



NOV '84 No 166

FORWARD INTO '85

The Chief presents his guiding principles



(1) 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.

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

(3) To ensure that the finite manpower and other resources are distributed and utilised efficiently and effectively and by monitoring the policing problems maintain good public order, paying particular attention to incidents of an anti-social nature. Investigation of serious crime will be given priority.

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

(5) To ensure that officers can report and record information in such a way as to maintain the adequacy of material submitted without entailing unnecessary time and effort.

(6) By placing emphasis on scientific research ensure that the most effective use is made of new technology.

(7) To recognise the importance of crime prevention and by taking properly planned initiatives secure the full co-operation of the public in promoting crime prevention measures.

(8) In recognition of public concern over serious road accidents and in acceptance of our clear duty to maintain free movement of traffic along the county's highways, endeavour to obtain closer observance of all traffic laws, both in the spirit and the letter, by a rationalisation of publicity, education, encouragement and positive but judicious enforcement, at the same time giving full support and co-operation to other interested agencies in the pursuit of road safety measures and road improvements.

IN FEBRUARY, 1984, the Chief Constable published a set of five guiding principles to represent his policies for the County. These have been extended to eight and effectively set out the aims and objectives of the Force in general terms. As the above picture figuratively shows, these guidelines affect the Essex Police as a whole unit and, through their application, the community at large.

Releasing the principles to "The Law", The Deputy Chief Constable, Mr Ronald Stone, remarked: "It has to be said that in recent months we may not have been able to follow the criteria quite as closely as we would have wished. This has been an extraordinary period in the

history of the Essex Police. Our operational commitments both locally and nationally, have stretched our resources considerably. For instance, I have not been able to communicate with the Force on quite the personal level that was envisaged. Nevertheless, the policies of the Chief Constable are demonstrably effective in that even through these difficult times, we have continued to provide the people of Essex with a high-level of service. This is so, both in terms of the willingness with which the members of the Force at all levels have responded to the considerable demands on their day to day tasks and the comparative cost effectiveness with which this has been

achieved, by the critical husbandry of our resources."

The extended "Guiding Principles" clearly point the way forward for Essex Police and reflect the positive approach, which is so essential for the evolution of the Police Service in the last quarter of the Twentieth Century.



Photo by courtesy of Yellow Advertiser

Ps Graham Curtis, having taken the minister on patrol, explains the use of the police radio fitted to the area car.

Minister visits Essex

Fact finding visit to Chelmsford

MR GILES SHAW, MP, newly appointed Minister of State to the Home Office, visited Chelmsford Division and Essex Police Headquarters on 26 October.

He told "The Law", "I'm here to familiarise myself with the way Essex views its problems and carries out its work. In my new role as Minister who has the responsibility, it is important to get to know as many as possible of those operating on the ground."

The Minister, accompanied by The Chief Constable, Mr Robert Bunyard, and the Chairman of the Police Authority, Mr Geoffrey Waterer, met amongst others, members of the Force Support Unit and officers on duty in Chelmsford Town. After a ride in an area car he was asked for his impressions of his visit and remarked "There is a great degree of commitment. I think that they do extremely well."

INSIDE
YOUR
LAW

Who's diving
(see back page)

P2 Holiday fund
P3 Bus to prison
P4/5 Dog trials
P6 Comrades lunch
P7 Federation notes
P8 Law sport

GREET YOUR FRIENDS FOR XMAS
THROUGH THE LAW — See page 3



POSTBAG — Letters to The Law, Force HQ

Sue and David Bishop say thank you to all

Dear Sir,
 May I through "The Law" thank all members of the Force for the tremendous way in which they have helped David and myself following the tragic death of Brian (Bill) in August.

I thank you not just for the help but for all the cards, letters and phone calls, visits and floral tributes, but most of all for the great turnout to his funeral. It made us both feel even prouder of him to see so many people there, despite the atrocious weather conditions!

Brian's parents also convey their thanks for all the messages they have received.

May I also thank all those people who have helped to raise so much

money for the Fund by organising and attending so many different events. Assistance and donations have come from so many quarters both inside and outside the Force and I confess that I find myself almost overwhelmed with gratitude.

I cannot possibly thank everyone personally. Please accept that David and I do thank you all, from the bottom of our hearts!

Your very sincerely
 Sue Bishop

ACCOLADE

Dear Sir,

As a frequent partaker and listener to criticism of the Force may I unusually offer an accolade to the organisers of and participants in the funeral of Bill Bishop. This sad event

appeared to go without a hitch; the arrangements by so many appeared to be perfect and for once I really felt proud to be a member of Essex Police. That the exercise was a credit to Essex must be due to so many factors — from the Chief Constable who interrupted his holiday to attend, to the officers who gave up to seven hours in uniform before commencing a 12 hour shift at 6pm that day — from the dignified but efficient way invitations were arranged to the expressions on the faces of the many officers lining the Cathedral paths, who had just endured a good soaking. That so many attended from so far an from such a wide field of the community and that the service had such an atmosphere must make us realise that perhaps after all somebody really does care what befalls the police. I'm sure that Bill's family must have realised how much his death meant to friends, colleagues and the public

Ian Hunter
 PC 882

Colchester

SYMPATHY

Dear Sir,

On behalf of my family and myself, I would like to thank all members of the Essex Police, both serving and retired, for their kindness and support, and the messages of sympathy received on the sudden sad loss of my husband.

Ellen Barkway

BILL GOSTLING

Dear Sir,

What sad news recently of the passing of ex Sergeant Bill Gostling.

With his retirement in

1976, yet another character of the force was lost.

There can be few men of any rank who commanded more respect from both the unruly element and mature alike. A man of few words he was able to give "instant cautions" without resorting to the expensive and time-consuming machinery that now grinds on. Perhaps it should be said that Society itself dictates a different approach today, yet few can honestly say that "Uncle Bill's" policing did not work then.

Everyone who had the privilege to know him must have their own personal memory; mine is his caution: "Careful what you say, the quickness of the hand blackens the eye!"

Alas, another "big" hearted man is gone. It's worth considering whether we will be remembered so affectionately by those left behind — and that includes the public.

Nigel Harbour,
 Sgt 340,
 Basildon.

THANKS

Dear ex-colleagues,

May I, through "The Law," express my sincere thanks for the beautiful flowers you sent for my dear husband Michael's funeral on September 18.

I am very grateful for the kindness shown to me since his death, and the help given to me during this dreadful time.

Michael had been terminally ill since November of last year, but in spite of that, he showed tremendous courage and went through the trauma of radiotherapy with cheerfulness. He was a brave man, and I thank God he is no longer suffering.

Joan Barrett
 (Ex WSgt 3001)
 Chelmsford

HUMOUR

Dear Sir,

The enclosed photo was taken on August Bank Holiday Monday in the afternoon on the seafront just by the boating pool.

Whoever says the police haven't got a sense of humour, should have been with us. For as I tried to take a photo of my husband, all he would do is poke his tongue at me. When your ladies approached from behind, he started laughing. As you see, it made a good photo.

Thanking you and your ladies.

Regards
 Mrs G. Lucas



POETIC PRAISE

To the Police (who we think are wonderful), OUR THANKS to you, we send with love To say we are grateful, would not be enough. Your gallant efforts, to keep us at work Have not gone unnoticed, by those who won't shirk. We know by the media, you are getting a caning But those who are here, will not be complaining. So keep up the good work, continue defending Those who are working, till this strike be ending.

Many thanks from
 The Colliery Canteen Ladies.

THE HOLIDAY FUND for 1985 will commence January 15. Application forms will shortly be forwarded to every current member and Divisional Admin Offices.

When completed, they should be sent to Mrs P. Burrows at Rayleigh Police Station by not later than Monday, December 10, 1984.

All existing participants must complete a new application for 1985.

Subscriptions are deducted from salaries at source and the amount of the subscription cannot be altered during the year.

Three-quarters of a member's yearly entitlement may be drawn out, on written application, between April 1 and September 30. The remaining quarter will be paid in December, without application.

Withdrawal cheques may be cashed at Trustee Savings Banks in the Essex County area, or paid into an officer's own bank account.

At least seven day's notice must be given for withdrawals and applications will not be accepted over the telephone.

ON WATCH THE LAW EDITORIAL

"HERE we go again," I hear you say! "More waffle from Headquarters for the benefit of the HMI and the promotion boards!"

But is it? Do yourselves a favour. Read the eight 'Guiding Principles' published on the front page. Then give them some thought for a while and don't be put off by words like "ethos", it simply means 'spirit'.

Broken down, we are being asked to:-

1. . . . talk to each other at every level and across the rank structures and to the public, honestly and meaningfully . . .
2. . . . positively encourage the public to help themselves by helping us . . .
3. . . . ensure that we make the best possible use of our time in terms of our job . . .
4. . . . adopt and accept a reasonable prosecution policy . . .
5. . . . minimise paperwork and 'red tape' . . .
6. . . . move with the times . . .
7. . . . think and talk 'crime and prevention' whenever an opportunity arises . . .
8. . . . make our roads safer places for people to use.

Perhaps if these don't make sense to you in terms of principles that it is in everyone's interests to adopt and practice, for the good of the Police Service, and so the community of which we and our wives and children are individually a part, you might consider whether you are in the right job. And I mean, everyone, irrespective of rank.

Perhaps another way of expressing these objectives is 'Police Craft', or the practical application of our chosen 'profession'. A profession for which we are strictly selected and highly trained in a continuing apprenticeship, which is an example to many another skilled trade and extremely demanding of ourselves and our families. It is the traditional 'Police Craft' of the British Police Officer which currently makes our service the envy of the world!

Maybe these principles are just stating the obvious. But consider this: Hidden in the 'guidelines' is another taboo phrase: "Interpersonal Skills". At the heart of Interpersonal Skills is the ability to look at yourself and consider what effect you have on the world about you. If that effect is objectively less than positive, you will be causing pain not only to those around you, but also to yourself. Are you sure you are so right? Perhaps you need to have the obvious placed before you so that you can re-appraise your approach.

In the eight simple objectives presented by the Chief Constable, lies the way forward for a progressive, open and effective community conscious Police Service. A service where those who serve can do so happily and with pride and satisfaction to the mutual benefit of those we seek to serve. There is no room for the dinosaur approach to managing people at any level, internally or externally; no room for negative prejudices; no room for short sighted attitudes; no room for self deceit! 'Police Craft' is all about being both proactive and reactive in the 'ethos' of the Society we seek to serve. A Society which is plunging headlong into the 21st Century, God willing.

HARLOW'S NEW BAR



29 September saw the re-opening of the bar at Harlow, after a brief closure for refurbishing. Benskins Brewery bore part of the cost, as the bar will serve their products. Ch Supt John Watson (above) pulled the first pint on the opening night.

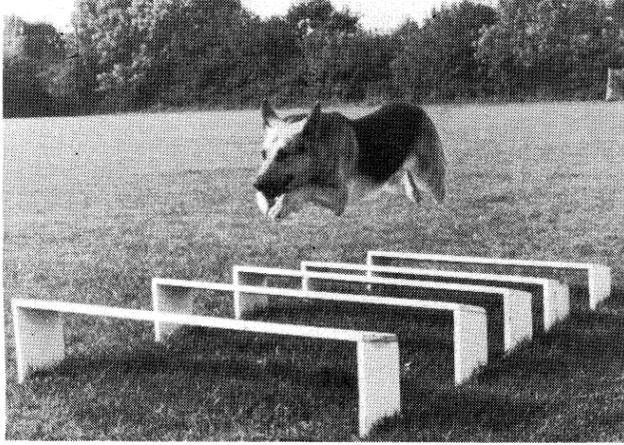


"JENKINS, TOWN BEAT AND THE TROUSERS SMITH, YOU TAKE THE JACKET AND AREA CAR."

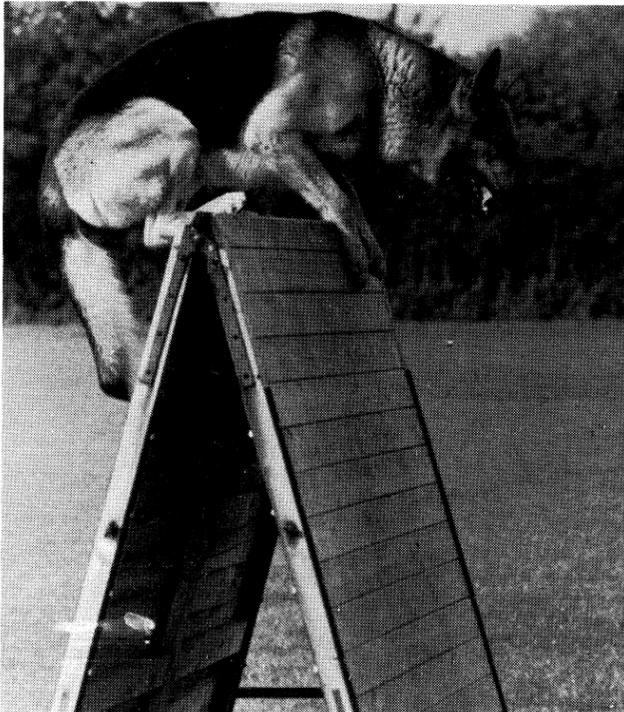
FORCE DOG TRIALS



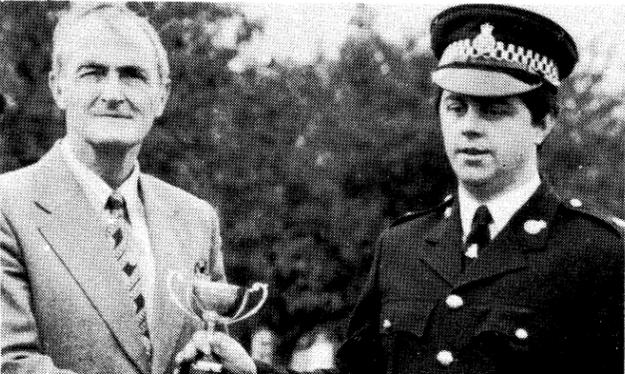
Overall winner of the trials, held from 24-27 October, was Pc Alan Jones with 'Jase'. Together they took 4 trophies and set the standard others must now try to copy.



A 2 metre long jump had to be cleared, and the dog was then required to remain standing without further command.



The 'A' is 2 metres high. The dogs had to scale it in one direction, and on command, scale it again and return to their handler.



Mr Stone, DCC, presented the trophies, and here Pc Tony Spong of Brentwood receives the Edwards Cup for showing the most initiative during the year.



"Argh!! That hurts," says the criminal (Pc Don Goldsmith). It goes to show what can happen if you take a stick to a good police dog.



Criminals ready to attack. Pc's Don Goldsmith and Pete Beauchamp, with the relief criminal Ps Les Theobald. (In case of injury?).



The dogs were required to clear a 1 metre hurdle and then remain standing. Pc George Sterry and "Shane" demonstrate how it should be done.



Courage in a police dog is essential. Here Pc Pete Beauchamp as an armed criminal tackles "Ralfe" who works with Pc Cliff Williams at Orset.



Essex Police Band virtuosos Paul Webb, Bill Brightmore and Ken Bailey (left to right) hit a high note for the charities by travelling to Berlin.

Jail Br

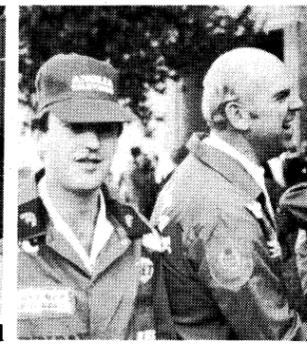


Pc's Brian Bennett, Ian Shead and Keith Brookes, Chelmsford Division. Every picture tells a story!

ON A WINDY, but beautiful day of Boys' Clubs held their annual... This year 40 three man teams b... as possible in the allotted 15 ho... monies collected to be divided b... participants. One stipulation is that the teams... This resulted in various mode... limousines to motor cycles, heli... used!

Most of the teams arrived at... expecting that something in the... giving will be held in Chelmsfo... announced.

Five Police teams took part a... the furthest, their destination b...



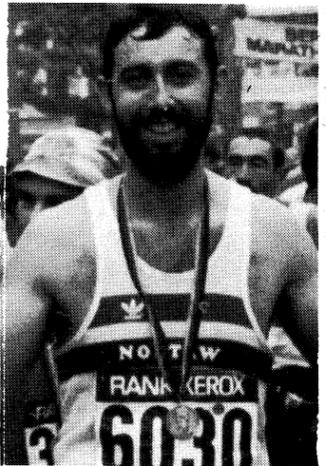
Heading to Los Angeles with a rival, Det Con M Allan Watson looks on.

WEST BER

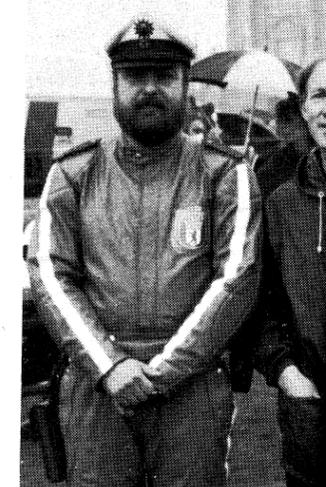


PC Roy Scanes (Basildon). First of the group to finish.

DC Paul Watson (Basildon).



DS Maurice Brazier (Basildon).



Ch Supt Alan Gilling (Basildon) through his SIB connections accommodation in the divide



C.I.D. team after receiving the keys to Las Vegas City from Mayor Briare (left) and Sheriff Moran. Shame they didn't fit the gaming machines!



Thirty-five officers of all ranks, many accompanied by their families, attended Force HQ on October 10 for the presentation of their Long Service and Good Conduct medals. The awards were made by the Lord Lieutenant Admiral Sir Andrew Lewis KCB JP to officers from every division of the Force.

ak 1984

morning last month, the Essex Association led "Jail Break" from Chelmsford Prison. of prison, their aim being to get as far away to get as much sponsorship as possible. All the Boys' Clubs and Charities selected by the

pay any part of their travelling expenses. sport being used in the "getaway", from a double decker bus. Even a hearse was

ulated destinations and the organisers are £14,500 will be raised. The grand prize-28 November when the final figure will be

thought that the Essex CID Team travelled Angeles: a total of 5,810 miles.



's Det Sgt Dave Burden shakes throw Strangles one and Det Con



ACC Geoffrey Markham pictured with Paul Delaney, Melvyn Willin and Peter Wright, the first Essex Special Constabulary team. They made for North America and planned to spend a further week demonstrating aids for the disabled.

EMMA TAKES A VESTED INTEREST!



Ten-year-old Emma Reardon pets police dog Shadow in his protective vest, with handler PC Chris Dicks and Chief Inspector Jim MacDonald.

EMMA REARDON, 10, from Billericay, recently wrote to Chief Inspector Jim MacDonald of Billericay, expressing concern for the safety of our Police Dogs. As a result she was taken to Sandon Dog Section to see that we do our best for our canine colleagues. This is part of Emma's letter:

"Dear Seargeant and all the Policemen and Women,

A big thank you for the help and trust you have given the people of Billericay. In the paper yesterday I saw a bit on brave Yerba, a police dog who tackled the raiders and was shot down in the line of duty. Please suggest to someone if all the police dogs could have a special bullet proof vest. I think that the police have a lot to put up with and have to tackle lots of jobs we'd hate to do.

Thank you very much, Love Emma."

Emma, who once had an Alsatian of her own, was delighted to watch PC Chris Dicks put his dog Shadow through the paces. "I want to be a Policewoman dog handler when I grow up," she said.

IN MARATHON

from their success in London, Basildon Marathon Runners have it again. September saw them their mentor, Constable John, pounding the streets of Berlin; more cash towards their target of for an electric wheelchair for Marcus Dawes.

us is the disabled son of Constable Dawes. So far £1,600 has been to give the lad the independence urgently needs.

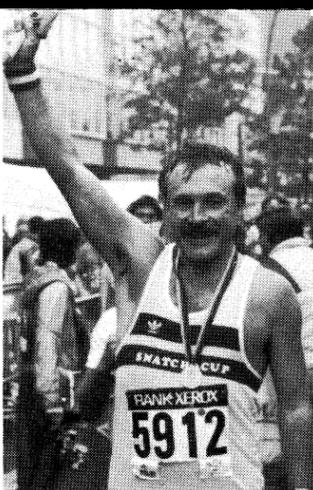
by Chief Superintendent Alan, Sergeants Maurice Brazier and rman and Constable Roy Scanes, Rustman, Alan Barley and Paul achieved a set of personal best

commendable effort for a comple-ple cause. Donations will be lly accepted.

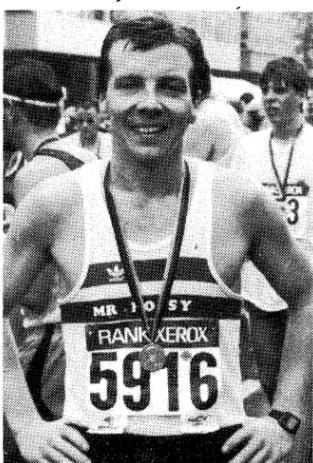
PC Allan Barley (Basildon).



DC Tony Rustman (Basildon).



Ch Ins Mike Benning (Laindon traffic).



DS Ray Burman (Benfleet).



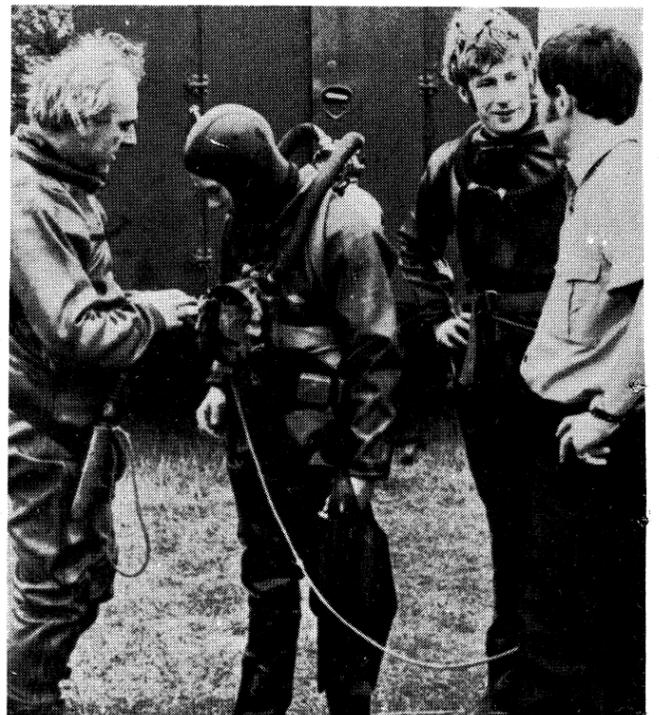
two West Berlin Police Officers. made arrangements for the group's

Name That Diver!

The police service is renowned for producing characters. One such is ex-Essex Sgt 2 Phil China. Phil sent 'The Law' a photograph (right) of himself (he's the elderly gentleman on the left) and wants to know the whereabouts of the "lad" in the diving gear to he is speaking.

Apparently the would-be sub-aquarist was a cadet on Saturday, June 19, 1971, when this photograph was taken at the Essex Show. Phil China would like to know who he is and how he has progressed in the service.

Perhaps one of the other people in the picture can help, but surely one of our readers, somewhere, can supply the missing identity. Let us know in 'The Law' office and we'll pass on the information.



"Who is in the divers suit?" asks ex-sergeant Phil China.

MONEY MATTERS by Tony Warren

THE twenty third of October poured down on my consciousness and seeped into my collar as I waited for my 7am lift to Gatwick. We aimed to catch the 8.40am plane to Exeter — "aim" being the operative word as traffic jams, RTA's and shortage of jet engines chipped away at the relentless march of time.

By 8.30am, just coming onto the M23, we'd mostly re-vamped the Road Traffic Act!

At 8.40am I stood meekly in front of the British Caledonian desk, asking the girl with the personal radio to plead with the pilot to wait for us. "Negative" chirped the talking bone. Then I told ever such a tiny white lie about losing my job if I missed the plane. (The devious Warren brain in action there!) Once again the hissing machine delivered it's words of import: "Affirmative, tell them to hurry".

We boarded, or rather, mounted, the piston-engined, no-toilet, 20-seater bone shaker which rattled and gasped it's way to what the pilot called 6000 feet but what the altimeter inexplicably informed us was 5000 feet. I suppose it had not been adjusted from British Summer Time.

As my fellow passengers nonchalantly played with worry beads, rosaries, good luck charms and pictures of close family, I mused on this latest adventure in a line of fascinating forays which had taken us to Guernsey, The Vienna Hilton, Gleneagles and, shortly, to spout forth at the

Wembley Conference Centre.

We have been, happily, very successful in the Investment Bond market and now I was on my way to the Mecca of the insurance and investment world — Winslade Park, Exeter, home of all that is British and Best in the insurance and investment sense — London & Manchester Assurance HQ (I used to wear their cycle clips before I joined the Job: funny how life goes in a circle, isn't it).

After being treated to quite unsurpassable hospitality and introduced to the Biggles and Superman of the investment world, I was offered the ultimate prize — my own investment fund.

On New Years Day, the Anthony Warren Bond climbs out of the cradle and provides our clients with an unparalleled investment freedom without switching costs, using existing high performing L&M funds — eat your heart out, Rothchild!

As we shuddered back at various heights to meet the dark of the night in the East, my tired eyes rivetted to the oil pressure and air speed dials, the roaring peace was broken only by a tiny tot who's bladder had been carelessly informed that there was NO toilet on board: a situation tearfully relieved by the jolt of the landing wheels at Gatwick.

Peace at last, What a day!

National Association of Retired Police Officers by Doug Rampling

YOU will no doubt notice that a new name appears at the head of this column after many years. Our stalwart friend, Bert Brinkley had decided this year to stand down as Chelmsford Branch Secretary and I was elected to take his place.

No sooner had this happened than I was struck down by the dreaded "slipped disc" and Bert, as ever reliable, carried on where he had left off. For this and all his other efforts on our behalf I say a very big "Thank you Bert." I only hope that I shall be able to uphold the very high standards that have been set me. Have no fear I shall surely try.

Conference has come and gone

and as usual a very full days business was dealt with. Whilst, I am given to understand, there were fewer motions than usual, the debates were full and frank and sometimes a little heated.

A full report on Conference will appear in the next bulletin.

I have been notified that National Office will, as from the 29th October, be situated at 34, Rowan Road, Cannock, Staffs, WS11 1JJ. Telephone: Cannock 4443.

I have also received notification of a vacancy for a Child Caretaker with the Social Services Department, Braintree area. The hours are 8.30am to 3.30pm Monday to Friday. Salary £2 per hour. Duties: attending child's home and ensuring that he attends school. This means staying at the school during class hours to ensure that the boy does not abscond. Full details for anyone interested from Mrs Hagger, Social Services, Braintree. Telephone: Braintree 22881.

On the social side I would like to invite members suggestions; perhaps a coach trip to a theatre during the winter months and a social evening, just for a get together and a drink. I would be pleased to take up offerings.

Finally, may I remind all members that subscriptions will soon be due for 1985. £2.40 for members, 60p for widows. Your new treasurer for Chelmsford Branch members is Mr C. Storrar, 164, Galleywood, Chelmsford, to whom subs should be sent.

RETIREMENTS

DC 1173 Nigel Grainger, stationed in CID retired 23 October, 1984 after 30 years service.

PC 756 Brian Wood, stationed at Walton, retired 13 November, 1984 after 30 years service.

C/I D Saunders, stationed at Headquarters, retires 18 November, 1984 after 27 years 244 days service.

C/I James Gorham, stationed at Halstead retired 15 October, 1984 after 33 years 110 days service.

PC 1397 Neville Robinson, stationed at Harwich retired 31 October, 1984 after 12 years 90 days service.

PC 947 Raymond Creer, stationed at Colchester retired 16 October, 1984 after 31 years and 58 days service.

D/I Gerald Steele, stationed at Clacton retired 21 October, 1984 after 28 years 32 days service.

OBITUARIES

ON 7 October ex PS Frederick Gough, aged 67 years who retired from HQ in 1968.

On 23 October, 1984 ex PS William Gostling, aged 61 years who retired from Southend in 1976.

On 11 October, 1984 ex PC Reginald Rossington, aged 78 years who retired from HQ in 1955.

On 8 October, 1984 ex DS John Graves, aged 75 years, who retired from Chelmsford in 1964.

On 30 September, 1984 ex PC Ernest Wildish aged 68 years, who retired from Grays in 1969.

SPECIALS' LAW

I'M BACK again after a short break, sorry about the last issue, but there was a mix up in the print dates, I got the day wrong (I promise it won't happen again).

Many thanks for all the contributions which I have received from the various divisions. As soon as I get myself sorted out into some semblance of order I will endeavour to get them put into the December issue.

I now have three liaison officers dotted about the county who you can tell all your stories to (only those stories which can be told to everybody). My three liaison

officers are SDO Charrot at Colchester, SO Blake at Corringham, and last but not least SC 462 Smith from Harlow.

I believe that I owe an apology to the "south of the county" with regard to the Muster Day Parade (May's edition of "The Law"). From what I've heard while we were nice and dry playing at being undercover sardines in the gym at Force Training School, some of our colleagues were standing out in the pouring rain ensuring that the Barking to Southend Police Walk was safe from mad motorists. (Are you sure that it was not the



other way round?).

Grays Division wish to say a big thank you to Inspector Bates for all the hard work he has put in over the last ten years trying to train Grays specials to some sort of standard. they would like to welcome Inspector Walker to Grays, who now has this impossible task.

I'd like to offer my congratulations to our editor (of "The Law") on his promotion. I hope, that his shoulders are broad enough to take the extra weight!

by: Jan Williams

A CHRISTMAS CONCERT by the ESSEX POLICE BAND at COLCHESTER INSTITUTE, SHEEPEN ROAD, 7.30pm FRIDAY 7 DECEMBER In aid of Colchester and District Friends of A.R.M.S.

TICKETS — £1.25 adults, £1.00 children, from Wilf Kennedy, HQ Press Office or Paul Hughes, 'C' shift, Colchester Police Station.

Tickets are still available for the concert with the Band of HM Irish Guards at Chelmsford 16 November — contact Press Office.

Market Place

DATSUN 280C Estate, 1978 manual. PAS excellent condition throughout, a true work horse, must be seen to fully appreciate, £1,500. PC 811 KNIGHT, Harlow (Dogs) or 417015.

CHINON MOVIE camera, electro zoom, indoor floodlights, splicer etc, £60. Insp ADAMS, HQ Garage or Chelmsford 350103.

CAMPING EQUIPMENT, four berth ridge tent with built in groundsheet, 2 king size sleeping bags, single burner cooker, double burner cooker with grill and stand, Tilley lamps, gaz bottles, folding table, these items only used once and cost over £300, items can be separated. Mrs COX Colchester 572069

VW CARAVANETTE, blue and white, some body work needed, engine 2 years old, M reg, £1,800 ono. Kay CUMMINGS, Information Room D Shift, or Chelmsford 461214.

ATARI VIDEO System and 9 games, includes Frogger, Pacman, Phoenix, £80, boxed, ideal for Xmas, DeI WHEAT, HQ or 0376 22518.

MARMET NAVY BLUE pram, £15. Mothercare baby carrier, £5. Austin Allegro two bar as new (no electrics) £10. KL Jeenay harness straps and anchorage straps for saloon car, £7.50. Cannon XL lowlight 8mm cine-camera — wide angle lens attachment, £50. Tel: Tiptree 817697.

TWO ALUMINIUM double-glazed windows, fit aperture, 4ft 2in long, 3ft 8in high, can be seen in position now, perfect £20 each, A. R. WICKS, Terling 322.

TRIUMPH SPITFIRE sports car W reg, 1500cc, Sunburst red, only 20,000 miles. Immaculately maintained by enthusiast, garage kept, lacy owner, regular serviced, taxed, many extras, including graphic equaliser, stereo radio/cassette, reluctant sale, £3,300 ono. WPC ARCHER, Ongar Police Station or Brentwood 72582.

POLPERRO CORNWALL modern holiday chalet on pleasant site, all mod cons, sleeps 4/5, heated pool, club, very reasonable terms, Craig BAILEY, 0279-53570

PORTAFINO HOTEL, Newquay, Cornwall, close to Porth and Lusty Glaze beaches, Sea and country views, Lyn and Leon WOOD, 06373 5589.

WANTED W.W. II militaria, folding cycles, books, photos, maps USAAF photos and insig-

nia, uniforms, equipment, bayonets, knives, pioneer tools etc. PS68 GOWERS, HQ Ops., or Chelmsford 268771.

STAG UNIT 5ft 6in x 2ft 6in, 3 shelves, 3 drawers, good condition, would suit childrens room or study, £50 ono. Supt PAGE, HQ Ops, or Witham 512620.

MINI METRO A reg, 1983, 1000cc, vgc, £2,950. Supt PIRIE, Chelmsford P. Stn.

WANTED WW II Militaria, particularly vehicle documentation, folding pedal cycles, parables and USAAF memorabilia for historical and display purposes. Sgt GOWERS, HQ Operations or 0245 268771.

WANTED MAHOGANY WOOD fireplace surround and electric fire with coal or log effect, length no more than 4 1/2 feet. Please contact Mr ROGERSON, Ext 327 Headquarters.

FOR SALE AUSTIN ALLEGRO 1973/1974 — 4 door low mileage (39,000). Good condition, heated rear window, tinted windows, good heater, radio MoT to end of January 1985. £550 ono. Contact Mrs HERBERT, Maldon 56668.

ATARI 400 COMPUTER K in basic, Atari 410 recorder, joystick, games, basic cartridge,

Southend Police Club Notice

The annual general meeting of the former Southend Borough Constabulary widows and orphans fund will be held at Southend Police Station at 8pm Monday, 26 November.

Comrades lunch



Although he retired as a Metropolitan Police Officer, ex Inspector Charlie Fuller, who was stationed at Romford, obviously still enjoys the company of ex-colleagues.



Ex Inspector Charlie Havers, who retired in 1946 was the oldest member at the lunch.

YET another successful Essex Police Comrades Luncheon was held at Police Headquarters on Friday, October 19.

Celebrating the 60th anniversary of the Association over 100 members enjoyed their meal of steak and wine whilst renewing friendships and comparing the Force of today with how it must have been when the Comrades first met. Indeed, in his speech Sir John Nightingale, our previous Chief Constable, read out the menu of the first

luncheon. This included turbot and anchovy sauce, a selection of six different meats, fruit tart, strawberry cream, fruit salad and cheese and biscuits, all for the princely sum of 2/6! (That's 12½p to those who say they're too young to remember). Yet another example of the effects of decimalisation?

A raffle was held and raised £108 for Sue Bishop and Sue Greet whose serving PC husbands were killed on duty in August.

By Carol Rivers

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.

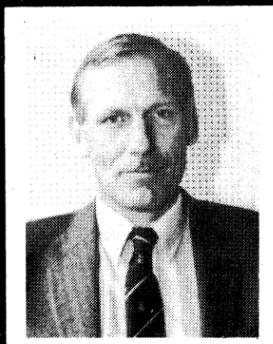
BLOCK LETTERS PLEASE — ONE WORD PER BOX

Name and Rank Station

Home telephone Signed

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Federation Notes



by
Jim Rodgers

RENT ALLOWANCE

NOW that the question of Rent Allowance has been resolved at the Police Negotiating Board, the Joint Branch Board have begun to set up the next Force Review of the Maximum Limit Allowance, which is due for April 1985.

We will shortly be having a couple of independent valuations done on the Force Selected House at Benfleet. These will provide the basis on which we will negotiate with the District Valuer.

An additional piece of news which came from the PNB agreement on Pay is that the Arbitrators agreed that in future any investigation into Rent Allowance should be dealt with as part of an overall review of Police Emoluments. This means that

the Official Side, having agreed that Edmund Davies will stand until after the 1987 Pay Review has been completed, will not be able to make any moves towards altering the Rent Allowance system until at least the same date!

Which gives another very valid reason for accepting the Pay Package Deal, in spite of the raw deal for Constables on the first and second incremental scale of pay.

PAY REVIEW — pension details

THE revised Pay Scales effective from 1st September 1984, and the effect on Pensions are set out below.

The Pension calculations are made on the assumption that the officer retires on 31st August 1985 — thus having averaged out the new rates of pay — and that he is 51 next birthday. If older than this the figures are somewhat altered, but it does give a comparative guide to an officers entitlements.

Any errors in calculation are down to me and Mr Casio!

Officers Service Constable	Gross Annual Pension	Maximum Commutation	Residue Pension
25 years	5,596	12,592	4,757
26 years	5,969	13,431	5,074
27 years	6,342	14,271	5,391
28 years	6,715	15,110	5,708
29 years	7,088	15,950	6,025
30 years	7,462	27,975	5,596*
Sergeant			
25 years	6,141	13,817	5,220
26 years	6,550	14,738	5,568
27 years	6,959	15,650	5,916
28 years	7,369	16,580	6,264
29 years	7,778	17,501	6,612
30 years	8,188	30,705	6,141*
Inspector			
25 years	6,972	15,687	5,927
26 years	7,436	16,732	6,321
27 years	7,901	17,778	6,716
28 years	8,366	18,824	7,112
29 years	8,831	19,870	7,507
30 years	9,296	34,860	6,972*
C/Inspector			
25 years	7,757	17,454	6,594
26 years	8,274	18,618	7,033
27 years	8,791	19,781	7,473
28 years	9,309	20,945	7,913
29 years	9,826	22,108	8,353
30 years	10,343	38,775	7,757*

*Assuming age 51 next birthday and top rate for rank.

FEDERATION NEWS...FEDERATION NEWS...FEDERATION NEWS...

Charity contributions

EVERY now and then there is a call to increase the subscription or donation to some charity or other, which is included within the deduction from salary under the heading of "Combined Welfare Contribution" (Code No 78).

These include our own Benevolent Fund, The Convalescent Police Seaside Home, and the Gurney Fund for Police Orphans. Of the £1.31 per month total deduction 10 pence per week goes to the Home and the Gurney Fund; the remainder is split between the Force Benevolent Fund and various smaller donations to the Police Dependents Trust, etc.

In an effort to increase the value of the donations to the Seaside Home and the Gurney Fund the Management Trustees have decided to implement a system of covenanting so that the contribution made by a member is increased by the reimbursement of income tax which that contribution would have attracted.

This means that the 10 pence that you donate at present to each of these charities if claimed against income tax entitles you to a 3.33 pence rebate. Since you don't at present claim this, and since it is unlikely that anyone would consider doing so, the Inland Revenue have agreed a system, which allows the charity to recoup that rebate on behalf of the charity.

By covenanting the 10 pence the value of the Force Contribution as a whole would be increased by 33%. The Charity benefits from this considerably, but also in the long term, you will benefit because the charity will be able to withstand the need for contribution increases for a longer period — so long as they have the benefit of covenanted contributions.

Shortly you will receive a covenanting form in connection with both the Seaside Home, and the Gurney Fund, together with one related to the Force Benevolent Fund. You will be asked to complete the forms and return them to the Welfare Office. This is not too difficult because all the details required will be personally known to you. Once received at the Welfare Office they will be separated and despatched to the registered office of the charity concerned, who will then take on the administration necessary to recoup the Income Tax.

If you don't receive these forms for completion, please check your pay Slip at Code 78. If you haven't a deduction shown, contact the Welfare Office for the necessary forms to be forwarded to you.

Its such a small sum, but it does so much good for those less fortunate than ourselves!

THE 1985 diaries have now been received from the manufacturer and have been sent out to divisions for sale. The price has been maintained at 30 pence each, the proceeds going to the Force Benevolent Fund. — your local vendor is as listed below.

Traffic Division: Sgt P. Colbert
 CSB: W/Cons B. Stadden
 Colchester: Insp Goodall
 Harwich: Sgt Wilson
 Clacton:
 Con J. Woodcock
 Basildon: Cons A. Boa
 Brentwood: Wpc Kennard
 Westcliff: Cons Parker
 Rayleigh: Cons G. Ginn
 HQ Ops and CDU:
 Cons T. Spelman (PSU)
 Harlow: Cons J. Goldie
 Chelmsford:
 Insp B. Palmer
 Grays:
 Mr Popkin (Admin)
 Corringham:
 Cons D. Ross
 Tilbury: Sgt J. Chrystal
 Southend: Sgt Bannister
 Rochford:
 Cons P. Murray
 Leigh: Cons B. Wiggins.

Police houses for sale.

YOU will recall that the Joint Branch Board negotiated a 20 per cent discount for Serving Officers who wished to purchase houses declared surplus to requirements by the Chief Constable.

At that time we sought higher discounts in line with those afforded Council House tenants, but were forced to accept the County Council Employees' Scheme, so that we were not in a position of advantage over other employees.

The Housing and Buildings Control Act 1984, recently came into force,

and the County Scheme is to be altered to afford better discounts for those in the scheme within the legal entitlements provided by the Act.

Quite clearly, Police Officers are not, and never will be, placed in the category of "secure tenants", and therefore will not have an inalienable right to purchase the house in which they presently abide, under the Act. However, at a recent meeting held to discuss the affect of the Act upon the Council Scheme, there was a great deal of good will shown by all concerned to enable Police

Officers to benefit from the increased discounts.

These discounts will be 32 per cent for three years occupancy, with an additional one per cent for each year over three years up to a maximum of 60 per cent discount; or £25,000 (whichever is least).

No definite decision can be made with regard to the inclusion of Police Officers in benefit from these increased discounts until the Police Authority and the County Council have approved the Scheme, but things certainly look quite good at the moment.

TAX ON 'PHONE ALLOWANCE

THE Inland Revenue have written back to say that this office may appeal on behalf of the various officers in this Force who are affected.

I would be obliged if you could provide me with the information necessary for your

own particular job to be claimed as exempt from the tax. The sooner this is passed to me, the sooner I can complete the appeal necessary to save some of you money. If you haven't already done so, let me have your details.



Picture by courtesy of Colchester Evening Gazette.

Regulars at the Crown public house, Thorpe-le-Soken, raised £500 towards the PC Brian Bishop Fund. Publicans June and Jim Worsdall handed the cheque to

welfare officer Charlie Howlett. In return, Federation Chairman, Bob Needham, presented them with a force plaque. The fund now stands at over £25,000.

LAW SPORT—LAW SPORT—LAW SPORT—LAW SPORT**RUGBY ROUND-UP**

UNFORTUNATELY the rugby section have had to cancel all fixtures until further notice. All games are played on Wednesdays and therefore our activities have been severely hampered by the NUM dispute. The day the strike ends is the day we are back in business. Of course the section is still running and any business should be directed to Bill Clark or Mick Hall at the FSU Office.

We are going to have to fulfill the PAA fixture at Oxford in November and we hope to take a strong team. We have a score to settle with them. There was moral victory over them, as well as a physical victory, at the PAA Seven-a-side competition held in Hampshire recently. We were runners up in the competition narrowly losing to Harts "A" in the final. Again we excelled ourselves on and off the pitch and a lot of new friends were made.

The rugby tour to Paris, is

by Mick Hall

going ahead. This should not be effected by anything other than a war with France and even then we will negotiate at Boulogne. You are all invited to come along, we can take 50 people, and at a cost of £60 it is very affordable. The itinerary is, 3 nights, 4 days in Paris, (Central Paris Hotel) and tickets to the Scotland v France International at Parc de Prince. In addition we have arranged two fixtures for the time which should be interesting.

All details of the tour can be had from PC Ian Smart, HQ, FSU, PC Craig Turner, Chelmsford Traffic or PC Mark Jones at Brentwood. The tour list will close on the 15 December, so get moving if you want to come.

The Club is in the process of ordering some new club

jumpers, they are royal blue with the club badge, made of pure new wool and at a cost of £14.50. They are very nice indeed and are available to anybody, police or civilian who wants one. They are made by the same people who made the football club jumpers, so if you know anybody who has one of those, have a look at it. Please contact PC Mick Hall, HQ FSU for those.

We were able to play a game against the Writtle Agricultural College at the beginning of October. They were particularly anxious that we took a team and offered us players if we were short. In the end we took 12 players and they gave us three. We lost 4-6 and in light of the fact that it's our first game together since March, we did very well. Our try was scored by Ashly Stern, a promising new player, but he missed a penalty and the Chairman dropped the ball on the line, so we should have won!

Cricket report

THE MATCH against Suffolk on August 15 was to be somewhat of a milestone in the cricketing career of Dick Argles when he registered his first century, going on to make 129 not out, out of a total of 216-3 (40 overs).

Suffolk could only muster 125-5 in their 40 overs — sweet revenge for the earlier defeat.

By John Stonehouse

John Stonehouse took the bowling honours with 4-19.

On August 28 the team played at Gt Dunmow, electing to bat on what looked a very good wicket. However, they struggled to make 137-8 which didn't appear to be that much of a target for the confident home team. A spirited opening spell from Errol Greene and John Stonehouse soon swung the game completely and had it not been for the odd snick for 4 through the slips they would have been hard pushed to make any sort of score at all. They were finally bowled out for 80, Errol

finishing with six wickets, and very well he bowled too.

The September 4, is a date best forgotten for a number of reasons — the catalogue of disasters is too long for this column. Save to say Essex Police lost to 'Y' Division of the Mets by 8 wickets in the semi final of the Home Counties Cup. Having plunged to the depths, they could only improve on the day of the PAA 6 a side competition hosted by City of London at Lower Sydenham. The team improved to such an extent that they won the competition, the second time in 3 years, winning all the games played.

Highlights of the day were a typical 100 from Errol against City and a match winning over of 3-3 from Lorrie Austin in the final against Hampshire.

Well done again lads — nice to have some reward for an indifferent but administratively difficult season.

September 12, saw the last match of the County season at Leigh Cricket Club. Scores Essex 203-8, L. Austin 50, Leigh 167-7.

HOCKEY SEASON STARTS

ESSEX POLICE played their first match of the season at Witham on September 26, against Queens Depot from Royston. This match followed the cancellation of the PAA match against Herts.

The Queens settled down much quicker and seemed the fitter of the two teams, soon having the police defence under pressure. It was not long before they had opened the scoring. Essex tried to push forward to equalise but by doing so failed to maintain a good defence which ultimately resulted in Queens getting their second goal.

Essex still kept pushing and continued to neglect their defence. That allowed

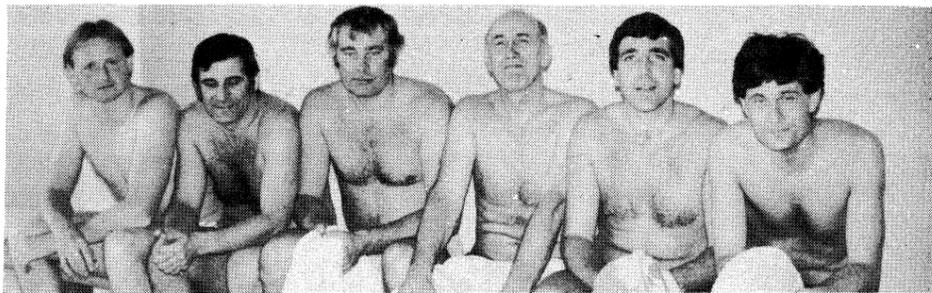
Queens to break through, and through a foul in the D to gain a penalty, from which they failed to score. By half time Essex were three goals down. After the half time discussions Essex started the game with more determination and maintained a tighter defence.

by Graham Lumley

Essex put the Queens defence under pressure which resulted in them being awarded a penalty. Unfortunately, Graham Lumley failed to convert but Essex kept up the pressure and got a short corner. That was well struck out by Peter Whent to

Graham Lumley who slipped it to Geoff Murray waiting at the top of the D to hammer the ball into the goal. Essex had started to make the comeback.

A good run up the centre of the field by Peter Whent, a pass to Vic Murphy who slipped the ball past the keeper gave Essex their second goal. Essex came close to getting the equaliser, but a break by Queens gained a corner. The resulting shot at goal was stopped by a defender's foot to give them a penalty. This time Queens made sure by flicking the ball low into the corner of the goal giving Cooper no chance to stop it. The final score Essex 2 Queens 4.

Stanway swim for local charities

ON Saturday and Sunday, 13th and 14th October, the Colchester Fire Swim took place at Colchester Sports Centre, organised by Colchester Division of Essex County Fire Brigade for the benefit of the Fire Services National Benevolent Fund and other local charities.

Stanway Traffic Sub entered a six man team in the event, which was staged over 24 hours with teams swimming for 55 minutes, one swimmer at a time in one length relays. The Team completed 99 lengths

(which is just over 2 miles) and in the process raised just over £230 in sponsorship. £100 of this was from one sponsor — Colchester Building Society. The event as a whole raised over £16,000.

The Stanway swimmers were from left to right in the above photograph PCs Steve Woods, Chris Woodward, Sgt Frank Ruggles, Inspector Eric Scott, PCs Dave Grimshaw and Steve Hiscock. Not pictured above was the non-swimming team captain PC Mick Hewitt.

JOHN STONEHOUSE WINS SPORTS AWARD

PS John Stonehouse of Colchester CSB and Secretary of the Force Cricket section was the winner of the Force Sports Association Annual Award. He was presented with the trophy by Mr Geoff Markham ACC(P). The award was made in recognition of John's effort to further force sports.

Clay pigeon cash pull

ON SUNDAY 7th October, Bocking Clay Pigeon Club held a meeting at Nortofts Farm, Wethersfield, in order to raise money to donate to Mrs Sue Bishop and her son David, following the shooting of PC Brian Bishop in August.

There were 182 entrants and all classes were keenly contested. The winner of the open class was Derek Nicholls with a score of 25 out of 30. The competitors included Stan Barlow, an England veteran who is also an ex world champion and ex England Team Manager.

The club has been in existence for 8 years and the event was organised by Tony Smart, brother of PC Adrian Smart of the FSU.

The marvellous sum of £300 was raised. This was received by Chief Inspector Charles Clark of the FSU.

Bill Bishop Charity Football Cup

ON 28th November Essex Police will play an all star team at Chelmsford City Football Ground in aid of the Brian Bishop Fund. Kick-off is at 7.30pm.

Never before has a football match been staged at the City Ground featuring a team of such internationally famous players. Managed by Ken Brown of Norwich, the All Star XI will include footballers of world renown, all giving their time and talents free.

Essex Police Football Team are riding high just now and this will be a first class game. The

lads are looking for strong support from every Division. The crowd will include the chance to rub shoulders with many famous people. The legendary Sir Alf Ramsey will be there to present the Bill Bishop Charity Football Cup. Assistant Chief Constable Matt Comrie said to "The Law", "This will be a game to remember. I'm looking for a good crowd from the public and no doubt at all, the Force will be well represented from around the county."

Full details are available from Monty Montgomery at HQ, FSU office and the next "Law" will carry pictures and a full report.

ALL STAR IX FOOTBALL MATCH in aid of**The Brian Bishop Fund**

CHELMSFORD CITY FOOTBALL GROUND

28 November: KO 7.30pm

☆ Essex Police Football Team ☆

Vs

ALL STAR INTERNATIONAL XI

including such famous names as Bobby Moore, Trevor Brooking, Martin Peters, Ray Stewart, Jimmy Greaves, Peter Taylor (in the presence of Sir Alf Ramsey) and many other footballing personalities. ENTRY: £2 adults, £1 children/O.A.P.'s, at the gate.

The Law

H.Q. phone extensions
374 and 375

NEXT ISSUE
DEC '84

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