of covering the property was horrific. All the same, you retiring Police Officers, before you spend that lump on the beautiful thatched cottage in the country, find out what the previous occupiers' premiums were.

When it comes to claiming, I think this is where we find the true gems of the insurance world. I know a

Policeman who tried to claim for about £20 or £30 from one of those home service, weekly insurance companies, and was 'interviewed' by an investigator at some length. I must say, the big boys aren't like that, they tend to pay up and shut up.

Mind you, don't expect a new-for-old settlement on clothes or bed linen, they always deduct wear and tear, even for super special all-risk types. So, all-risks on a fur coat does not mean a brand new replacement

Insurance tips

Market Place

FOR SALE: Fur jacket, grey coney, size 12/14, very good condition. Cost £83, accept £20. Miss M. Green, Colchester Prosecutions, extn 291, or Colchester 579540.

HONDA MB-50 moped, May 1982, immaculate condition, garage serviced, rack plus many extras, ideal learner or commuter, £199. Pc 1589 R. Longden, Billericay Station or Billericay 52859.

WANTED. Small motorcycle or moped for commuter purposes. Contact Dave Treacy, HQ, extension 479 or 468304.

SUZUKI A100, P reg, MoT November 1984, reliable, regularly serviced, £100 ono, any reasonable offer considered, purchase car forces sale. Wpc Bradbrook at Brentwood or Laindon Station.

TWO RIDING HATS, 6 1/2 and 6 3/4, perfect condition, virtually unused, £8 each. Contact Superintendent T. Rands, HQ Extn 497.

CORTINA 2.3 Ghia, 1981, 25,000 miles, immaculate, faultless and economical, any inspection invited, bargain for quick sale, £3,200. Tel: Chelmsford 83259.

UNIPART 12 Volt push button car radio, £15; Gents watch, Accurist, gold plated, stainless steel strap, almost new, hardly worn, £50. Mrs P. Crosby, Stanway Traffic, Colchester 570343, ex 26. **TWO dressing tables,** 4ft oak wardrobe; 2ft 6in oak wardrobe; oak chest of drawers, all items £10 each. Inspector Horton, FTS, Chelmsford 83932.

SCHOLTES T62 Gas Hob, four burners, working order, £30. Sgt Ken Ross, HQ Extn 408 or 409.

BEDROOM Suite, Meredew Avalon, teak consisting of Ladies and Gents wardrobes, dressing table, all excellent condition, £80. Contact Pc Hawkins, Harlow Traffic or Chelmsford 461078.

KAWASAKI KH 125, X reg, blue, taxed, 7,000 miles, vgc, £350. Robin Jeman, Reception HQ, extension 347, or Chelmsford 268868.

SEMI-DETACHED 3 bed house, Springfield. Gas rads, garage, large garden, double glazed, cavity wall insulated, new kitchen. Excellent decor, £34,500. PC 1265 Weatherley, FSU, or Chelmsford 56502.

SPACE Battle cartridge for Intelelevision console, £5. Wpc Sue Woolard, Rochford Station.

HAS your son (or you) outgrown his Scalextric? If you have any cars, track accessories that could do with a new home, please give me a ring.

Keith Brookes, Roxwell Police Office 0245 48 243.

THIS is your FREE small-ad service. Please use this form as we regret that ads cannot be accepted over the phone or on plain paper. Send your ad to "Market Place", The Law, Police HQ, Chelmsford. Thank you.

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Name and Rank Station

Home telephone Signed

Federation Notes

...FEDERATION NEWS...FEDERATION NEWS...FEDERAT



by
Jim Rodgers

Pay up-date

THERE is a Working Group being set up to look at the formula for Police Pay. I am assured that it will not be the same group that is looking at Rent Allowances! There is some minor problem regarding the Staff Side contingent, which I hope will be fairly quickly resolved, then the matter will go ahead. If the same pressure is applied on the England and Wales contingent — which after all represents the

largest part of the Police Service — then I believe we really will have to look for direct and individual negotiation with the Home Office on all things, rather than rely on the non-support of the other factions within the Police Negotiating Board's Staff Side. Perhaps the sooner this is done the better it will be for all of us, for history has shown that the other Staff Associations have benefited from han-

ging on our coat tails, rather than the other way round. This proved to be the case back in 1960 with the Willinck Agreement, it also proved the case with the Edmund Davies Inquiry into Police Pay, both initiatives initiated and funded by the Police Federation of England and Wales.

I have no doubt that there will be more to this saga in future issues, WATCH THIS SPACE!

Police Convalescent Home

I AM pleased to report that as a result of my article in the Christmas edition, I have already had two modest donations to the Fund Raising for the relocation of the Home from Hove to Bexhill-on-Sea.

In addition I have been informed of two or three fund raising ventures, the proceeds of which will be towards the relocation.

One is in the form of a sponsored half marathon which will be run by the Traffic Department veteran — Derek Arbour, and he will be pleased to receive pledges from any of his friends. (You don't have to like him to sponsor him!)

Disco

Another takes the form of a "Cops and Robbers" fancy dress disco, to be held in the Western Approaches of Leigh-on-Sea, and is being organised by Fred and Heather Feather. Appositely, Fred is the Crime Prevention Officer at Southend Division, and he will be pleased to relieve you of any "swag" — or even sell you tickets for the event.

Maureen Scollan the Force unofficial historian, has written a book called "Ryton Revisited", which is about the training school at Ryton on Duns-more. Maureen always intended the proceeds to go to the Home, and has asked that these should be allocated to the relocation. She has an initial 1,000 copies made and there are still some available at the modest price of £1.85, which includes post and packaging. If all the copies are sold this will ensure the sum of £600 goes into the Fund, a very significant contribution. Thanks Maureen. Anyone who wants to buy a copy, can contact her at Colchester Police Station.

Donation

The Police Dependents Trust have already come up with a donation of £50,000 and have given a pledge that a similar sum is likely to be forthcoming when interest on investments is realised, so you can see that the Appeal is well and truly under way.

Any suggestions for Fund Raising please to my office, together with donations you may wish to make, mark the envelope "Hove Home", and insert your details so I can forward you an official receipt.

Thank you all in anticipation.

Rent Allowance negotiations

I AM INFORMED that the Police Negotiating Board has set this matter to "conciliation." This is a facility for initial approaches to be made to both sides in a disagreement in order to find any 'common ground' between the two arguments.

Official side

The Official Side have now put forward a paper which goes a little beyond their original paper, in so far as they indicate their interpretation of the 'no detriment' clause in that paper. Their proposal is that *any officer joining the service after 1st April, 1984* (The All Fools Day to end all All Fools Days) will, if they are married, receive a housing allowance of £1,200 per annum, in lieu of provided police housing, or if single, a 'flat rate allowance' of £600 for lodging expenses. There is to be an addition to that amount for London Officers.

After one year these allowances would be increased by the movement in the retail prices index (RPI) housing element, on an April to April basis.

Compensatory Grant would be paid at the Standard rate of tax.

The housing allowance of £1,200 includes both rates and rental element, and would not be pensionable.

Any officer in service at 31.3.84 who is in receipt a rent allowance, would receive whatever is more favourable of the following,

- the actual amount of rent allowance payable at 31.3.84, plus the compensatory grant relevant, or
- the new arrangements set out above (i.e. £1,200 p.a.)

Any officer in provided police accommodation on 31.3.84, who subsequently moves into his own accommodation would be paid an allowance of £1,200 p.a.

Those officers in service on 31.3.84 receiving a flat rate allowance, who subsequently qualify for a full allowance, would be paid an allowance of £1,200 p.a.

THAT IS THE OFFICIAL SIDES AIM. I understand that this paper was made available to a small working group of the STAFF SIDE, which comprised the secretaries of the five component parts — Northern Ireland, Scotland, England and Wales, Superintendents Association and Chief Officers. They were asked to supply their proposals for the conciliator to consider.

Against the wishes of the England and Wales secretary, who was outnumbered in that forum, the proposals that were put forward were as follows:-

That a flat rate allowance of £1,600 per annum, be paid, indexed annually by the RPI housing element. For those in receipt of a higher rent allowance, updating in the first year by 50% of the RPI housing element, in the second year 50% and in the third year 30%, and the same

amount for succeeding years until the new rent allowance overtakes. The proposal also envisages a common review date for all forces with 1st April, 1983 as a base.

That isn't a typing error, it is 1983!

Their second proposal was, that there should be a common base date of 1st April, 1983 (again no typing error) with future updating by the RPI housing element, and compensatory grant at the basic rate of tax.

You can see that our National Secretary, Peter Tanner, was right not to agree to these proposals; the first gives away a considerable amount against present maximum limit allowances payable in many forces at a stroke, coming more than halfway towards the Official Sides proposals! The second, whilst retaining the present rent allowance figures, but subject to increase by application of the RPI, rather than the District valuers assessment, seems a better proposition, but is not the first proposal.

It seems he was railroaded into the proposals being put forward, by the other four parties involved in the working group from the Staff Side. He, as Staff Side negotiator is going to find it very difficult to introduce into any future negotiations the Police Federation policy on Rent Allowance, which is that we should retain the status quo.

The Conciliation procedure is supposedly without detriment to any policies or arguments which might be subsequently put to the Arbitrators, but I would be naive if I tried to convince you that the Arbitrators would not be aware of the proposals put to the conciliator. Which means that the Arbitrator has prior knowledge of the Staff Side 'fall-back' position.

Police Authority Saving

On the face of it, since the Staff Side proposal does not indicate a safeguarding 'no detriment clause,' the Official Side's offer does seem marginally more attractive — at least to those currently in receipt of a fairly good Rent Allowance. It is possible that the new criteria might take some years to catch up to the present allowances being paid. Again the Staff Side proposal seems to indicate that the rent allowance from the 1st April 1983, should be based on £1,600, and that on 1st April, 1984 it will be indexed to the RPI housing element.

This would represent a saving to the Police Authority in many forces, including our own, and they will see that as a more economical proposal than the Staff Side's second suggestion.

They could of course take the view that this first proposal will bring more and quicker savings to Police Authorities. If it does then the conciliator might feel that that proposal was a good one on which to base an agreement. The same applies to the Arbitrator if it should go that far.

There you have it then. The full story as far as I know it. I hope that it will help to scotch the rumours which are currently proliferating, but I am afraid that it does not fully answer many of the queries which are coming in.

For instance, the Official Side do not indicate their position where two officers are married together and each receives half of a maximum limit allowance. If the woman officer leaves the service, her husband's allowance is presently calculated by the District Valuer according to the rateable value of the house, subject to the Force Maximum Limit Rent Allowance. If the woman leaves after 1st April, 1984, we have no idea what her husband's allowance will be. In the circumstances we must take the view that it will be based on the £1,200 p.a. rate the Official Side is suggesting.

Again, where an officer is currently in receipt of a maximum limit allowance, and wishes to buy an improved property after 1.4.84, will he retain the rent allowance that he presently gets regardless of the new rateable value? We don't know because this is not spelled out in the proposals put by Official Side, but again we must assume that he will be reduced to the £1,200 allowance.

Dead-line

With so little time to go to the deadline, it will be impossible for anyone to sell and re-buy in the time remaining. This means that many will be standing still for some time if the Official Side win the day.

There is a distinct disadvantage for the Chief Constable for the future as well. One which the Official Side do not seem to have appreciated, and one which does not seem to be realised by the Association of Chief Police Officers as yet.

That is that he will find it very difficult to persuade officers to sell their homes and move to an area where the Chief Constable wishes him to serve, if by doing so, he will have to relinquish his present rent allowance in favour of the £1,200 p.a. Even some promotions will not appear very attractive if calculated against this loss.

The pressures then will be on the Chief Officers to make moves, and promotions from amongst those officers who are in Police Houses. This will represent a fairly good financial saving to the Police Authority — but it might mean that the best man will not get the job. That in the long term may effect efficiency etc. or it may see a demand for more Police Houses, from those no longer able to purchase their own homes. The savings the authorities may have made in reducing Rent Allowances, would then soon be swallowed up in interest payments when they have to buy more Police Houses. So whose amputated proboscis is spitting whose face??

LAW SPORT—LAW SPORT—LAW SPORT—LAW SPORT

Cross Country Calendar

FRIDAY, December 9, was a wet sort of day. In fact, at Wimbledon it poured down. Despite the rain and misguided tour of the West-End the team arrived on time for the 3rd SE PAA League.

The ladies' spirits hadn't been dampened by the weather and they showed the rest of the South-East just why they are the National Champions. The Lamb twins, Wendy and Judy, paddled around the water-logged course in joint first place in 20 minutes 8 seconds. Next home was an Essex guest, Mrs Mullender, 22 minutes 13 seconds, and fourth Moira Hewitt in 22 minutes 44 seconds. The team closed in with Allison Bourne 5th, Miss's Owers 6th, Tankard 7th and Tunstill 11th. Essex won the this team race hands down and in fact could have won it scor-

ing their 2nd four runners. I really can't see any other female team beating these girls in the Nationals in April.

In the men's contest there were two races. The winner, Morley of Sussex was so far ahead after the first lap that he left all the others running

by Andy Down

for 2nd place. In fact Morley raced away to a 90 seconds win. Unheard of in the men's league! In the next 90 seconds came ten runners, including Turner and Good third and Down 8th. Not a bad result this after racing 2 days before at Swantonmorly. Robinson ran steadily to finish 13th and Reed and Perrot 21st and 23rd. Keb-

bell closed the "A" team scoring in 28th. Essex finished 3rd with 510 points, behind Surrey 556 points and Sussex 548 points. Essex "B" scored one better with only 5 runners. The team of Greenfield 36th, Pearman 39th, Chaplin 46th and Mason 55th with Phil Barret 57th, scored 272 points behind Surrey's 401 points.

Two days before this on Wednesday, December 7, the team had visited Swantonmorley, Norfolk in the RAF League. On this occasion we didn't get buzzed by anyone. However, these RAF always have something up their sleeves. This time it was a "Grand National" type course with a section over horse jumps. Still the "Little Man" Chris Turner didn't seem to mind that. Maybe he went under them? Still he

ran hard and was rewarded with 3rd place, the best run yet by an Essex runner in this league. On route he beat three current Cambridge Blues.

Next home was Andy Down 15th and Chris Reed 48th. Fourth and final man was yet again Wendy Lamb (1st lady again) in 73rd. These four made up the team-which finished 5th out of 25. Roy Kebell was first to show for the "B" team in 77th. Hard on his heels was Geoff Lee 80th, and Judy Lamb 84th. Moria Hewitt was 93rd and Mrs Mullender 96th.

This was a good result in this quite hard league. We are now about halfway through the fixtures and lying 7th overall, and yet we still haven't had the full "A" team out yet!

DC Ken Foster of HQ CID is entering the London Marathon being run on May 13th this year. He has managed three half-marathons before, but this is the first time at the whole distance.

Ken is running for the Cystic Fibrosis Charity and is looking for sponsorship.

Any help or offers please to Ken on HQ extension 523.

Football Report

In the latest games played either side of Christmas the Force Football team have maintained their 100% league record and in so doing are 7 points clear at the top of the table. What is more we are still in all four police cups including the National P.A.A. in which we have reached the quarter final where we play an away match at Kent.

Why not the Met. Police, our usual quarter final opponents, you might ask. Well the Mets were beaten in their area final by Kent and this has given the team a terrific boost. Is this our year to reach the National Final? After all we have already beaten Kent once this year.

The only sad note of the season so far came in prestigious Intermediate Cup. In a match played at Police H.Q. on 10 December the force side went down 2-0 to local Hatfield Peverel from the Border League.

The last game before Christmas was in the League against ECRO. Here we cruised to a 4-0 win with Paul Gamman scoring two goals which proved to be just the start of a personal spree.

In the next two league games, a 6-0 win against Carreras and a 4-2 win against Coopersale, Paul scored 7 more goals including second half hat-tricks in both games, leaving it neck and neck between Phil O'Connell and himself for top goal scorer.

by John Weatherley

In between the two league games there was a game at home to old rivals Kent which was decided by a single Phil O'Connell goal.

Owing to the inclement weather the last game before going to press was our National Area Final against a much fancied Cambridge Police. Travelling with a much weakened team we came away very proud with a 2-0 win which was well earned in the strong winds.

So we go into the New Year still on a high note although injuries are beginning to take their toll but on the bright side Mick Allen, John Walker and Bob Scott have all been selected for the league side against Essex County. Well done lads.

Just to finish, we will be looking for as much support as possible to travel to Kent with us in February. Come and watch our team. We need your support.

CHELMER HALF MARATHON AND FUN-RUN

TWO Essex officers are assisting in the organising of the Chelmer Half Marathon and Fun-Run to be held on April 29, in aid of the Muscular Dystrophy Group of Great Britain.

PS Roger Clough, from the Driving school, and the Chelmer Village NBO. PC Derek Sewell are keen to see their colleagues having a go — preferably by the whole-shift-load!

Derek explains: "It's a family day out with

sideshows, rides and displays to entertain the less active, but we guarantee it will be a fun afternoon for the runners too."

But there will be a challenge for the seriousathletes. "Last year," says Derek "the winner claimed it was the hardest half-marathon he'd run — but also the most enjoyable."

Applications have begun to flood in and 1,000 runners of all standards are expected to take part.

"It will be useful training for anyone taking part in the London Marathon two weeks later," explains Derek "but, of course there's also the Fun Run, meant for children mainly, but open to all, and that's only three miles.

ENTRY FORM: Please return to: Registration Sec. 8 Millson Bank, Chelmer Village, Chelmsford, Essex. CM2 6QD.

SURNAME: FORENAMES:

ADDRESS:

Post Code: Tel. No.

Classes: Junior Male 16-18 yrs. Junior Female 16-18 yrs.
 Male 19-39 yrs. Female 19-34 yrs.
 Vet. Male 40 yrs. + Vet. Female 35 yrs. +

Please ✓ whichever class above is applicable. In addition, please indicate if you are

(a) Chelmer Village Resident and/or (b) Team member (min. 4) and Team type..... and Name.....

(e.g. Works/Pub/Football Club/School/Services, etc.)

FUN RUN ONLY (entry fee £1 Adults, 50p. under 16's).

I am medically fit and understand that I enter at my own risk. The organisation will in no way be held responsible for any illness or injury incurred to my person during or as a result of the event or for any property lost in the vicinity of the course.

I enclose Cheque/PO in the sum of £.....(made payable to CVRA Marathon Account)

Signed Date.....

Croker Cup hat-trick for Colchester teams

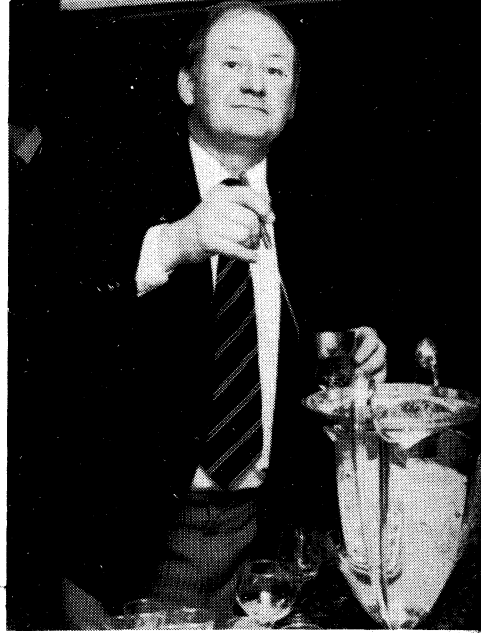
COLCHESTER Division made it a hat-trick last month, by winning the Croker Cup for the third successive year.

At the end of the year long competition Colchester were clear winners with 60 points, with Basildon second with 46½ points and Harlow a close third with 42½ points.

The cup was presented at a ceremony at the Colchester Headquarters bar by the Deputy Chief Constable, Mr Ronald Stone, to Colchester Divisional Commander, Chief Superintendent Bert Dawson.

About 80 members attended the social evening and saw Mr Stone keep his promise to give Colchester a replica cup to keep if they made three in a row.

The Croker Cup is awarded after competitions in 19 separate activities from billiards to bowls, angling to athletics and tennis to tug o' war.



PS Reg Shelley, Colchester Divisional Sports Club Secretary with the Croker Cup.

The Law

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