



Dec '84

No 167

The Chief Constable at Christmas



Mr Robert Bunyard QPM
The Chief Constable

"Historians will look back on 1984 and reflect on the contribution that the Police Service has made to the society it serves. This is not the time or place to dwell on the rights and wrongs, suffice it to say that we have acquitted ourselves well and we can be justly proud of a unique year of policing.

The need for the Service to respond to calls for mutual support has placed considerable strain on many police officers and their families. Whether you have travelled away from the County or have remained in Essex to maintain the high standards of our Force, I wish to pay a special tribute to the way you have conducted yourselves in these trying times. And to your families, I must record my heartfelt appreciation for all the support which has been so readily forthcoming. By your dedication

and professional approach we have been not only able to assist our hard pressed colleagues in other parts of the country, but also to guard the interests of the people of Essex.

It is not possible to write this message without recalling those of our number who have so tragically died in the course of their duty this year. It is not appropriate to single out any one individual and so I would ask you to hold in your hearts all those families who must face this Christmas for the first time, bereft of a much loved face. I would wish to include in this thought, officers from other Police Forces and their families and, of course, anyone else who has been associated with the Service but is no longer with us.

And so to the future. Much awaits us in 1985. Many opportunities will present themselves for us to

improve our standards and public image. It is vital that we all grasp these with both hands. There will be fresh challenges and many pitfalls await the unwary. These we can cope with as we have always done by dint of effort and perseverance. Hopefully at the end of the day we shall emerge with smiles on our faces and I shall be able to reflect next year on another successful period in our history. Our priorities remain unaltered — the prevention and detection of crime, improved safety on our roads, and an even greater spirit of community involvement and co-operation, and most important of all, the maintenance of the rule of law in this great and free society of which we are so much an integral part.

Thank you for your support. I sincerely wish all a happy and peaceful Christmas and a successful New Year.

Greetings
from the
POLICE
COMMITTEE
CHAIRMAN



Cllr Geoffrey Waterer MBE

"As always at this time of the year, it falls to me as Chairman of the County Police Committee, to extend Seasonal Greetings to the Essex Force. I am both pleased and proud to be able to do so.

I recognise that 1984 has been one of the most difficult years within the history of the Force and yet you have maintained the highest possible standard of service to our Community. I know that this spirit of professionalism will carry us forward into the New Year with confidence. May you and your kith and kin have a Peaceful and Happy Christmas and may this set the trend for 1985."

The searchers



Following the discovery of a limbless torso and later a female head, on a rubbish tip at Pitsea, officers have been searching minutely through up to 400 tons of decaying refuse.

In conditions that can only be described as disgusting and in biting winds, a vast quantity of London rubbish has been turned over by hand in the hope of finding vital evidence. The sight and smell of the putrefying waste churned the stomach despite protective clothing. Thorough disinfecting of officers and vehicles was

essential at the end of each shift.

Such are the tasks that policemen do, that too many people tend not to see.



The steam rises, bringing with it the odour of rotting waste, as Essex policemen search for human remains in 400 tons of London refuse on a rubbish tip at Pitsea.

Sojourner returns

Since January Essex Assistant Chief Constable, Mr Peter Simpson, has been away from the Force following a course at the Royal College of Defence Studies in London. He returns on December 17, to take command of Force Operations.

Mr Simpson was one of two representatives of the British Police amongst the 70 people on the course. His colleagues came from all over the World and from many walks of life. Speaking of the course Mr Simpson said: "The College provides an opportunity to study not only national security matters but also a wide range of other subjects which seemed to me to be very relevant to the environment in which the Police Service operates today."

During his time away Mr Simpson has visited several parts of the world including Northern Ireland, Canada and the United States. He covered about 20,000 miles, sometimes flying in aircraft like the Hercules and the Nimrod.

Now it's back to earth to pick up the reins at Headquarters. Summing-up his year away and his feelings on returning to the Force, Mr Simpson said, "I have been privileged to enjoy a unique year of study, debate and travel, representing the Police Service in general and Essex in particular in forums held in venues as diverse as the United Nations' building in New York, a motor launch on the Mississippi, the parade rooms of Police Headquarters in New Orleans and Los Angeles, the Royal Canadian Mounted Police Training School in Regina and with my old Royal Military Police Company in Berlin.

It has been a fabulous year but I have missed the force. I have watched with both concern and admiration the way in which Essex Officers have withstood the considerable pressures to which they have been subjected in recent months. I am looking forward to taking on the responsibilities of Assistant Chief Constable, Operations as 1985 approaches."



Assistant Chief Constable 'O' Mr Peter Simpson

"THE LAW" says:

MERRY CHRISTMAS TO US ALL!

POSTBAG — Letters to The Law, Force HQ

DO YOU COLLECT POLICE BADGES?

From USA

Dear Sir,

I'm a Sergeant with the Alaska Student State Troopers in the United States. I've currently become a patch and badge collector, limiting my collection to US and other friendly countries.

I've collected over 200 badges and 1,500 patches from all over the world. I hope that you or any other one in your department can help get me a patch or badge from your Department.

If your Department charges a fee for the patches or badges, please notify me and I will be glad to

pay that fee.

I have patches for trade and other things such as coffee cups, T-Shirts, base-ball hats and jackets. Sgt Richard Mehner, Alaska Student State Troopers, 200 West 34th Avenue, Anchorage, Alaska 99053 USA.

From Canada

Dear Sir,

I am a police constable with the Sandwich West Police Force, and am a collector of police flashes, badges, hats, helmets and

uniforms, etc. I was wondering if it would be possible to obtain any type of insignia from your force.

I am willing to purchase the item, or if you have an officer that collects, possibly we could trade. Any type of consideration in this endeavour would be greatly appreciated. My intention is to mount my collection and have it on display in our police office for the public to view.

Thanking you in advance for your assistance.

David Dean, 3248 Edison St Windsor, Ontario, Canada N9C1S2.

DIVER NAMED

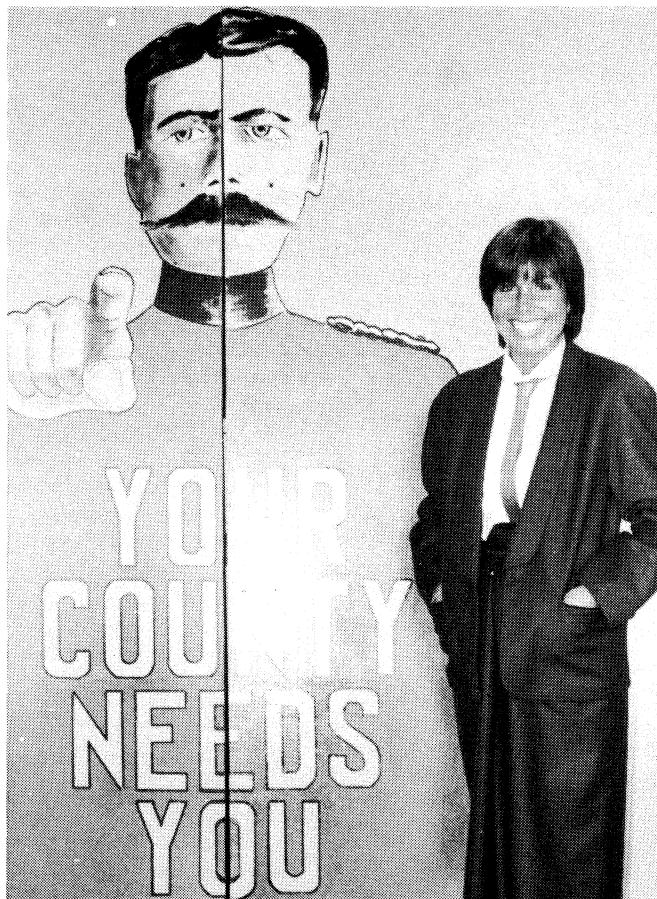


The above photograph from 1971 appeared in the November "Law" with a request from ex-sergeant Phil China to "name that diver". Within an hour of the paper being published, Detective Sergeant John Shanahan of Harlow Scenes of Crime admitted that it was him.

"It was in my younger fitter days," John told us, "and my first and last dive."

John was a Cadet when he made the dive and joined the force in October 1972.

IT'S A CRIME prevention lady



WPc Liz Poynter, lately of the Community Services Branch at Brentwood, has answered the call and becomes the first lady of the new-look Crime Prevention Department at Southend. Her outgoing personality and police experience, fit Liz especially for the "New Strategy" style of active community involvement in crime prevention.

SUE FOR SUE IN THE PRESS OFFICE



WPc Sue Watts

JUST to add to the confusion in Headquarters Press Office, the existing Sue has moved out and a new Sue is moving in.

After two years of stress and mayhem Sue Mayes has returned to the Information Room. Sue Watts is coming to the office from personnel when she returns after a lengthy illness.

'New-Sue' brings with her a fund of smiles and common sense. 'Ex-Sue' takes with her considerable experience and everyone's best wishes and thanks.

It is never easy to replace an old hand in a job that relies as much on personality and getting on with people, as anything else.



WPc Sue Mayes

NO ANSWER!

POLICEMEN are masters of the Art of unintentional humour.

This gem arrived on a report from an officer on division to the Community Services Branch at HQ.

"If you need to contact Mr 'A' he can be contacted on 048-7321. Can this be done with discretion as he will not answer the phone!!!"

And NO — Mr 'A' does not work in Headquarters Information Room.

Cancer bazaar

SEPTEMBER saw the sad death from cancer of Mrs Pat Bishop, a Civilian Establishment officer at headquarters. Her wish was always to hold a Christmas Bazaar in aid of cancer research. This was fulfilled at Headquarters in November, raising £330.

The Bazaar was organised by Mrs Bishop's family and friends. They would like to thank everyone who helped in any way to realise Pat's ambition. It is just a shame that she could not be there.

The money raised will be donated to a local cancer research organisation.

£250 for charity

Dear Sir,

Would you please convey my family's thanks to all friends in the Force for their kind messages of sympathy received in our recent sad loss.

Joan suffered from a muscular disease known as Motor Neurone. As a result of the many donations received, we will be forwarding over £250 to the Association.

My thanks to you all.

Brian Denton,
ex PS 188,
Chelmsford.

Sincere thanks

Dear Sir,

Would you please, through "The Law", pass on my sincere thanks to all Bill's serving and retired friends and colleagues in the Force for the many letters, cards and tele-

phone calls, visits and floral tributes, following his sudden death on October 23.

I am sure that they will appreciate that it is impossible for me to thank them all personally but it is most heartening to know that he had so many friends.

Rene Gostling,
Southend.

Help for Sue

Dear Sir,

Through the newspaper of the Essex Police. I would like to thank all those involved in helping my sister Susan Bishop and my nephew David since the tragic loss of brave PC Brian Bishop.

We all know that all the money in the world won't bring him back, it's still hard to believe that we won't see him any more and only God knows why

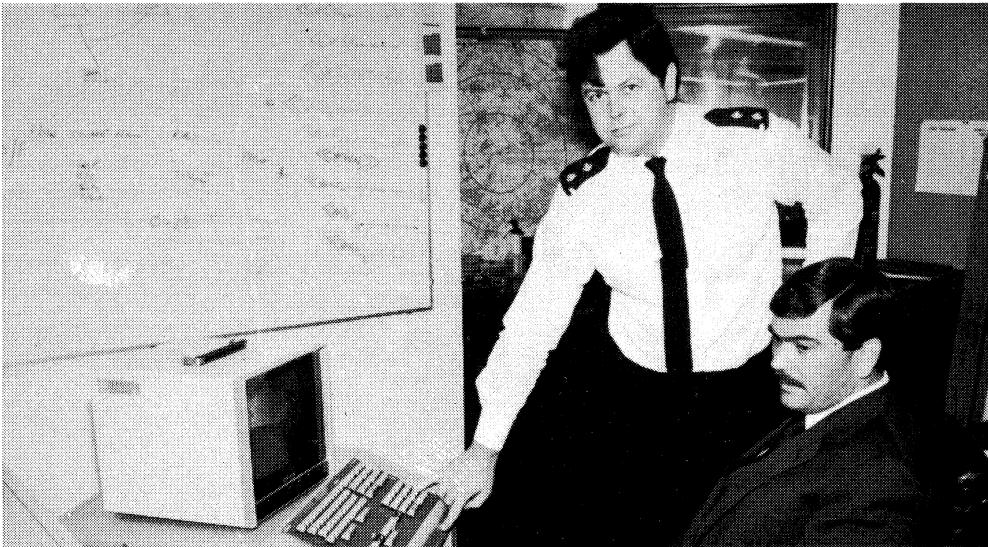
he had to leave us, but I'm sure Sue and David appreciate all the help Brian's colleagues have given them.

It seems sad to me that society now accepts the horrific death of a police man more these days than 10-20 years ago, and since Brian's death, I can understand how the family of the Leeds policeman, should recently, feel and I know Sue feels for them also.

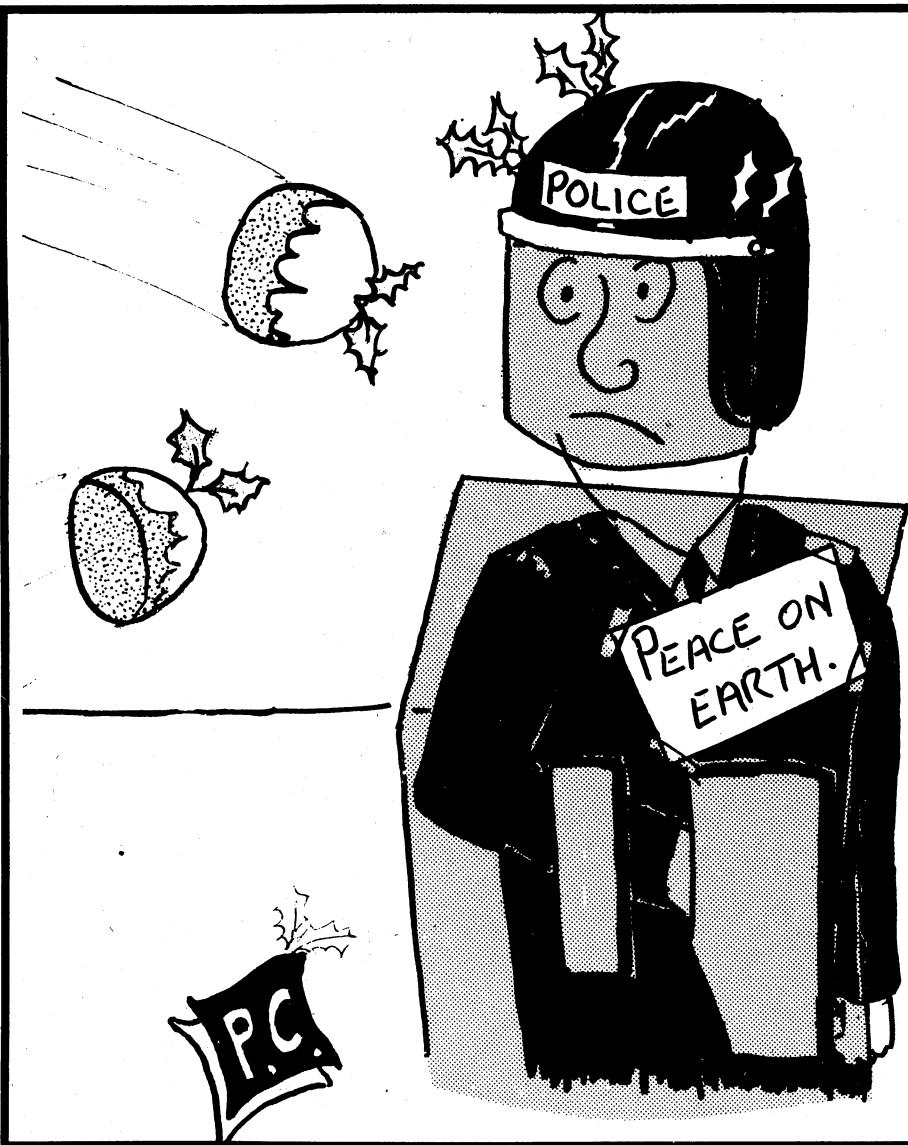
All I can say is, I was proud of Sue when she was a policewoman, we are proud of Brian for what he was and how brave he was, and to all you policemen and women out there who might read this, let me say thank you for all you do to try and make our country a safe place to live in.

Trevor Porter
Luton
Beds

SOUTH AFRICAN VISIT



South African police visitor Colonel Leon Marryatt from Pretoria is introduced to the Essex Information Room by Inspector Chris' Snow. Col Marryatt is also a communications man!



COMMAND AND CONTROL PLUS HOLMES TO AID OPERATIONAL EFFICIENCY

Essex goes computerised



The existing experimental MIRIAM Computer in its present cramped conditions. Next year this hardware, the new Honeywell equipment and the existing Sperry computer will be installed in a spacious new computer suite at Headquarters.

ON DECEMBER 3rd Essex Police Committee gave final approval for the Force to acquire an operational computer system. There will be two main applications; Command and Control and HOLMES (Home Office Large Major Enquiry System). The system is based on 3 Honeywell DPS 6 32 bit supermini computers and a force-wide communications network which will allow access to the system down to sub divisional level. The proposals have been produced by the Computer Project Team in record time. The team was formed on May 1st this year and has been able to make rapid progress for two main reasons.

FIRSTLY the Force will be able to utilise the Home Office-owned Honeywell hardware at present installed at Headquarters for the MIRIAM (Major Incident Room Index and Action Management) experiment. This has meant that the Force has been able to negotiate with a single computer supplier. In addition, Essex take the view that if software works well in another Force then considerable development time can be saved by utilising that software.

If the project goes according to plan the system will be installed in late summer 1985 with training commencing before the end of the year. Go 'live' date will be sometime early in 1986.

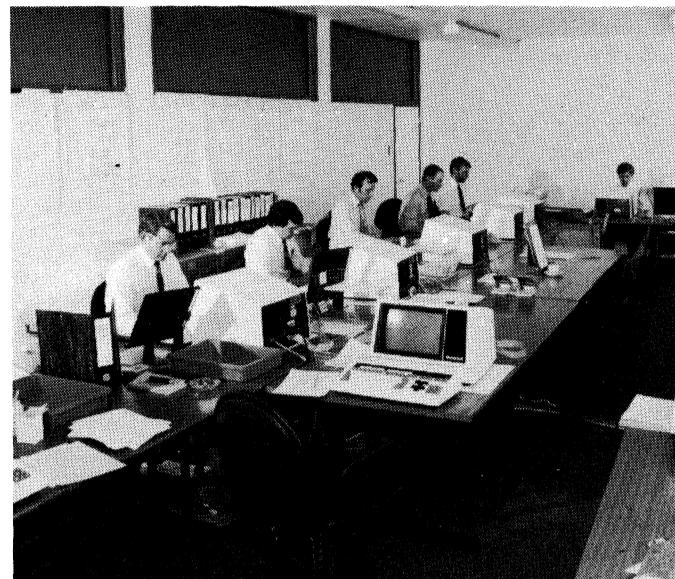
country to ensure compatibility between Forces involved in linked enquiries.

Essex has been the host Force for the Home Office Major Incident project, the main thrust of which has

work efficiently and computerisation is really the only way to achieve this. Experience has shown that manual card systems cannot properly cope with large volumes of data.

It is intended that HOLMES will be used for all incident rooms in Essex. Incident rooms will be designated in Police Stations in every part of the county and fitted with jack sockets. At the start of a large crime enquiry the terminals (VDU's and printers) will be taken from HQ to the appropriate incident room and plugged in. Trained officers will then be able to access the HOLMES system.

HOLMES will provide very sophisticated indexing procedures and will allow the retrieval of any single word keyed into the system. The Action and Document Management Section provides an instant view of the work load for the Incident Room staff, typists and the Detectives forming the enquiry team. It will allow resources to be managed to a



Essex officers putting MIRIAM through its paces. In future all Essex incident rooms will access the HOLMES system with similar equipment. There will be a distinct absence of index cards.

The earlier systems were developed individually by Police Forces to meet their own specific requirements. More recently the Home Office has encouraged forces to take advantage of developments in other forces, the so called 'package' approach.

Essex is planning to have a command and control system developed by Honeywell for the South Wales Constabulary. The system has been operational for 18 months and is therefore well tried and tested. Essex will not have to pay any development costs or risk making expensive errors in developing its own system.

Command and control is basically an incident logging and resource availability system which also provides a number of other very useful features. It will virtually mean that messages from the public will be recorded directly onto a VDU (Visual Display Unit) instead of being handwritten. An immediate and obvious advantage is that 999 calls received in the HQ information room will no longer have to be relayed by telephone or radio to divisions where they are handwritten for a second time. Once a message has

been typed onto a VDU it can be directed to any one of the 82 terminals on the network.

The system will include a street and telephone kiosk index so that the exact location of a caller or incident can be identified. The system will then automatically display the resources available to deal with the incident. All resources including both VHF and UHF will be displayed.

Incidents will be classified in order to produce management information. All incidents can be recalled from the smallest scrap of information. The days of time consuming searches through message pads to trace an old incident are numbered.

The system includes message switching and will replace the existing teleprinter network. Trained officers will be able to call up a format for the type of message to be sent and fill in the gaps. The Command and Control system also includes an interface with the PNC (Police National Computer). This will mean that each Sub-divisional control will be able to carry out checks on the PNC without having to wait to get through to HQ Information Room.



Project team members Inspector Paul Tedder, Superintendent Ralph Barrington and Chief Inspector Malcom Hargreaves, discuss details of the Force Network. (Missing is Inspector Lee Weavers on duty in Notts).

HOLMES is a computer system specified by the Home Office for use in incident rooms set up for major crime enquiries. It is hoped that the system will eventually be adopted by every Force in the

been the MIRIAM experimental system. HOLMES is the product of the MIRIAM experiment and is really MIRIAM Mark II. It is essential that incident rooms controlling large enquiries

level of efficiency not possible with the manual system.

POLICE Command and Control computer systems have been developed in this country over the last decade.

Public spirited lady



Police Dog Ben, handler Sgt Rod Barratt and Dc David Lowe, Ds Raymond Newman, DI David Bright and Pc Niel Gleeson with Mrs Dorothy Adams who received an award for assisting with the arrest of a Southend rapist.

JUDGE Peter Greenwood at Chelmsford Crown Court on 10 September, directed an award of £200 from public funds to Mrs Dorothy Adams of Southend, in recognition of her quick thinking and public-spirited action, which led to the arrest and conviction of a vicious rapist.

In February, Mrs Adams was awakened by screams from the street. She dialed "999" and Southend officers went to investigate. A man ran off but police dog Ben gave chase and is credited with the arrest.

Mrs Adams was presented with her award by the High Sheriff of Essex at a recent reception held in her honour at Southend Police Station.

On the 'phone for 29 years

AUDREY WARD, the telephonist at Grays Police Station has completed 29 years service. She will be retiring in the New Year and to mark the occasion has arranged a farewell party. All her colleagues, both past and present, are invited to attend the Grays Police Bar at 7.30pm on Friday, 11 January. Audrey looks forward to seeing you all.

HQ SPORTS AND SOCIAL CLUB

Present a

"BURNS NIGHT"

at the

ASSEMBLY HALL, POLICE HQ.

Saturday 2 February
8.00pm until midnight

BAR — SCOTTISH BUFFET
Scottish pipers, drummers and dancers

A complete Scots evening, with dancing. Tickets £3.50 from Mrs Clark, HQ Finance Ext 336.

Christmas Greetings

To "L". Best of love this Christmas from "Layby".

TSU wish all their viewers a very Happy Xmas — (This is a recorded message)

WPC Sue Watts of cycle ride fame wishes all her friends in the Force Band, Personnel, Ockendon, Grays and everywhere else a Very Happy Christmas.

We aim to please. You aim too, please. With Best Wishes to all from the staff down on the Range.

To "C" shift IR from "C" shift Rayleigh. Woof, woof. Merry Christmas.

To all my friends I'd like to say, have a lovely Xmas day. To send you cards. I'd have to lick, so many

stamps I would be sick. My tongue would dry. My "jaws" would ache. What would you do for goodness sake? "Cheers"? WPC 3143 Steph Hoskins, Brentwood Traffic. Submitted by "Deaf" mum. IR HQ.

To all old friends at HQ IR "B" shift — Merry Xmas. Maxine.

Happy Christmas Signalman Barrett at Planning, from the ex-Signalmen of Chelmsford.

Sincere Greetings for Christmas and the New Year to all in Essex Police from Tony and Victoria Warren (Anthony Warren Insurance Services)

Granny Fuzz wishes everyone a Very Merry Christ-

mas and offers her own SPECIAL HANGOVER CURE — break a raw egg into a glass and add a pinch of salt, squeeze of lemon and half a teaspoon of Worcester sauce. Close eyes, hold nose and swallow — quickly!

The Hungry Workers say thanks and Hearty Season's Greetings to Emile Massenhove, Mrs Hehn and all the Canteen people everywhere who have fed and watered us wherever we were!

Best Wishes for Christmas and the New Year, and thanks to all Divisions for help received during 1984. Accident Abstracts.

To Charlie Clarke and his Merry Band of Rock Slingers of HQ FSU, from the Typists in the Pool.

Crowd Controllers of Shoebury. "May your Christmas headaches be few, And hurt no more than we do. After cross country running, And bashing and stunning, And belting ourselves black and blue."

To the "D" shift Braintree. Merry Xmas and Best Wishes for 1985. From Jan. WSC 915, Braintree Station.

Once again it's Christmas time,
And the Season of Goodwill;
So to all the friends for who we "do",
And the ones for whom we "don't";
We all join in to wish you all,
Happy Christmas from the Typists in the Pool.

ESSEX WIN ESSAY COMP. FOR THE SECOND TIME

REKNOWNED as editor of the Essex Police Magazine and the authoress of the book 'Ryton Revisited', Colchester's Sergeant Maureen Scollan has now walked off with the 1984 Police Review Essay Competition prize. She was presented with a cheque and a commemorative plaque at Headquarters by Mrs Alicia Updale, the assistant editor of Police Review, in the presence of the Chief Constable. This year the subject was "The Role of Women in the Police Service".

The Police Review received over 100 entries, all of which were considered by a panel of judges, consisting of Sir Robert Mark, ex Commissioner of the Metropolitan Police; Mr Barry Payne, Commandant of The Police Staff College; and C. H. Rolfe, who has been a Police Review journalist for the past 50 years. They considered



Mrs Alicia Updale of Police Review and the Chief constable present WPs Maureen Scollan of Colchester, with a cheque and plaque to commemorate her winning the 1984 police Review Essay Competition.

the essays without knowledge of either the name or sex of the writers.

In the three years of the competition this is the second time Essex officers have taken the first prize. Last year the honours went to Sergeant Jeff Standen.

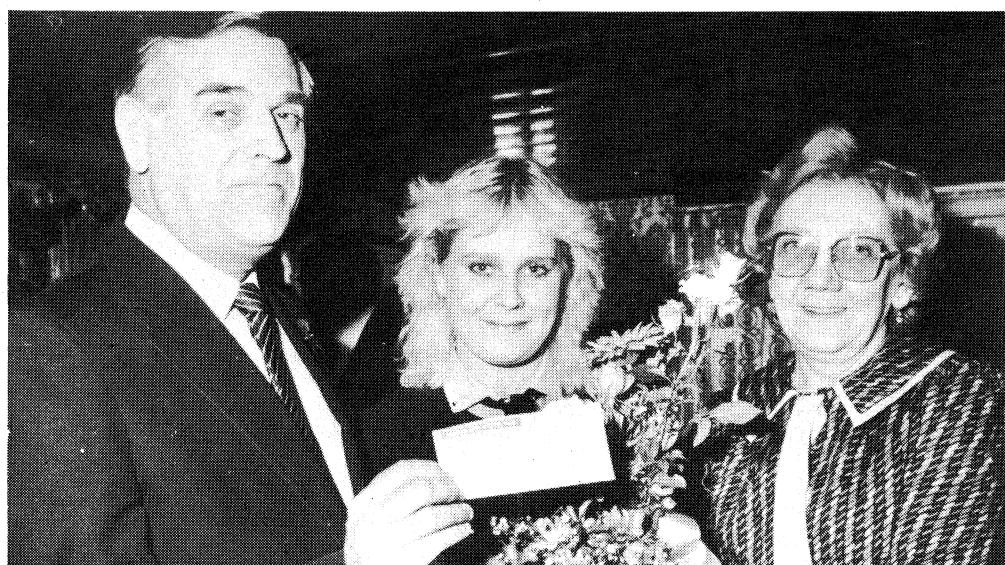
Considering Maureen's well voiced views on 'The Role of Women in the Police Service', some might say that it's hardly

surprising that she came out on top. She modestly puts it down to her 'journalistic ability' and smiling she said to 'The Law', "I'm very thrilled. I really didn't expect to win. It was a great surprise." It certainly is something to be proud of and Maureen was heartily congratulated by the Chief Constable.

Before joining the

police in 1971 Maureen worked in the archivist's department at County Hall, Chelmsford. She was also a Special Constable. This is not her first essay competition success. She took third prize in the Queen's Police Gold Medal Essay Competition in 1975. The subject? — "Women in the Police Service"! Success breeds success they say.

THE CROWN HELPS BRIAN BISHOP FUND



ACC 'O' Mr Roger Richardson and his daughter Lynn accept a cheque for £450 from Harlow landlady Mrs Peggy Connolly as a donation to the Brian Bishop Fund.

LANDLADY Mrs Peggy Connolly of the Crown Public House, Old Harlow, has been money-making for the Brian Bishop Fund. Her efforts resulted in the presentation of a £450 cheque to Assistant Chief Constable Roger Richardson recently.

Mrs Connolly is well known for her charitable efforts. Over the past 10 years she has championed the cause of police officers killed or injured on duty throughout the country. Proceeds from jumble sales, raffles and similar events have enabled her to donate many thousands of pounds.

Accepting the cheque Mr Richardson paid tribute to Mrs Connolly and her sterling work. He was rewarded with a big smile and a bouquet of flowers for Mrs Richardson.



School o



The camera catches this young lady in a state of suspended animation! Whatever the joke, it was obviously a stocking state of affairs.

FANCIFUL fetishists galore invaded Headquarters Bar for a November "schoolboys and schoolgirls" party in aid of cancer research. Some £100 was donated to national cancer research funds as a result.

The party was also a means of promoting Headquarters Bar as venue for the social highlife, not to mention a den of iniquity. Dark murmurings had permeated the corridors of the Social Club, that nothing ever happened in the bar; so photographic lady Kim Capon and friends devised this revitalising thrash. "It was a great success", she said afterwards. "People came from all over and had a great time. I don't think anyone went home miserable that night."

She's probably right. Bar stewards Maggie and Mac entered into the spirit of the thing — Maggie in a comely French Maid's outfit and Mac suitably chastising in mortar board and gown. Drink prices were down as well!

It was such a success, they're doing it again on 13 December. This time it's Crazy Christmas Night and everybody is welcome — fairies, Christmas trees and all. Come and get lit up at your Headquarters Bar!

P.C. Gets (K)Nott(s)ed

CARTOONS FROM THE COALMINES FOR CHRISTMAS

Merry Christmas from "The Law" Team
 Mike Frost
 Mike Beaveridge
 Sue Watts
 Wilf Kennedy
 Carol Rivers
 (And a Happy New Year)



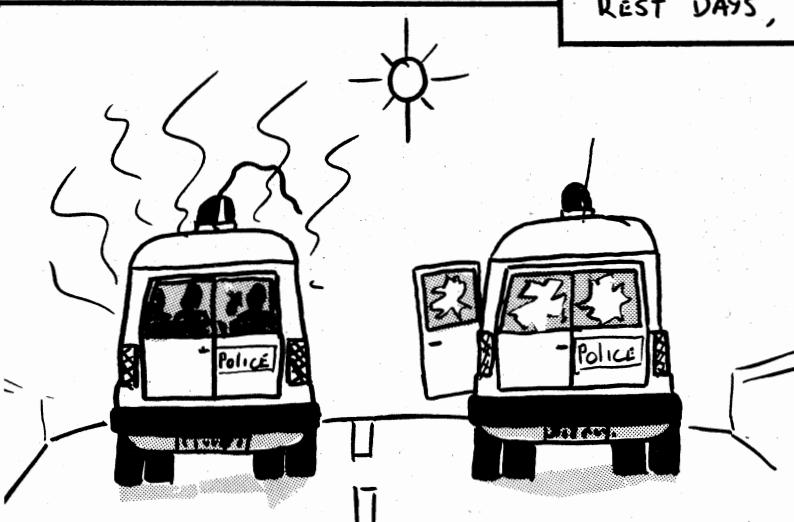
y's party



Sidette Simpson (Registry) and Kim Capon (photographic) in meaningful piscatorial discussion with some keen fishermen (At least, they said they were talking about fishnets!)



Bar Stewards, the infamous French Maid "Maggie" and the astic "Mac", share a knee whilst photograpics pet punk Pauline Levy and a friend peek.



MONEY MATTERS

Overtime earnings

IN THE light of the recent pay rise for Police officers — not to mention the reported wealth falling about the heads of the normally penniless as a result of extended hours on the picket lines. I thought to add my own few words on some related points.

Higher Tax?

First, despite what you think, you've got a long way to go before you become a higher rate tax payer unless, of course, your wife's working — in which case you're getting what you deserve!

It may look as if you are on higher rate tax for a month or two, but it's the total for the end of the tax year that counts. If by some chance you do crash through the 30 per cent barrier, there's no need to bang heads against the wall, it's only another 10 per cent tax on every other pound.

Compensatory grant

If it seems that for that month you are paying higher rates, it will be adjusted later so don't panic. After all, the compensatory grant always makes the month of April look big to the taxman. You can't be a higher



by
Tony
Warren

rate taxpayer for just a month.

The sickening bit is the superannuation contributions, still I can't help you there, think of the lovely pension you're going to get for your money.

Deposit fund

One of the best investments you can make with all this loot is the Bank Happy Fund. It doesn't pay a lot of interest, but it certainly pays dividends in other ways.

You find this at your local bank, where they mistakenly call it a "Deposit Fund" and it has some very significant benefits. The next time you have to call on the Bank Manager's good will, you flash your deposit book under his nose and prove that, contrary to what he previously thought, you are in fact a good and thrifty customer.

The return is some one-and-a-half to two per cent less than a Building Society, but the personal comfort you feel by keeping the Bank happy is worth its weight in gold. After next April, they are going to tax it at source, so you won't get rich on the interest.

I wish all our readers a very Happy Christmas and a Prosperous New Year.

National Association of Retired Police Officers by Doug Rampling

WELL, well, well, how quickly time has flown and here I am again with another column to write.

Those of you who qualify for pension increases should by now have received and probably spent them, especially as the festive season is upon us.

Widows pension

As you will have read in the bulletin, the vexed problem of the Preserved Rate Widows' Pension is still with us and grinding on, although little progress has been made.

The authorities do not seem very enthusiastic, believing perhaps that if they leave it long enough there will be no-one left who qualifies for this pension. We must keep at them and give them no peace until this problem is resolved and justice is obtained for these ladies.

Your re-elected NEC members, A.F. Riggs, P. Smith and H.G. Woods, are well into this fight and I know they will do all they can to help. We must do

our bit as well and keep the matter to the forefront of our endeavours.

Vacancy

On the local scene I have received notification of employment that would suit a retired Police Officer:

Part time Chauffeur required for Director of a Company. Duties entail driving her to sites and various addresses in London, waiting for her and then returning her to Brentwood. BMW automatic saloon. Hours variable — could be 2 or 3 days per week, then nothing for a week or so. Salary negotiable.

Contact R.F. King, Builders, Crown Street, Brentwood. Telephone: Brentwood 211063 Extension 31 — Mr Peter Wittam.

I am pleased to report that after a protracted period of ill health Harry Smith is out and about again, nice one Harry, pleased to see that you are back amongst us, keep up the good work.

Thanks

Finally may I wish each and everyone of you all the best of health and happiness for 1985 and on behalf of us all thank the Chief Constable and Senior Officers of the Force for their help and assistance during 1984; also the Force Welfare Officer, Charles Howlett and his staff for their continued co-operation, without which I am now well aware, this job would be all the more difficult.

OH YES, one last thing. If anyone has anything that they think would be of interest, especially from

Colchester and Southend areas that they would like included in this column, please contact your Secretary who I know would be pleased to let me have it for publication.

Please note that the Treasurer's address for Chelmsford is: C.E. Storiar, 164 Galleywood Road, Great Baddow, CM2 8YT and not Chelmsford as in the previous "Law".

RETIREMENTS

PC 601 Edward Curtis, stationed at Hadleigh retired 20 December, 1984 after 30 years 237 days service

DC 256 William Ellis, stationed at Southend retires 22 December, 1984 after 30 years service.

C/I Ivor Williams, stationed at Grays retires 26 December, 1984 after 28 years 3 days service.

PS 29 Kenneth Ross, stationed at Headquarters retires 26 December, 1984 after 31 years 185 days service.

Supt John Eady, stationed at Headquarters retires 31 December, 1984 after 31 years 246 days service.

PS 216 Gordon Thake, stationed at Stansted Airport retires 26 January, 1985 after 30 years service.

PC 535 Robin Rickett, stationed at Harlow retires 27 January, 1985 after 30 years 1 days service.

OBITUARIES

ON 4 November, ex PC Cyril Wiggins, aged 80 years who retired from Colchester in 1959.

ON 5 November, ex PC N. Tindell, aged 73 years who retired from Chelmsford in 1945.

SPECIALS' LAW

EARLY in 1984, three of our colleagues started planning for the annual Jailbreak to take place in October. The jailbreak is a sponsored event. Funds raised go to the Essex Association for Boys' Clubs and to charities nominated by the teams.

Saturday, October 20, saw Specials, Paul Delaney, Peter Wright and Melvin Willin raring to go. At 9 o'clock they were off on a fifteen hour bid for freedom.

The team left the jail by Jaguar car from Grange Motors and then by motorbike (from Brentwood Couriers) to the police football ground where Samantha Fox (of "Sun" fame) was there to see them off into Barratt's helicopter to Heathrow. At Heathrow a British Airways car took them to terminal three. Pan-Am officials, along with other sponsors, flew them all the way to Tampa, Florida, where they were met by the Tampa Police who

escorted them to their hotel. In 14 hours the race was over.

The Tampa Police entertained the "boys" for a week. They went to a football match and the highlight of the week was a day spent out in the area cars patrolling the streets of downtown Tampa.

Peter (a bakery manager), Paul (a Company Director) and Melvin (a musician) won an award at the presentation evening at Dukes Disco, Chelmsford, for "their superb organisation on the day."

The team raised £4,200 for their charities. This looks like being the top for 1984 and is £1,700 more than last year's record amount. The team are to be congratulated for their hard work over almost a year to get this sort of backing. Well done lads!

The boys wish to thank everybody involved, including the video team (who videoed the whole



by: Jan
Williams

jailbreak), and a special thanks to Captain Taylor and his colleagues in the Tampa Police Force for the week spent in Florida.

And now to Christmas — (yes it's here again). The time for mince pies, Christmas pud and all the trimmings.

May I wish all the specials a very merry Christmas and a prosperous New Year.

Keep up the good work an I will be back with you all in January, 1985.

Market Place

GAS FIRE Robinson Willey Super Firedance S+5 Teak surround and log effect. Excellent condition. £50. C/I Labedski HQ ext 403, or 0206 240383

RALEIGH GRIFTER, blue, good condition. £35. Lesley Gatenby, Clerk/typist, Chelmsford Station or Chelmsford 57601.

MINI 100, automatic. New tyres and battery. £580. PC Goddard, Coroners Officer, Grays Station or Tilbury 77876.

HONDA 250N 1981. Immaculate condition, taxed, MOT, as new. Full service record. £470 ono. PS Burrows, Stansted Station or 0279 812464.

KENWOOD CHEF food mixer, liquidiser, plus other attachments. £25. DC Bird, Chelmsford Station or Chelmsford 359190

BMW 316 August, 1982 (Y) 21,000 miles, henna red, sun roof, radio/cassette, other extras. £4,850. One owner. 01-230 3653. D/I Harris, New Scotland Yard C11 or 0702 526335.

SINCLAIR SPECTRUM games cassettes, seven including scrabble and flight simulation. £20. C/I Hargreaves HQ extension 472 or 21218.

VALOR CALOR GAS room heater. £15. JVC compact radio/stereo model MSL-302L. £20. C/I Johnson, Harlow or 0279 730219.

SUPER SER gas heater complete with gas bottle. Three heat settings. Excellent condition. Automatic F90A model. £38. Moira Green, Colchester Prosecutions ext 291 or 0206 579540.

JAGUAR type 34S. 1967

HLS, 1980, MoT July 1985, £1,100. H reg Hillman Imp, MoT Oct 1985, £200. Chief Inspector Benning, Laindon Traffic.

POLPERRO CORNWALL, modern holiday chalet on pleasant site. All mod cons, sleeps 4/5, heated pool, club, very reasonable terms. Craig Bailey, 2 Collins Cross, Bishop's Stortford, Herts or 0279 53570.

FORCE LOTTERY

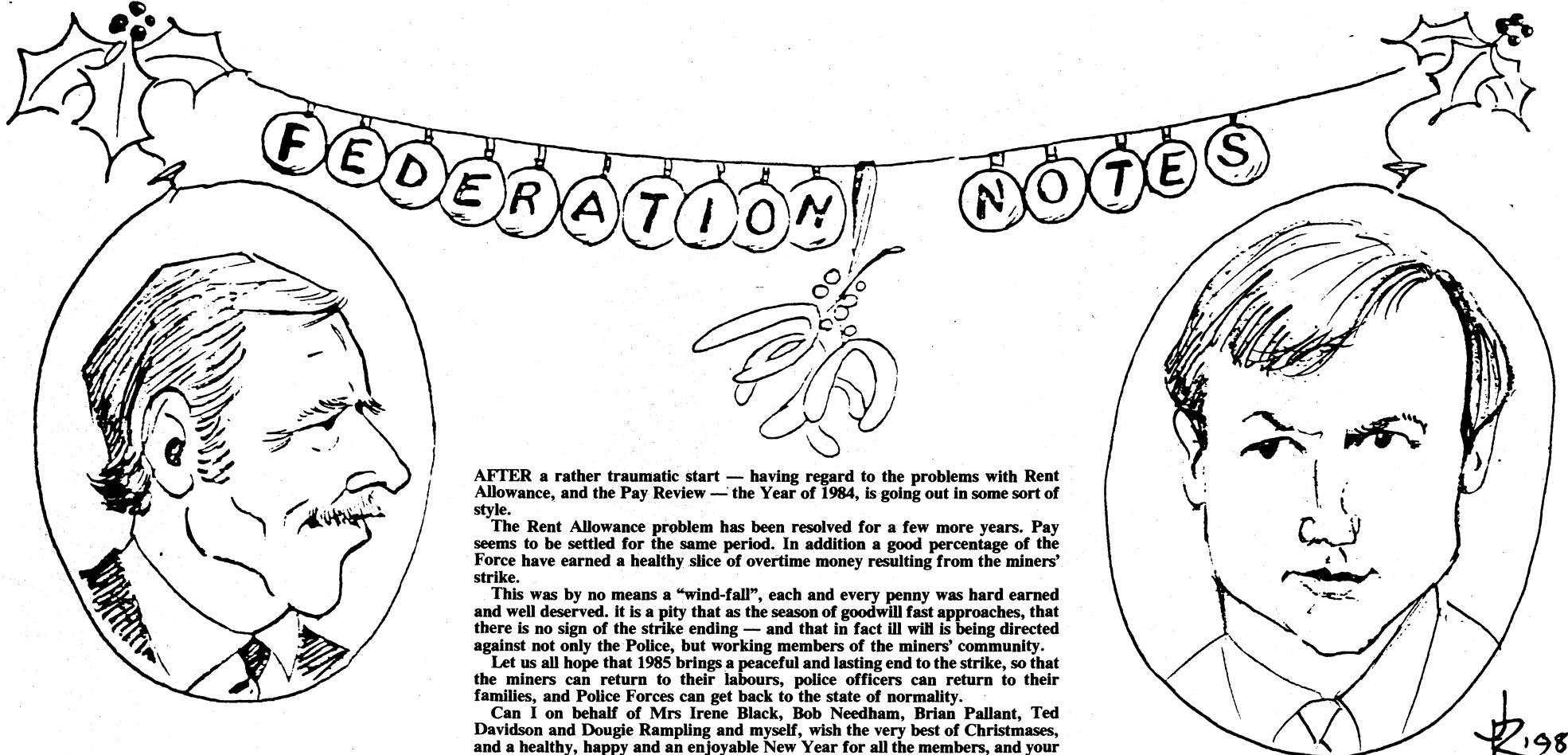
RESULTS of the draw held at Rayleigh Police Station on 9 November, 1984: 1st prize Mrs Townshend, Rayleigh, £1,444.91; 2nd prize Mrs Hibbert, Harlow, £722.46; 3rd prize PC Simmans, Writtle, £361.23; 4th prize WPC Goldsborough, Clacton £180.61. Consolation prizes at £36.12 each; PC Muir, Grays; PC Butcher, Rayleigh; PS Crabb, Epping; PC Beal, Southend; DC Rout, Colchester.

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 _____



AFTER a rather traumatic start — having regard to the problems with Rent Allowance, and the Pay Review — the Year of 1984, is going out in some sort of style.

The Rent Allowance problem has been resolved for a few more years. Pay seems to be settled for the same period. In addition a good percentage of the Force have earned a healthy slice of overtime money resulting from the miners' strike.

This was by no means a "wind-fall", each and every penny was hard earned and well deserved. It is a pity that as the season of goodwill fast approaches, that there is no sign of the strike ending — and that in fact ill will is being directed against not only the Police, but working members of the miners' community.

Let us all hope that 1985 brings a peaceful and lasting end to the strike, so that the miners can return to their labours, police officers can return to their families, and Police Forces can get back to the state of normality.

Can I on behalf of Mrs Irene Black, Bob Needham, Brian Pallant, Ted Davidson and Dougie Rampling and myself, wish the very best of Christmases, and a healthy, happy and an enjoyable New Year for all the members, and your families.

R. 1984

STRESS — in the Police Service

DURING 1981 an approach was made to the Association of Chief Police Officers by the Police Federation and the Superintendents Association, with a request that the subject of Stress within the Police Service be examined with a view to identifying its cause and effects and, where appropriate, to decide on remedial action.

The Association of Chief Police Officers responded by forming a small working party. One of the Working Party's first moves was to approach the Home Office. It was decided that the Human Factors Group (Scientific Research & Development Branch) would undertake a preliminary investigation into the nature and extent of the police stress problem.

Four major sources of stress were identified which may give rise to the impairment of its efficiency of the organisation and its individuals. These were:

MANAGEMENT STYLE. Poor management styles were identified as producing more widespread and long-term stresses in Police Officers than did their operational tasks. "There is more stress inside the nick than outside on the streets."

MANAGEMENT SYSTEMS. These should provide both guidance for efficient management of resources whilst at the same time taking into account the needs of individual officers in the service. Pressures stem from a system that injects unrealistic expectations into officers and perpetuates those expectations through a series of appraisals and boards in a way that lacks openness and an honesty of purpose. The system should enable managers to respond to change. Some of the ways it can do this is by simulating consultation at all levels, providing support and making sure expectations are realistic in the selection, training, development and control of the officers in their care.

MANAGEMENT SUPPORT (Infrastructure) Management support is the support offered to the individual and the organisation in the following areas: Health, Welfare, Education, Counselling, Role Conflicts and Service demands on the individual officer and his family. It will determine the organisational climate by which the individual officer can truly feel involved and a committed member of his force. That force must be seen to be equally committed to the officer's well-being in its policies and by a system of genuine consultation. The needs of the Police Family should be investigated and catered for as an integral factor for a healthy organisation. Confidential counselling facilities should be provided within each force.

TRAUMATIC INCIDENTS. Exposure to traumatic incidents has been identified in this study as a major source of acute stress. Such incidents are, by definition, unpleasant and disturbing, and challenge the individuals' adjustive capacities posing a threat to their psychological and physical well-being. On some occasions there will be a significant and detectable effect of the traumatic incidents. The immediate emotional and behavioural response to the situation may impair the officer's performance.

Effects of traumatic incidents may only become obvious later when officers are unprotected by the distraction of other tasks and therefore more vulnerable. These effects showing more obviously during 'winding down' periods. It is recommended that officers dealing with traumatic incidents should be quickly identified and debriefed by senior officers, and if obviously affected, by a Police psychologist or psychiatrist as appropriate. All supervisory officers should receive appropriate training to increase their awareness and counselling skills.

The foregoing contains extracts of a document produced by the Police Federation and presented at a symposium on the subject last month. The initiative has been welcomed within this force and both the Police Federation and the Chief Constable's office are intent on following up as many of the recommendations as possible. It is too early to say exactly how they can be implemented at this stage.

An interesting presentation was made by a delegate from the Federal Bureau of Investigation. The American experience is a valuable one and they seem to have come up with a viable solution. The FBI have a system of Peer-Counsellors. The Counsellors receive three days training in their skills. These skills are essentially to be approachable, to be able to listen and to be trustworthy with confidentiality being uppermost in their requirements. Peer Counsellors are distributed throughout the Bureau, and officers are encouraged to contact them at any time when they feel that they would benefit from counselling. The cornerstone of this idea is the fact that the counsellors are drawn from the ranks of the service. They have the same experiences as their contemporaries and because they are the peers of the officer, they are immediately approachable, there being no barriers to overcome.

An essential difference between the American approach and the situation that exists in this country is the acceptability of stress as an illness. We are much more

reserved. The image armour with which the British Police Officer surrounds himself is sometimes difficult to breakdown. The folklore image of the stiff upper-lip and the outward caricature of "nothing affects me" is sometimes worn vividly on the outside whilst inside the individual is torn apart by agonies that he is prevented from admitting because our whole ideology is so formal that it just doesn't seem right for a Police Officer to admit to these feelings.

I believe that the time is right for us to change our approach. We should not doubt the person who finds his job to be stressful. On the contrary, we should welcome the opportunity to assist that individual in coming to terms with his problem. The whole concept requires a massive education programme to effectively change an outlook that has existed for a lifetime. If this initiative is to be successful we must change our approach to one of understanding and acceptance rather than rejection.

What can be done in the meantime? Very few people are aware of the fact that our Force Welfare Officer has Divisional Representatives who are members of the Force Welfare Committee. These officers form part of an already assembled network of peers with whom I have no doubt that officers can refer for some measure of counselling. Beyond this, the Representatives of your Joint Branch Board are always available to assist the force in every way possible on matters concerning welfare. There is a lot of truth in the old saying "A trouble shared is a trouble halved" which just goes to show that there is nothing new in this world!

Despite all the recommendations about training for supervisors in recognising symptoms of stress, I believe that the most reliable barometer of determining an individual's level of stress is for the individual himself to be able to acknowledge his own situation. Having realised his situation, with the new approach to the problem, it should only then be a short step for him to seek the assistance of his counsellor, or Police Federation Representative.

The setting up of a formal network of peer counsellors and the adoption of other recommendations of the Working Party are very much in the embryo stage. It is sufficient to say that this is a subject that your Joint Branch Board has enthusiastically adopted and will look towards the future when most of the recommendations can be taken up and become regular practices within this force.

DISCIPLINE — Racial discrimination

THE Joint Central Committee have informed the Home Secretary that it is as firmly against the introduction of a specific Discipline Offence of "racial discrimination" as it ever was, even though it is now inevitable that Regulations will be altered to include this offence.

It is the Federation's view that the present Discipline Code is adequate to deal with any actions which can be defined as racially discriminatory, without having a specific offence of that nature.

Singled out

What has happened is that the Police Service has been singled out as the only trade or profession which it is considered necessary to inflict with the confines to their words, deeds or thoughts.

Perhaps it's all a rather sick joke anyway. It could be that no one will be able to decide what you had in mind when you said or did something which is the subject of a complaint. Unless we appoint a civilian fortune teller . . .

nise that either of these two offences could fit any sort of discrimination — racial or otherwise — after all, there are enough non-specific words within the offences to allow for the widest possible interpretation to be applied. This sort of thing happens at the moment, so there is little likelihood of it not continuing into the future.

I don't personally believe that Police Officers are any more likely to be racially prejudiced than any other section of the populace. We laugh at Irish jokes like anyone else — even Irishmen — but it appears it's a case of woe-betide us if we get caught laughing — or even worse, actually tell a similar joke.

What has happened is that the Police Service has been singled out as the only trade or profession which it is considered necessary to inflict with the confines to their words, deeds or thoughts.

Despite all the recommendations about training for supervisors in recognising symptoms of stress, I believe that the most reliable barometer of determining an individual's level of stress is for the individual himself to be able to acknowledge his own situation. Having realised his situation, with the new approach to the problem, it should only then be a short step for him to seek the assistance of his counsellor, or Police Federation Representative.

In addition, there is an offence of "discreditable conduct", which is committed when a police officer acts in a manner reasonably likely to bring discredit on the reputation of the force.

Surely anyone in their right minds, would recognise

Stop press

Meet THE RED ARROWS. Pilots of the squadron will be giving an illustrated presentation on Thursday 24 January at the St John Payne School, Chelmsford. Tickets from SEA-X E S s h o p , 12.30-13.30 on Friday 14 December. Proceeds to the families of Brian Bishop and Stephen Greet.

LAW SPORT—LAW SPORT—LAW SPORT—LAW SPORT

STARS TURN OUT

ON WEDNESDAY, November 28, a football match was held at Chelms-

ford City Football Ground with a trophy known as The Brian Bishop Chal-

lange Cup going to the winners. On this occasion Essex Police took on a whole array of All Stars and the crowd of nearly 2,000 were treated to a feast of football.

With the proceeds this year going to The Brian Bishop Fund, young David Bishop proudly led out both teams for the pre-

touched the ball, found himself in the minimum of space and curled the ball inside the near post, it was obvious that Essex Police were not facing a casual stroll. Jimmy didn't last long, but with the likes of Geoff Pike and Ray Stewart of West Ham and Mike Channon of Norwich running hard throughout,



The two captains (Trevor Brooking, left, and Mick Allen) at the kick-off. Behind from left to right, Eddie Rhymes (Referee) and PC Mick Wood and John Whiffon the linesmen.



Sir Alf Ramsey attended and made the presentations, here to Mick Channon.

match photo-session. The All Stars were managed by Norwich boss, Ken Brown, and included many famous faces currently playing in the First Division, together with other even more famous players from past First Division and England teams.

From the moment Jimmy Greaves, who was cheered every time he

added to the skill and precision passing of Martin Peters and Trevor Brooking, the game was far more competitive than charity games usually are.

The All Stars ran out 11-2 winners and some of the goals were as spectacular as you'll see anywhere. Mention must be made of the two Essex Police scorers, Paul Pratt and Liam Osbourne, who, not to be left out, beat West Ham goalkeeper Tom McAllister with great goals themselves.

At the end of the game, Sir Alf Ramsey made the presentation of the trophies and the crowd went home having been well entertained.

Thanks must go to all the stars who turned out for providing such an excellent evening and signing so many autographs.

It is intended to make this an annual event with the proceeds going to a different cause each year. Those who missed it this year will no doubt not wish to make the same mistake next year.



Left to right in the back row, Eddie Rhymes, Bobby Moore, Dave Watson, Ray Stewart, Tom McAllister, Andy Greaves, Martin Peters, Alan Sunderland, Trevor Brooking and Ken Brown. In the front are Mick Channon, Peter Taylor, Jimmy Greaves, Geoff Pike and John Radford.

FORCE BILLIARDS AND SNOOKER

THE Force Billiards and Snooker individual knockout competitions will be held at the Sportsman Club, Clarence Road, Grays, commencing at 9.30am for the draw (play starts 10am) on Monday, January 21, 1985. The winners will be required to represent the Force in the PAA Regional Finals to be held at Southend Police Club on Thursday, February 21 for snooker, and Friday, February 22 for billiards.

Food and Drink will be available throughout the day on January 21. All interested participants please contact DC Dave Box, Scenes of Crime at Southend, 0702 34212 Ext 204.

What a whopper!

THE annual inter divisional sea angling competition was held at Bradwell on 14 November.

Fifty three anglers turned up for this event, fishing on 9 boats under the supervision of ex Chief Inspector Don Harmer. A total weight of 6cwt, 45lb 7oz of fish were landed. Whiting and dabs made up the bulk of the catches with a few notable cod coming to the scales.

The team event was won by Rayleigh with a weight

of 83lb 13oz. The team was made up of Tony Moore, John Shelly, Bob Sandford and Clive Skingley.

2nd were Basildon with Les Blackburn, Harry Fordham, Algie Howells and Eric Birkin bringing 76lb 8oz to the scales.

Ian Weller from Chelmsford took the honour of the heaviest individual fish with a fine cod of 11lb 4ozs.

By Clive Skingley

Seaxes Auto Club

ARE you interested in motoring?

In 1966 a number of keen motorists within the then Essex County Constabulary started the Seaxes Auto Club, a motor club within our Force, so that officers, civilian employees and their families could further their interest in this field.

Since then the Club has grown and even today our members are seen regularly marshalling at Brands Hatch, Silverstone, on the RAC Rally etc and, may I add, very professionally. Competitions can be expensive these days but Seaxes still continue, not so much with the events with the "hairy" rally cars seen, but on smaller events where many a "shopping car" is used with members enjoying themselves on navigational exercises, treasure hunts etc. Our more serious-minded competitors still enter the more competitive events and do very well, so there is variation for all.

The Seaxes also organise a good social calendar with discos, film and quiz

nights etc and of course we run the Seaxes shop which gives better discounts than seen in the High Street shops. Having said this we would warmly welcome anyone within the Force to join our membership. We do seem short of active members at this time, particularly to represent the Club against other Police motor clubs in the country. If you are interested please contact Sgt Brian Jaggs at Chelmsford Police Station, he will be pleased to hear from you.

By Derek Arber

PS Back in 1966 we did not want the words "Essex Police Motor Club" on our car badges etc for obvious reasons, hence the name SEAXES — the three "seaxes" on our County badge.

PPS — SEAXES are holding their Christmas Disco at Channels Golf Club, 21 December at 8pm. Tickets £3 (including a large buffet) from Derek Arber, Traffic Management HQ. Ext 409.

FOOTBALL REPORT

THE 84/85 season is now well underway for the Essex Police Football Club, and quite an interesting start it has been. I say "Club" rather than "Team" because there are now two sides representing the Force, and this has led to a whole new atmosphere for those involved.

The first team having been promoted from the Second Division are now sitting proudly at the top of the First. A terrific achievement by any standard and one we hope to maintain.

35 League Games the first team played without being beaten, until Rayleigh Town finally put an end to the record, winning 2-1 at HQ. Neither team has lost a cup game yet. The first team have progressed in both League Cup and Intermediate Cup and also the Southern Counties Police Cup in which we beat Cambridgeshire 5-0.

The story wasn't quite the same in the National PAA however. The Force, using players from both teams, had

by John Weatherley

one of their traditional "off days" and only drew 1-1 after extra time with Beds and Luton.

The second team have had mixed League results, leaving them halfway in the table. It is going to take time for the team to settle, but with a very strong squad now things should get better.

Excellent wins were achieved in both league and Junior Cups. It is nice to see so many players who have been on the borderline of the Force team for years now able to play regular football in the Force colours. Add to them one or two who had previously hung up their boots and it provides a good blend of youth and experience. Mainly the latter.

With two teams any supporters can be virtually guaranteed a game played at HQ every week and you are all welcome to join the players in their newly furbished Club Room afterwards.

The Law

H.Q. phone extensions
374 and 375

NEXT ISSUE

Jan '85

Copy in by January 12