

THE END OF AN ERA

Jim Rogers retires

AFTER 12½ years as Secretary of the Force Joint Branch Board, Sgt Jim Rogers has retired.

He leaves behind him something of a void. Twelve-and-a-half years' service in that role makes him one of the longest-serving office-holders in the country. His successor told "The Law" that he would be missed. He said: "Jim was a great innovator, and was a terrific help to other members of the Federation." He went on, "He never lost his temper, but always managed to get his point across."

Whilst holding down the job of FBB Secretary, which is a very much more high-pressure job than is appreciated by most of his members, Jim was also a member of the Management and Finance Committee of the Police Seaside Convalescent Home and on the Management Committee of the GURNEY fund.

His own special charity, for which he did a tremendous amount of work, was that for Injured Officers and Widows of the RUC.

Together with Ted Davidson, he pushed Essex Police Federation onto the National Map, with an increase of Conference motions and initiatives. One of his personal successes being the passing of the regulations which grossed-up the compensatory grant in one payment when an Officer left the service.

A talented artist, wood-carver and painter, Jim



Jim Rogers, BEM

intends to expand his artistic output in retirement, equipped as he now is with painting materials given him by his close Federation colleagues.

We, the Essex Police, wish Jim an enjoyable retirement, he has served us all well. It was fortunate for us that when Sapper Rogers J. A., Royal Engineers, was clearing mines on those Korean hills in the early 50's, he never put a foot wrong.

"GOLLY"

Korps Rijkspolitie District Overijssel Police Course in English Language 27 May, 1988



Standing (l to r) Bert Van't Oever, Wachtmeester 1st Kl.; Jan Hendriks, Wachtmeester 1st Kl.; Pieter Van Zwanenburg, Opperwachtmeester; Drs. Anne Beeker MA, Het IJsselcollege; Peter Nymeyer, Opperwachtmeester; Jan Zeewuster, Wachtmeester 1st Kl.
Sitting (l to r) Siemen Albada, Wachtmeester 1st Kl.; Peter Simpson, Deputy Chief Constable; Michael Stanbury, Sergeant; Jan Oosterhof, Adjudant.
Essex Police Headquarters, Chelmsford.

BEST SO FAR!

THE DCC, PETER SIMPSON, was on the very front table, in his new role as President of the Headquarters Musical Society, to see this year's charity concert performed by them at HQ on July 1.

General opinion has it that it was their best so far. Entitled "The Show Goes On", it was for the Society a poignant occasion, since its title refers to the untimely deaths of two of its stalwarts, Dorma Richardson and Johnny Johnson. However, as the theatricals indeed say, the show does go on, and this one produced exhibitions of talent from new sources as well as those we are used to. In doing so, it produced over £1,500 for the two nominated charities, The British Heart Foundation and the Essex County Cancer Fund. Producer Clara Smith had constructed a balanced programme from the

shows, ranging from Operetta "Genevieve de Brabant" (Gendarmes Duet), through G & S (The Sentry's Song from Iolanthe), to up-to-the-minute West End productions.

It included the sad, the happy, the serious, and the down-right silly, all of which was thoroughly enjoyed by the audience sitting at individual tables, and being waited on by seemingly tireless "garcons". From the individual performances, it seems the Society is acquiring a depth of talent. We have, of course, come to expect great things from Clara, Derek Lee, Pat Evans,

and the like, but on this occasion there appeared from the "wings" as it were, really professional performances from lesser-known members, of which, Jackie Lee and Amanda Mallard might well be mentioned.

The Society's next production is "The Pyjama Game", in February, and it will be interesting to see this new talent within the tighter confines of a formal Musical Show.



Mr Peter Simpson, Deputy Chief Constable

FUN DAY

SUNDAY 3 JULY 1988, was the day of the second Family Fun Day held at the sports ground, Headquarters.

The event was due to start at 12 midday. Five minutes earlier, the rains came which ceased at 5.30pm. However it didn't dampen the spirits of everybody who contributed to the event.

Fortunately quite a number of attractions were under cover, and in some instances took more money than last year.

On this occasion, the 'centre piece' was created in an arena with a planned programme of events, such as the Southend Majorettes, Argyll and Sutherland Highlanders Military Band, Essex Police Dog Unit, Stock Shotan Karate Team, Truck Tuggin, Essex Dog Display Team and Action Display by the Emergency Services.

Due to the inclement weather, the Majorettes and Argylls had

An inter-divisional giant obstacle race was held, but had to be called off after a WPC from Colchester injured herself in a fall. Fortunately she only suffered bruising.

There was tremendous support from the Fire and Rescue Service and Ambulance Service who brought static displays, and took part in the finale event in the arena, which created a lot of interest to the visitors.

The organisers would like to thank everybody who put in the tremendous effort to provide a successful day, the many spon-



to cancel — and who could blame them, but the other items went ahead.

The Truck Tuggin' was a race against time between the Fire and Rescue Team, Specials and Essex Police. Essex Police triumphed by pulling the 5 ton truck over 25 metres in 16.4 seconds, thus winning the 'Bill Fry Trophy'. The trophy was donated to the sports club by Mrs Dorothy Fry the wife of Pc 999 Bill Fry who died in 1981 after retiring in 1980 from Rayleigh.

sors whose financial support contributed towards a provisional figure raised of £16,000.

Last but not least, the resilience of the 2,000 visitors who not only came to the Fun Day, but actually stayed and spent their money.

The main charity supported this year was the Great Ormond Street Wishing Well Appeal together with 10 local charities.

Due to the non appearance of the Argyll's they have promised to return to give a concert to aid our charity effort. The details will be released shortly!



Great Ormond Street Appeal

ON APRIL 29 the Police support Unit held its 15 year anniversary event at Headquarters. All profits from that event, some £250, was donated to the Great Ormond Street Hospital Wishing Well Appeal.

On April 15 Rayleigh B Shift entered the Splash 88 sponsored swim in aid of the Nazareth House £1m Building Appeal Fund. Some £900 was raised by B Shift in this event.

Over a period of 5 days 552.4 mile: and 42 hours 46 minutes in the saddle Sergeant Bob Cordery visited every police station in Essex All the money raised

from this event will go to Great Ormond Street childrens Hospital and 10 other charities.

On March 9 the Essex Police Band gave a concert at Harwich in aid of Great Ormond Street Childrens Hospital Wishing Well Appeal A total of £766.05p was raised for the charity.

Rayleigh Neighbourhood Watch and Crime Prevention Day was held at Rayleigh Police Station on April 28 Several Hundred people visited the exhibition and a total of £400 was raised from the event and this was given to the Great Ormond Street Childrens Hospital Wishing Well Appeal.

STOP PRESS 1988 PAY REVIEW

ON FRIDAY, 15 JULY, at the office of Manpower Economics Meeting of Committee 'C' and 'D' of the Police Negotiating Board were adjourned without resolution until the 27th July.

On behalf of the staff side Peter Tanner submitted a claim for an increase for all federated ranks of 8.5% (or the underlying index) with an additional claim for a further increase of 4 per cent for all federated ranks to make up the shortfall.

Another claim was submitted in respect of overlapping increments at eight years for a Sergeant, eight years for an Inspector and six years for a Chief Inspector.

A further claim was submitted to remove the pay anomaly for a newly promoted officer.

The final claim was for a change in regulations to provide that community charge is payable in rent allowance and for provided houses.

Any further developments will be reported immediately by means of the Force Iris network.

★★★★★★★★★★★★★★★★★★★★

SO THIS IS THE UNIFORM COMMITTEE

ALMOST INVARIABLY ANY canteen conversation, whilst busy putting the world to rights, will sooner or later turn to the question of uniform. What are THEY doing about uniform? So what are THEY doing about it? The Law went to find out. First thing we found was that THEY were not elderly senior officers who last did outside duty on VE night, nor were THEY mean-minded civilians bent on palming us off with misfits.

The Committee (or THEY) is actually US. Just one Superintendent (to represent their association) one Inspector, one Sergeant, one Pc, one Wpc, to represent the Federation boards, two Civilians (to represent Stores) and the Chairman, Supt Barry Devlin of Management Services.

So what is discussed. The Law sat in on the normal meeting for June 16 and the topics were varied — lightweight trousers, reflective clothing, anoraks, motorcycle boots. One of the major topics discussed was the cold weather fabric Gore-Tex.

What The Law found impressive, and what is least understood by the Force as a whole, was the seriousness and depth of discussion. It was not possible to detect any factions or "them and us" stances in the discussions, and the interests of operational officers seemed to be well represented. It is worth saying that some claims advanced on behalf of various sections of the Force

were often most critically examined by their "own" representatives. The Committee as well as balancing effective clothing with what the Force can afford also tries to keep its ear to the ground to discover the opinions and preferences of its customers.

In this regard any observations to The Law would be passed on to the Chairman, although perhaps a more suitable channel would be your own representative (a list appears at the end of this article).

The committee has no real power of its own, but is very influential in its recommenda-

tions to the SAC (Standing Advisory Committee). The Law hopes to do a feature on the SAC in a future edition.

For those of us worried about the Force anorak, we can now say that an exhibition of the new material is being organised for the next meeting of the SAC, and with their approval could go before the Police Committee after that. It really does seem that a high quality anorak for all the Force is getting significantly nearer. Watch this space. We will keep you up to date with future developments.

List of Committee Members

Supt Barry Devlin (Chairman)
Mr Dennis Yates (secretary)
Supt John Rhymes
Inspector Phil Baxter
Sgt A. Ruiten
Cons Brian Pallant
W/Cons Sue Kelley
Mr Peter Harris

EDITORIAL

GOOD MANNERS

ATTENDING A MEETING not long ago on Complaints against Police, it was suggested that many could be avoided by 'ordinary good manners'. This set the train of thought going that the same might equally apply within the Force. How many problems are caused, or minor problems made into major ones by the absence of 'ordinary good manners'. A seeming inability to even consider that the other chap has a point of view. The assumption that people have the ability to carry on a conversation on the telephone, and simultaneously carry on a second conversation, including answering complex questions, with a person in the same room.

The Law is currently carrying a series of articles about STRESS. Is it possible that bad manners cause Stress. It would be reassuring to know that when we talk of 'Stress Management', we mean Management of Stress, and not Management by Stress.

Could we perhaps have a 'Force Good Manners' week, if that's alright with you?

IN PRAISE OF LOW TECH

The other day I found myself talking to a yellow box on a pole! Which then informed me that it couldn't speak to me whilst I held its button! It then occurred to me that I spend much time talking to walls, punching

keyboards, and talking to recording machines. Whatever happened to doors with handles, and backs of envelopes? What ever happened to people? Why must I talk to inanimate objects, record my thoughts on television sets, listen to disembodied recorded voices. Why must I serve myself, wait on myself, talk to myself? Perhaps I'm just getting old, so if you are feeling well mannered, come and talk to me in the old fashioned way in the Press Office. To get there you just talk to the wall outside the main block, and if I'm not there I'll leave a recorded message on the 'Voice Box' — or the scratch pad — or the answerphone or the . . .

IPA SOUTH-EAST ESSEX BRANCH

GORDON OAKLEY organised a very successful Car Treasure Hunt for June 12. Several members and their families took part in the event which ended up at the "Brighton Run" in time for lunch and a drink.

We would welcome ideas from our members for any other events we could organise where their children could be involved.

We had a very pleasant and informative visit to Southend Airport on July 4. I don't think the Departure Lounge had ever been so busy as the night the IPA descended. I also spied certain members walking through the "goods to declare" channel for probably the one and only time in their lives.

Thank you John Johnson for arranging the visit.

FUTURE EVENTS

2 September 1988 - Barn Dance - Rayleigh Clubroom - Chicken and Chip Supper - cost £2.50. Tickets available from committee members.

17 October 1988 - Talk by Roger Whistler on "The work of the Southend RNLi" - Rayleigh Clubroom.

Marion Young, Secretary

IPA Mid-Essex Branch News

ON FRIDAY evening, June 10, members assembled at Headquarters Car Park for the start of a Car Treasure Hunt. At varying intervals cars left the car park to start winding their way through the country lanes of Mid-Essex looking for clues. All ended up well at the 'Jolly Sailor P.H.', at Heybridge Basin, the winner being Derek Lee. Thanks go to our Chairman Roger Richardson who organised an enjoyable and interesting route.

On Thursday May 26, saw the arrival of seven Dutch Officers and their English Language Teacher, Anne Beeker, from Zwolle. They were hosted by members of the Branch.

The following day was spent showing them the insights of the Force at HQ and other areas of Essex.

The evening was spent in the bar at Chelmsford Police Station where our Dutch friends were introduced to many members of the Branch. For the first time they were shown how to play snooker, which brought many laughs.

On Saturday they were taken on a sight seeing tour of London ending at the 'Kings Head' PH Gosfield, where members of the Branch were awaiting their arrival. They were shown the Licences collection of Police Memorabilia of many Countries.

On Sunday some of the Dutch Officers were taken by their hosts to Audley End, where a re-enactment of a Medieval Battle took place.

That evening they were entertained at the home of Gordon Oakley, Chairman of the S.E. Essex Branch.

The following morning, Monday 30, they left for home.

During the evening of Monday July 4, members of the Branch were guests of S.E. Branch at Southend Airport.

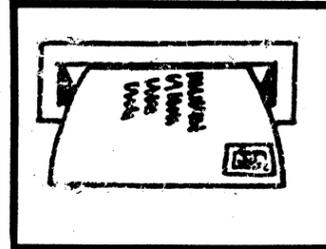
On Friday evening, July 8, Members left by coach for Stratford, with a journey on the Docklands Railway to Greenwich viewing the sailing ship 'Cutty Sark'.

The next meeting is on Friday August 12. A Garden Party with Wine tasting at the home of Gordon Oakley.

PENSIONERS GARDEN PARTY



JULY 1 saw the yearly gathering of the young, the old and those just a bit older at the Force Training School for the Pensioners Garden Party. It was a time to renew old acquaintances and talk over "the good old days" when a police officer rode a pedal cycle and made points, dealt with incidents on his own and didn't have IRIS to tell everyone what he was doing (who's IRIS is she here?) all this could be heard between mouthfuls of strawberries and cream. The picture shows just some of the many that braved the good weather to attend and a good day was had by all. The Law wishes them all many more Garden Parties.



Law Letters

A grievance

Dear Editor, I appreciate you didn't necessarily want the instances in your editorial on the Force Museum in last edition to be discussed in detail but it does give me the opportunity to re-instate a grievance.

If, when you posed the question asking if anyone had knowledge of the 1939/45 War Memorial with a part missing you were referring to the Avenue of Remembrance on the Sports Field at HQ, yes I have first hand knowledge.

After the War the Force decided to plant flowering cherry and almond trees in an avenue on the Sports Field, each tree in memory of a serving Officer who died. Then come the post-war Force expansion which included provision of a Traffic Section Garage (adjacent to the Skid Pan). Part of the Sports Field had to be taken to allow for this and, with it, seven of these trees. One of them was a memorial to my brother — Pc 267 Bearman, Traffic and Romford and, latterly, Spitfire Fl Lieut RAF.

I had a long "battle" with the then hierarchy and there were some polite and sympathetic noises made but generally the attitude was that nothing could be done.

I wonder, albeit 40 years plus on, if someone in the present corridor of power would consider turning some wheels and have the missing trees replaced plus two which have been felled since? Let's face it, the Sports Field is not without space!

Now that would create a bit of history in our 150th year.

Yours Sincerely,
Ron Bearman
Ex Insp Traffic Admin
PS. I know there is a tablet in the foyer of the Shire hall, but the County Council supplied it, not the Force, and that's not the same thing.

Big thank you

Dear Sir, Might I through your columns please say a big 'thank you' to everybody who kindly donated to charity in response to my bicycle ride around all the Essex Police Stations. I have yet to determine the exact amount raised as money is still coming in, but it should be several hundred pounds.

My sincere thanks also go to my support vehicle drivers: Insp

Peter Brown, CSB Chelmsford, Sgt Ken Hutchins, FTS Headquarters and WPC Wendy Welham, CSB Brentwood who each gave up their own time to help me and the cause.

The ride, over five days, took me 552.4 miles in 42 hours 46 minutes in the saddle, finishing on Fun Day Sunday at 4.10pm despite the atrocious weather. Still it only rained for the last five hours!

During the ride I received assistance from the Cycle Shop at Harwich harbour (truing up a wheel) and P. J. Pickett Cycles, High Road, South Benfleet (truing a wheel and puncture) for which I am most grateful. Otherwise except for two other punctures the event went very well indeed.

The competition at the Fun Day of 'Guess the Mileage' was won by the very first entrant, Miss Emma Britten (553.4 miles). Well done! For 20p Emma received £50 sponsored by TSB Bank, Chelmsford.

Yours sincerely,
Bob Cordery
Police Sergeant 90
CSB Brentwood.

From Down Under

Dear Editor, Just a short note from 'Down Under' to thank you for sending me each edition of The Law. It is good to keep in touch with happenings in Essex, even if it takes eight weeks to reach here. What a lot of changes have taken place. Mr Matt Comrie has called it a day and you have of new Chief.

I was pleased to read that the Force is seriously (?) tackling the problem of stress and hope that the cynics who pooh-poohed the subject when I introduced it to the Regional Inspectors' Courses in 1981 will have a change of heart — or should I say mind?

Is the soccer team still in existence? I haven't read any reports about the 1987/88 season. I wish all the players and officials well and if I win the lottery here I will arrange for them to come and show the Aussies how the game is played.

Earlier this year we are pleased to have John and Ann Page stay with us for a few weeks and last year had 'Skid' and Janet Rand as guests.

Now May and I are embarking on our trip around Australia towing a caravan. Health problems prevented us doing the trip when we came here in '83. Twenty two thousand kilometers ahead in six months.

Please keep sending The Law

and would you all note my new address.

Best wishes to all colleagues who remember me.
Ken Adams
15 Warren Street,
Hilton,
Western Australia,
Australia 6163.

Sincere thanks

Dear Sir

Through the Force newspaper I would like to express my sincere thanks to all those who sent messages of condolence and sympathy on the death of my father, Ex Chief Superintendent Arthur Simpson. The numerous tributes paid to him by so many people were a source of great comfort to the family at this sad and difficult time. Father was so proud of his Police Service in Essex and the kindness and sympathy extended to us by so many people was greatly appreciated.

Yours faithfully
Peter J. Simpson
Deputy Chief Constable

Thank you

Dear Sir, May I through the columns of your paper, thank the members of the service who contributed to my parting gift of Royal Doulton and oil paints.

They will remind Barbara and me always of the warmth and generosity of the staff of Essex Police. I have enjoyed my twelve years with the Force and it has been a privilege to work with them.

I wish them and the Force continued success, and send them my thanks and best wishes.
Sincerely
Matt Comrie.

Who?

Dear Sir,

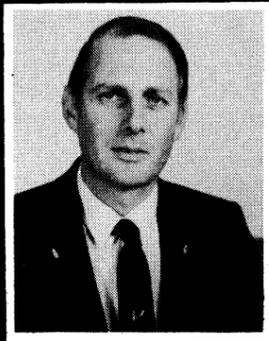
Re: 'The Law' August 87. With reference to the photograph on page four taken outside the old Laindon Police Station, I recognise the lady standing second on the left and the gentleman second on the left as being my sister Ethel Harvey and her husband, ex-Sergeant Sid Harvey, stationed at Laindon at the time. Their son, also called Sidney, was sitting in front of his mother, eleventh from the left.

Sadly neither are alive, having died out in South Australia.

Unfortunately I do know the occasion, but trust this information is of some interest to Inspector Barry.

Yours faithfully,
E. Staines
(widow of Ex-C/Inspector E. O. Staines).

Federation Notes



by

Brian Pallant

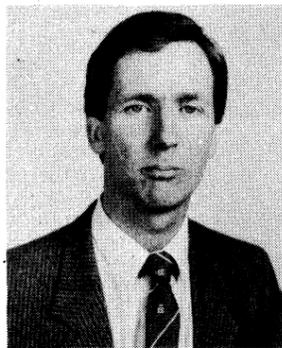
WELL here goes for the first time I have the somewhat unenviable job of writing the notes for page three in the Law. I say unenviable but following in the footsteps of such a literist as Jim Rodgers is not easy.

For those of you who do not know me perhaps I can take just a few lines to fill you in with the changes in the Office.

I have now officially taken over from Jim Rodgers as the new Joint Branch Board Secretary having served as the Assistant Secretary/Treasurer for the past 5½ years. In taking up the post as Secretary I have relinquished my role as Chairman of the Constables Branch Board.

My brief history is that I joined the Southend Borough Force in April 1964 and served in the Southend Division as a uniform constable. I represented the Southend Division on the Federation from December 1977 until the present time. May I take this opportunity of thanking all the members of the Southend Division for their support over the past 11 years.

My successor as Assistant Secretary/Treasurer is Terry Spelman a constable in the Force Support Unit. Terry joined the



Terry Spelman

Force in December 1975 and joined the Federation in 1982. He has now also taken over the role of Chairman of the Constables Branch Board.

Before launching into one of the most important items on all your minds ie Pay and Allowances can I pay a tribute to the retiring Joint Branch Board Secretary Jim Rodgers (B.E.M). I will keep that brief as I am aware that a very full tribute is being paid by the Editor of The Law, which you have probably already seen before turning to page three.

Jim Rodgers served as the Joint Branch Board Secretary in Essex for some 12½ years and on his retirement was I think about the longest serving

Secretary Nationally. He is a terrific character and was a marvellous Secretary. If I can perform the job half as well as Jim did then I shall be successful.

Can I say Jim on behalf of all your colleagues thank you for all that you have done for the members and the Federation in Essex you certainly put us on the map Nationally.

On a personal note I thank you for your help, guidance and support not only during the past 5½ years when acting as your Assistant Secretary but throughout the entire 24 years that I have served in the Police service and had the pleasure of knowing and working with you.

To you Jim and your wife Heather all the very best for the future I hope that you have a long and prosperous retirement you certainly deserve it.

★ ★ ★
Now down to the real nitty gritty and what you have been waiting for. Police Pay and Allowances and the attack by the Official side on the Edmund Davies formula.

OFFICIAL SIDES PROPOSALS ON POLICE PAY AND CONDITIONS

In the April edition of The Law Jim Rodgers covered the likely areas of attack on our pay and conditions by the Official Side. I make no apology for carrying a similar article. However I now have to hand the recently published document from the Official Side setting out fully the areas of attack and the changes that they are seeking to our pay and conditions as we know them today.

The proposals are set out in nine sections which

FEDERATION NEWS...FEDERATION NEWS...FEDERAT

I have precised and reproduced below.

Section 1 — PAY

The Official Side are proposing no change in the general principle that Police Pay should be kept up to date with the movement elsewhere. They believe that the underlying average earnings index remains the best measure of earnings movements in the economy, and that that should remain the preferred method of determining movements in Police Pay generally.

However the Official Side believe that it is appropriate from time to time to review the application and effect of the mechanism for updating pay to establish whether adjustments are justified. The Official Side have done that this year, and in the light of their examination are making proposals in respect of two aspects of pay as follows:-

1. No increase for new recruits on or after 1.9.88.
2. Reduced percentage increase for Constables with less than 8 years service — suggestions:-

For those in post	5.00%
On Appointment	5.00%
After 1 year	5.44%
After 2 years	5.88%
After 3 years	6.32%
After 4 years	6.76%
After 5 years	7.20%
After 6 years	7.64%
After 7 years	8.08%
8 years and over	8.50%

All other Ranks 8.50%

Section 2 — Pay in London

Briefly this is an attack on the London Allowance and the higher scales paid to London Officers in the ranks of Superintendent, Chief Inspector and Inspector.

Section 3 — Rent Allowance

The Official Side are proposing changes in the Rent Allowance and Compensatory Grant arrangements. They believe change is justified in the light of the impending introduction of the community charge to replace domestic rates and that change that will bring about in the circumstances of the Officer in provided housing; because it is difficult to justify any longer the payment of compensatory grant; and because of general changes in the housing market both since Edmund Davies and since 1984 when Rent Allowance was last considered.

The principal objectives of the Official Side are:-

1. To reduce the existing local allowances by deletion of the rates element.
2. To cease payment of compensatory grant for new entrants.
3. To protect the position of Officers in post in respect of that part of compensatory grant payable on the proportion of the existing allowance attributable to rental value.
4. To update the new allowances periodically by reference to the movement in the general retail prices index.

The Official Side propose that these objectives be met in the following way:-

1. In each Force the amount of the rent allowance payable attributable to domestic rates should be withdrawn from the payroll as it stands at 31st March, 1989 in respect of Scottish Forces, and at 31st March, 1990 in respect of English and Welsh Forces and the

R.U.C.

2. The balance of the payroll should be divided by the number of Officers in receipt of rent allowance: the resultant local allowance becomes the new local allowance for the Force concerned with effect from the 1st April, 1989 for Scotland, and from the 1st April 1990 for England, Wales and Northern Ireland.

3. Existing recipients would be payable to new entrants from the operative dates given above (other than those in provided accommodation) as well as to existing recipients; a half-rate allowance would continue to be paid on the same basis and in the same circumstances as heretofore.

4. Existing recipients would receive a safeguard in the form of a supplement equal to any balance between an individual's existing rent allowance less the domestic rate element, and the new allowance.

5. The safeguard sum would be absorbed in future increases in the new allowance.

6. Compensatory grant would not be payable to new entrants on and from the operative date.

7. Existing recipients will receive compensatory grant on the present basis in 1989/90 in Scotland (1990/91 in England, Wales and Northern Ireland). After that they will receive a safeguarded allowance equal to the total compensatory grant paid in the previous year in so far as that related to the rent allowance less the domestic rate element.

8. The safeguarded sum would be absorbed in future increases in the new allowance.

9. The new allowance would be updated periodically by reference to movement in the general retail prices index.

Section 4 — Detective Duty Allowance

The Official side propose that the detective duty allowance for superintendent ranks be phased out.

From the 1st September, 1988 they suggest that the allowance be not paid to those undertaking duty in the detective rank.

Existing recipients would continue to receive the allowance on a personal basis whilst they remain serving in the detective rank.

Section 5 — Promotion Examination Allowance

It is the view of the Official side that there are no grounds for retaining the allowance. They suggest that it be withdrawn from the 1st September, 1988.

Section 6 — Reimbursement of NHS charges

The Official side are of the view that it is now difficult to justify a situation where Police Officers are reimbursed such costs ie Dental and Prescription charges.

They propose that the present arrangement for reimbursement of costs cease from the 1st September, 1988.

From that date costs to be reimbursed only where these

relate to necessary treatment through the NHS following an injury received on duty or a work-related illness.

Section 7 — Sick Leave

Current Regulations provide for sick pay at full rate for as long as an Officer is on approved sick leave. In the light of practice elsewhere the Official Side believe there is a case for proposing the introduction of a provision whereby in any period of twelve months an officer is entitled to the equivalent of six months' sick leave paid at full rate and six months at half rate.

The Police Authority to have a discretion in individual cases to extend the period for which the full rate is payable.

The Official Side propose no change in the present provisions in cases where an officer's absence on sick leave stems from an injury received on duty or from a work-related illness.

Section 8 — Maternity Leave

For the present the Official Side believes it would be reasonable to propose the introduction of a provision whereby policewomen should be required to return to work for a period of at least three months as a qualifying condition for part of the occupational maternity pay. This would be in line with the arrangements for most of the public sector schemes.

Section 9 — Special Leave

Currently no provision exists in Regulations for the granting of special leave — though in practice discretion appears to be exercised and leave given according to circumstances. The Official Side believe it would be useful to regularise the matter by drawing up an agreement on the following lines:-

1. To provide that a Police Authority or, where they so delegate the power, the Chief Constable may grant any member of a police force special leave, in addition to the member's entitlement of annual leave.
2. Such special leave may be paid or unpaid, and may be granted in the following circumstances:-
 - a. For compassionate reasons.
 - b. To attend courses of training or education.
 - c. To participate in exchanges, visits or representative sporting activities; or
 - d. In any circumstances where the Police Authority or Chief Constable, as the case may be, is satisfied that the grant of special

leave would benefit the service, or the individual member's welfare or efficiency as a police officer.

The list is intended as a guide and is not necessarily comprehensive.

Federation Viewpoint

You will see from the proposals that as we anticipated they are far reaching and are aimed solely at taking money from our members pockets.

The Staff side of the Police Negotiating Board will be meeting on Friday 15th July, 1988 when they will be discussing their response to the above 9 proposals. So that they can take a joint response to the full Police Negotiating Board meeting on the 27th July, 1988 when the subject of this year's pay review is discussed.

Can I say at this stage that what ever the response is I can assure members that the Federation will be fighting to at least maintain the conditions under Edmund Davies if not indeed to try and seek some improvements.

By the time that this edition of the Law is published in August you might well know the outcome of the first meeting on the 27th July, 1988. However I am lead to believe that only pay should be discussed at this meeting and the first meeting set aside to discuss the other allowance is the 16th October, 1988 at the moment.

You can rest assured that if anything breaks in the meantime then you will be kept informed immediately by way of the Force Iris network.

ESSEX POLICE FRIENDLY SOCIETY

To all members of the Friendly Society

The dissolution of the Friendly Society has now been placed in the hands of Hilliard and Ward (Solicitor) and Luckin and Sheldrake (Accountants). All members will be contacted in the near future to agree the dissolution. The funds can then be divided throughout the membership.

In view of the impending dissolution the Annual General Meeting for 1988 will not be held.

The dissolution documents are with the Registrar of Friendly Societies and it is hoped that this matter will now be resolved expeditiously.

Enquiries to Inspector S. Nesling, Staff Officer, HQ Ext 2641.

International Police Association

Mid-Essex Branch

Present

Big Band Dance

at

Marconi Club, Beehive Lane, Chelmsford on Friday 30, September 1988

featuring the Ingrave Big Band

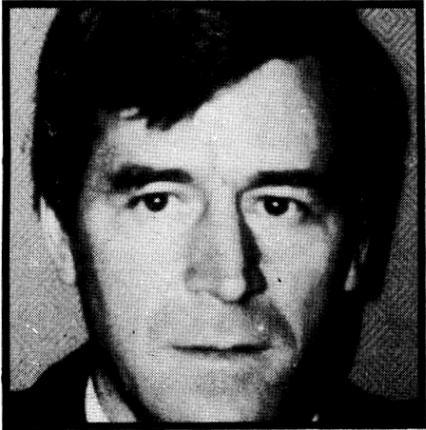
Tickets: £6.50 inc refreshments

Proceeds for Ward 8 Fund Essex County Hospital, Colchester.

Tickets from: R. Giggins, Tel: 0245 251082
R. W. Richardson, Tel: 0245 269901
J. Bray, Tel: 0245 265144

HEADQUARTERS

PERSONNEL



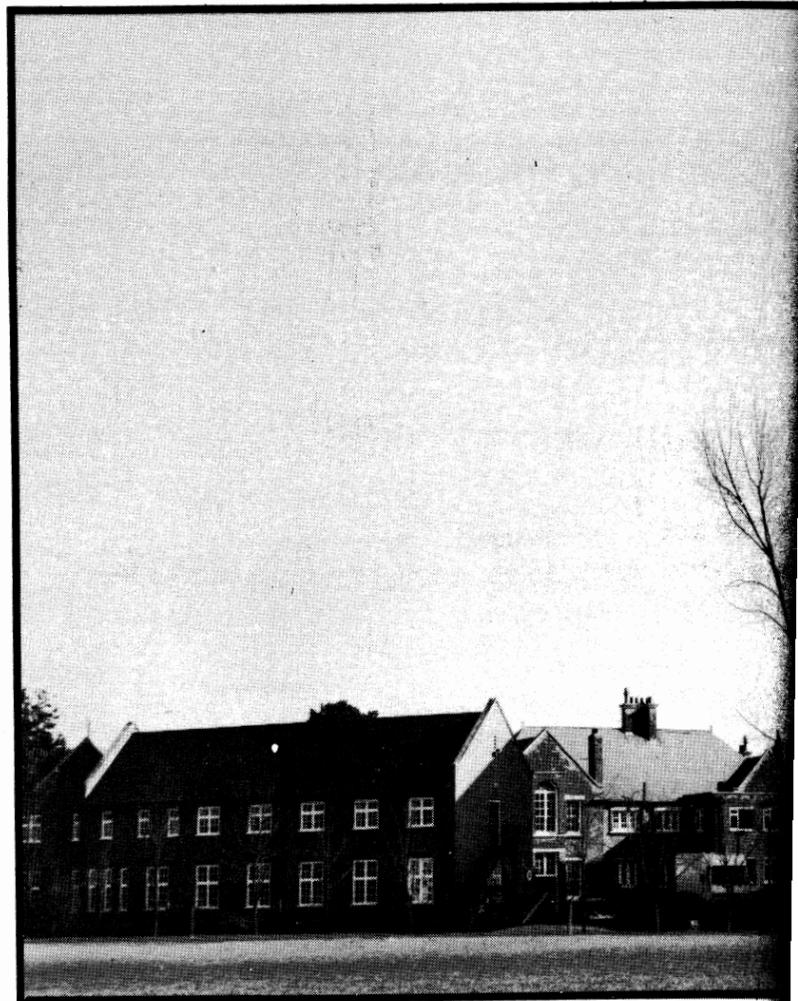
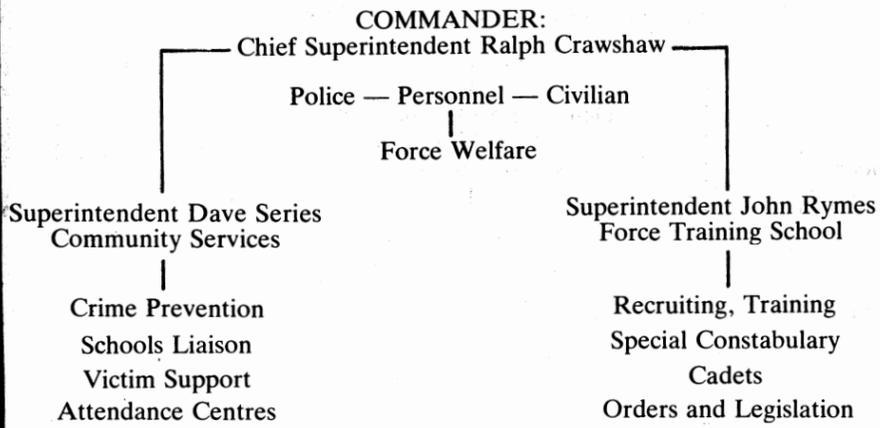
Mr Jim Dickinson
ASSISTANT CHIEF CONSTABLE (O)



Mr Peter Simpson
DEPUTY CHIEF CONSTABLE



Mr.
CHIEF



DEPUTY CHIEF CONSTABLE'S DEPARTMENT

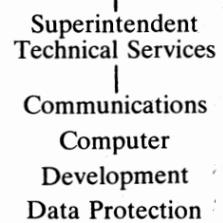
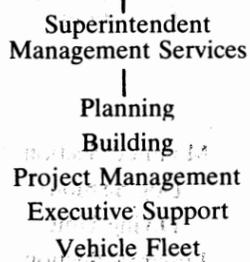


Chief Superintendent Robin Blackmore
Complaints, Discipline and Inspection

MANAGEMENT



COMMANDER:
Chief Superintendent Mick Curtis



AND TECHNICAL SERVICE

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RS UPDATED



Mr Burrow
ASSISTANT CHIEF CONSTABLE



Mr James Conlan
ASSISTANT CHIEF CONSTABLE (A)



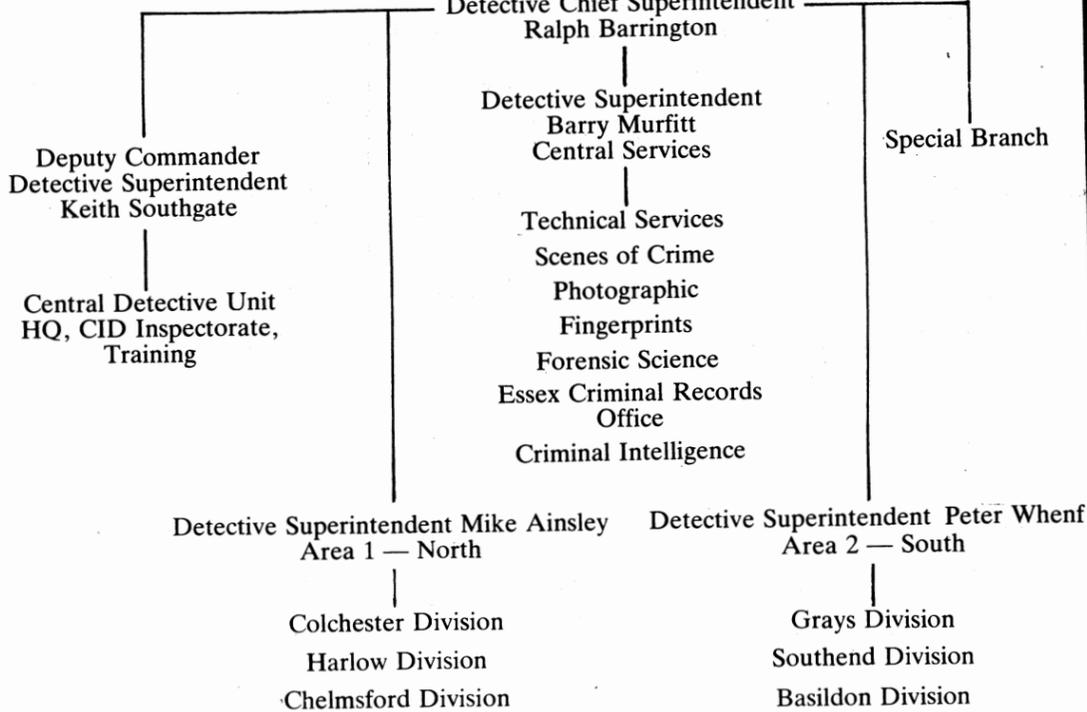
Mr Geoff Markham
ASSISTANT CHIEF CONSTABLE (P)



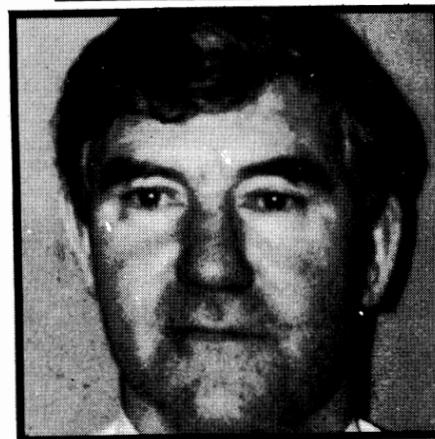
CRIMINAL INVESTIGATION DEPARTMENT



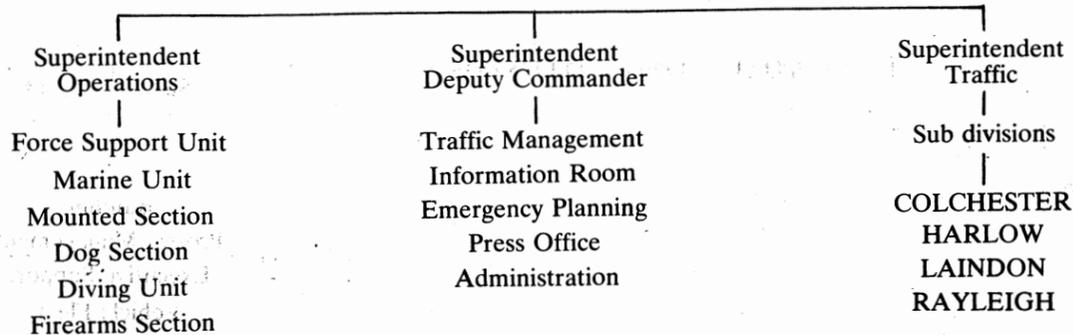
COMMANDER:
Detective Chief Superintendent
Ralph Barrington



Mr Ivor Abel
Chief Administrative
Officer
General Services
Finance
Supplies
Registry
Statistics
Catering
Buildings and Houses
Firearms Certificates



COMMANDER:
Chief Superintendent Mike Tom Rodgers



National Association of Retired Police Officers by Doug Rampling

THIS TIME OF the year, apart from the preparations for Conference, is the time for relaxing a little, and think about what is to be done for the forthcoming seasons. Alas the weather man seems to have forsaken us and what spare time has been available has been taken up by trying to dodge the cold and wet that seems to be the hallmark of the English summer these days.

Despite the weather the Force Garden Party went ahead on 1 July and heavens above-it was not a bad day. Once again support was very good and from what I saw many a chinwag took place. The Force Band provided an excellent programme of music for everyone's enjoyment and as usual the food was first rate. On behalf of everyone may I say a big thank you to all concerned. I would also like to thank all the people who brought along their memorabilia for the 150th Anniversary collection. We shall be evaluating everything in due course ready for the 1990 exhibition. Incidentally, if you have any items which you think would be of interest for the 1990 150th Anniversary celebrations, please let me know. I am at the Federation Office Headquarters, most days.

We had a very nice trip to Kew Gardens on 16 July, 1988, again the weather man was quite kind - it did not start to rain until we were all safely on the bus to come home. Everyone seemed to enjoy the trip and the 50p entrance fee to Kew was excellent value. Thanks to all who supported the venture.

Chelmsford Branch Luncheon will be held at Headquarters on Saturday, 3 September this year. I will be circulating members with the next bulletin as soon as it arrives, meanwhile please make a note of the date.

ANNUAL CONFERENCE — CARDIFF. 16 SEPTEMBER, 1988.

There are some 15 motions for debate this year covering topics such as:-

★ The setting up of a special fund to assist preserved rate widows.

★ An increase in NARPO subscriptions for full members with an appropriate decrease for widows.

★ Changes in the conduct of Annual Conference.

★ Setting up a Conference Arrangements Committee.

★ Investigating the possibility of the creation of a special medal for Police Officers from Forces in England and Wales who have served in Northern Ireland during the present emergency.

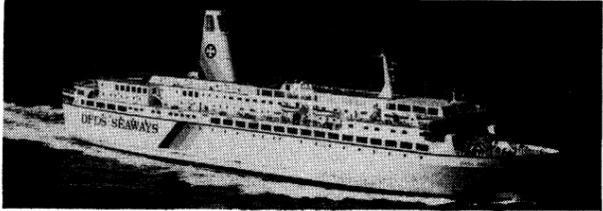
★ Advertising matter in the National Bulletin.

It seems that there will be plenty to keep delegates going for the whole day and I am sorry that I shall not be there this year.

I had a letter from Ex Superintendent Terry Roberts who has recently retired from Chelmsford and has started up his own car and courier service. Terry would be pleased to assist NARPO members and of course will quote very generously for Airport transfers, day trips, or tours. Just give him a ring on Chelmsford 468600.

That's about it for now. Hope to see you on 3 September at the lunch.

MINI CRUISE TO DENMARK



FOUR-DAY CRUISE to Denmark, leaving Harwich (Parkeston Quay) on Monday, 31st October, 1988, on the MS Dana Anglia.

The timetable is as follows:
1700 hours, Monday 31 October.....Depart Harwich
1345 hours, Tuesday 1 November.....Arrive Esbjerg
1730 hours, Wednesday 2 November...Depart Esbjerg
1230 hours, Thursday 3 November... Arrive Harwich

The ship remains in Esbjerg from 1345 hours on Tuesday until 1730 hours on Wednesday. During this time the ship will become your hotel and you will be free to come and go as you please. However, once the ship arrives in Esbjerg, there will be no facilities to obtain meals on board for the rest of the day. (There are plenty of restaurants in Esbjerg, even MacDonalds).

The night club on board the ship is open on Tuesday evening until midnight for music and dancing and the sale of sandwiches, coffee, soft drinks and beer (Customs regulations provide the sale of spirits in Port).

On Wednesday morning the

restaurant will be open for a buffet breakfast, the price of

	Surname	Christian name	Station
1			
2			
3			
4			
Address			
Telephone Number			
I require a two/four-berth cabin		Coach trip: Yes/No	
PASSPORTS ARE REQUIRED			

which is inclusive of the fare.

The cost is £29 per person sharing a two-berth cabin and £26 per person sharing a four-berth cabin. All cabins have a shower and toilet.

If sufficient numbers are interested, I will attempt to arrange a coach trip on the Wednesday morning to the 12th Century town of Ribe. This will be at a small additional cost.

Please complete the reservation slip and return to Ds 231 B. R. Firmin at the Port of Harwich, no later than 1st October, 1988. Cheques should be made payable to B. R. Firmin.

Tickets will be issued on the day of departure.

This offer is open to all members of the Essex Police, retired Police Officers, Civilian employees, and their families.

For those who do not have access to the International Mail system, please send your bookings to Essex Police, c/o HM Immigration, Parkeston Quay, Harwich, Essex.

MONEY MATTERS



by Tony Warren

WHAT A MONTH! Two predictions that appeared in this article came true. Interest rates flew up as the economy overheated and the new pensions law came into force which gives every employed person the choice to do his or her own thing. (Remember my "Winds of Change" article that caused such a stir?). To try and persuade police officers that it was generally best advice to stay in the police pension, I penned an article a few months ago to that effect. Despite this, I am still being approached by officers keen on taking their own private pension. To them and all others, here's a word of caution for you.

All employed people in the UK who pay National Insurance also pay along with it an amount to provide an earnings related pension at 65 (for men) and 60 (for women) called "SERPS" (over and above the old age pension). The Government is prepared to put these contributions in a personal pension for you if you opt out of "SERPS". In such a case, they'll also give you an "incentive" for the first 6 years, starting last April 1987, not 1988.

Not surprisingly, policemen

are an exception. You can't have the incentive because you've already opted out of "SERPS" with the police pension. What's more, your employer is unlikely to contribute to your personal pension if you leave the police one. On top of that, the police pension has very generous death benefits and widows benefits, plus an index-linked pension earlier than the normal state retirement age. I can only think of one reason why a police officer would opt out of the police pension, and that is to

maximise contributions and have an actively managed personal pension fund which can be taken from job to job.

Let's take the case of a 30 year old policeman who wanted to put the maximum he could into his personal pension. Earning £12,000 a year he may put a maximum of £175 per month (less £43.75 in tax relief) into personal pension. This would only produce a real return at age 50, of £77 per week (allowing for 6% inflation), and there would be no death or widows benefit. The "SERPS" contribution from the government would be £63 for this year, and that would provide a real return of £3.28 per week at the age of 65. The pension saving grace would be if the pension funds grew a lot more than the 13% growth that the example is based on. In the event, much greater results could be obtained but it works both ways — you could have falling funds on the last lap!

50-year reunion dinner

ON MONDAY, June 13, 1988, a reunion dinner was held at The Rivenhall Motor Inn, Rivenhall, for nine members of the original course who enlisted on June 13, 1938, together with their wives.

There was a previous reunion upon completing 21 years, when 11 members attended. One member who attended the 21st reunion was unable to attend the 50th reunion due to illness.

The following names are those who attended the 50th reunion dinner.

Vincent Bates, Ernie Bryan, Bob Doy, Doug Keeble, Jock Morrison, Wilf Partis, Dusty Smith, Ron Sewell, Alec Thorogood.

All the above members are in good health, and there was not a bald patch amongst them.

ERNIE BRYAN



Doug Keeble, Vincent Bates, Dusty Smith, Ron Sewell, Wilf Partis, Ernie Bryan, Alec Thorogood, Bob Doy, Jock Morrison.

RETIREMENTS

We wish you all the very best for a long and happy retirement

WPc P. A. Attwaters, Basildon, June 19, after 18 years', 16 days' service.
Ps P. J. Clark, Chelmsford, June 22, after 28 years', 336 days' service.
Ch/Inspector P. A. Armson, Chelmsford Divisional C/Inspector, June 29, after 30 years', 67 days' service.
Ps J. A. Rodgers, Southend/Westcliff (based at HQ) Secretary JBB, after 33 years', 99 days' service.
Pc L. M. Holmes, Southend

DHQ Collator, June 30, after 30 years', 103 days' service.
Pc P. J. O'Keefe, Southend/Westcliff, July 17, after 27 years', 263 days' service.
Pc D. J. Robinson, Colchester, July 17, after 28 years', 304 days' service.
Ps J. A. Mills, Harlow/Epping, July 17, after 16 years', 103 days' service.
Ch/Supt G. A. Harris, Chelmsford Divisional Commander, July 31, after 32 years', 155 days' service.
Ps J. F. Boreham, Harlow/Stansted, July 31, after 31 years', 161 days' service.
D/Inspector P. E. Smith, HQ CID (CDU Fraud), July 31, after 29 years', 226 days' service.

MODEL POLICE VEHICLE COLLECTORS' CLUB

LAST year through the IPA and with assistance of officers from various forces the Model Police Vehicle Collectors' club was set up.

The club now has about 10 members including those from India, France, West Germany and New Zealand.

Most models are converted from the diecast types readily available in High Street shops using photographs of the full size machines as reference.

If anyone would like to join the Club and would like a copy of the Club newsletter then please write to me: James Burrows, 59 Springhill Road, Shotlanarkshire, Scotland, M5 5JA.

OBITUARIES

July 10, 1988, ex Pc A. W. Barlow, aged 38 years, who retired from the Force July 1988.
July 15, 1988, ex Chief Superintendent A. W. Simpson, aged 67 years, who retired from the Force 1961.
July 17, 1988, ex Chief Superintendent J. H. Crickitt, aged 67 years, who retired from the Force 1971.

Force Support Unit Commemorative Gift

ANY officer who has applied for but not yet received a 'commemorative gift' requested to contact Chief Inspector R. Good, Force Support Unit, Headquarters extension 2420.

PROFILE

The new H.N.C man — John Emmerick.

Interested to learn what the "H.N.C." was all about, the "Law" interviewed Inspector John Emmerick of Saffron Walden, who recently learnt that he had successfully passed this year's final exam.

Q. "So, John what's this H.N.C. all about?"

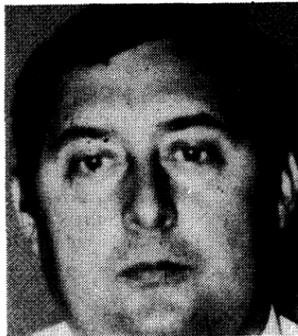
A. "It's a two-year part-time course at the Essex Institute in Chelmsford."

Q. "And what does the course consist of?"

A. "Well there's three compulsory courses each year plus one option."

Q. "And what these courses about?"

A. "They are all set out in Forces Orders, but briefly they are about resource and



Inspector John Emmerick.

personnel management in the public sector.

Q. "Do you think this has anything to do with your job as a Policeman?"

A. "Very much so. I'm no intellectual, but it must be useful for a Senior Police Officer to know as much as possible about the society we live in. Also the courses on business management cover exactly the sort of things that we do as managers.

Q. "So was the course difficult?"

A. "You must be kidding, it's the most difficult thing I've ever done."

Q. "And worthwhile?"

A. "Yes. To be serious, it really gives you a sense of achievement and confidence. As I said, I'm no intellectual, but I've now got a real qualification and that's a very nice feeling."

Q. "So you attended Essex Institute only one day a week — were the staff OK?"

A. "Excellent, they were all very helpful, and you need help, I can tell you. In fact we all fell in love with our Course Director."

Q. "You mean Martin LOCKWOOD?"

A. "No — Not exactly — our Course Director was Sarah HOPE, and to be serious, we are all very grateful to her for her work in organising the course."

Q. "So how do I get on the

course?"

A. "Well you apply to the Institute (Sarah) and you'll go for an interview. You'll need some evidence of educational qualifications, because the H.N.C. is higher education, and they don't throw it away."

Q. "Do the Force help at all?"

A. "Yes. It's all set out in Force Orders — Some time off, and some help with expenses."

Q. "Finally, John, are you glad you did it?"

A. "Yes, I am, now it's all over. In fact I've signed up for the H.N.D."

So there you are. If you want to continue to expand your education, with support from the Force, read Force Order A.49/87 of 18.05.88. For background information you can contact Sarah HOPE at the Institute on 0245 — 493131 or contact F.T.S. Ext. 2741.

STRESS

in the Police Service

BACKGROUND

DURING 1981 AN approach was made to the Association of Chief Police Officers by the Police Federation and the Superintendents Association of England and Wales, with a request that the subject of stress within the Police Service be examined to identify its causes and effects and, where appropriate to decide on remedial action.

This request was the culmination of growing concern felt during recent years by the representative bodies within the Police Service over the whole question of occupational stress and its possible link with the health and effective performance by Police Officers. The Association of Chief Police Officers (ACPO) in turn responded by forming a small Working Party under the chairmanship of Mr Alan Goodson, Chief Constable of Leicestershire with fellow Chief Officers from Lancashire, Northumbria, South Yorks and the Metropolitan Police.

One of the Working Party's first moves was to approach various Home Office departments for advice and after careful consultation it was decided that the Human Factors Group SRDB (Scientific Research and Development Branch) would undertake a preliminary investigation into the nature and extent of the issue of stress within the Police Service, the results to be reported back to the ACPO Working Party for further consideration.

Following consultation and some preliminary work, it was decided that the workshop method of study be adopted for the project.

Through the workshop programme, dedicated teams of Police Officers made a searching examination of the stresses inherent in their working environment, their domestic and social life and in the Police organisation itself.

A total of 81 Police delegates from five different Forces took part in the programme. All ranks up to and including Chief Superintendent, were represented. In all they spent more than 380 man days in debate to produce the raw material for the study.

That study undoubtedly paved the way for major improvements in the Police Service. However it

could then only be regarded as a first step and those who took part were only too well aware of the great amount of work that lay ahead.

In October 1984 the findings of the preliminary study were reported to a symposium on Occupational Health Care at the London Conference Centre. The symposium was hosted by the Police Federation of England and Wales and included speakers from Home Office (SRDN), from British Industrial and Commercial Occupational Health Physicians, from American Police consultants and Lord Harlow, a member of the House of Lords Select Committee on Occupational Health Care.

The major sources of stress were identified by the final workshop, which may give rise to the impairment of the efficiency of the organisation and its individuals. These were:

- ★ **Management systems**
- ★ **Management styles**
- ★ **Management support (infra-structure)**
- ★ **Automatic incidents**

A number of recommendations were made under the four headings.

THE PROGRESS IN ESSEX

Following the presentation of the Workshop Study to the Essex Police Standing Advisory Committee the Committee accepted the initiative and set up a sub-committee to investigate methods of approaching this issue at a local level.

The first meeting of the Sub Committee was held in July 1985 under the Chairmanship of Mr P. J. Simpson who was then ACC(O) and included representatives from the Superintendents Association, the Police Federation and Civilian Staff Associations.

After its first few meetings the group agreed to concentrate on

five areas which were worthy of positive action. The five areas were:

- ★ **Training**
- ★ **Staff Appraisal**
- ★ **Sickness**
- ★ **Welfare**
- ★ **Strategy for Chief Officers**

To date the Group have either initiated or carried out work and made recommendations to the Force Standing Advisory Committee on:

- ★ **Training necessary in health education within the Force**
- ★ **Aspects of our staff appraisal system**
- ★ **The management of sickness within the Force**
- ★ **The need for and feasibility of an occupational Health Care Scheme**
- ★ **A procedure for dealing with the after effects for Officers involved in incidents in which they have been in possession of firearms.**

Information, particularly about the last two areas, will be subject of future articles in The Law. Additionally a considerable amount of material about these subjects has been obtained by the Group, the more significant of which are now held in Registry at Headquarters.

Any personnel with an interest in the above subjects are encouraged to use the Registry facility and contribute to the work of the Group through discussion with its members. The Secretary is Chief Superintendent Robin Blackmore who can be contacted at Headquarters on extension 2710. The Federation representative within the Group is Sergeant Bob Needham (Headquarters Extension 2799). The civilian personnel representative is Brenda Byrne (Headquarters Extension 2661).

Since publishing these articles in The Law a number of members of the Force have approached these and other representatives of this Essex Working Group and made a valuable contribution to the subject of stress within the service and the more general area of health education for all our employees. These individuals are thanked by the Chairman Mr Dickinson ACC(O) who has said "It is really pleasing to have such a supportive and realistic approach by members of the Force".

Alternatively if you would like to make a direct personal contribution please write to The Law or submit an article to the Editor for publication.

PRESENTATION OF AWARDS

THE annual investiture ceremony was held recently at County Hall, Chelmsford, when Her Majesty's Lord Lieutenant of Essex, Admiral Sir Andrew Lewis, KCB, JP, presented the Betts, Wilson, Millard and Sir John Peel trophies to four police officers and a traffic warden.



THE MILLARD TROPHY is given for the greatest contribution to social services in the community or to the furtherance of police/public relations. The trophy for 1987 is awarded jointly to Sergeant Frank Ruggles and Constable David Grimshaw stationed at Stanway.

Over the past three years, both officers have devoted a great deal of time to raising funds for charity through sponsorship in marathon events. Some of the charities that have benefitted from their running includes:

In 1985: More than £5,000 to each of the Pediatrics Amenity Fund and The Cancer Research and Holiday Fund for Child Cancer Sufferers.

In 1986: £3,500 to the Multiple Sclerosis Fund and £3,000 to Heart Disease Research for Children. They also took part in the John O Groats to Lands End Run and raised considerable sums of money for Children in Need.

Last year, Sergeant Ruggles and Constable Grimshaw donated £3,500 to the Cerebral Palsy Fund and £3,000 to a Multiple Sclerosis Sufferer.



THE WILSON TROPHY for the most meritorious act performed in the course of duty, during 1987, is awarded to Constable Julie Baker of Harlow Division.

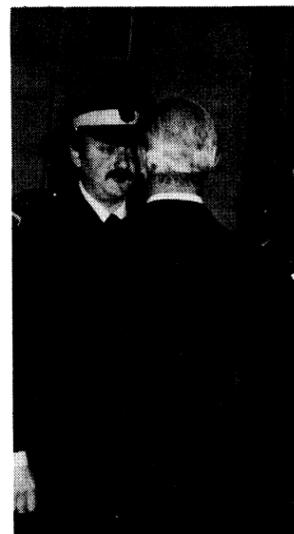
On Saturday, 19 September, Constable Baker and Special Constable Karen Crouchman went to an address in Stansted. A man had telephoned his wife and was threatening to kill her. Constable Baker tried to reason with him but after further threats he put down the 'phone.

Some time later, while both officers were still in the house, loud banging was heard on the rear kitchen door. Constable Baker opened the door and was confronted by the woman's husband holding a large knife in each hand. He lunged at the officer and forced his way into

the kitchen. Constable Baker told Special Constable Crouchman to get assistance and with complete disregard for her own safety, tackled the man and attempted to disarm him. The man had been drinking heavily and struggled to break free and attack his wife. As a result of Constable Baker's prompt action, the threatened woman was able to escape from the house.

Shortly afterwards, Special Constable Crouchman returned with two other officers and eventually the man was persuaded to put down the knives.

Constable Baker stopped a violent domestic situation turning into a more serious incident and showed commendable courage and devotion to duty in the highest tradition of the police service.



THE BETTS TROPHY was presented to the force for award to the Traffic Warden performing the most meritorious action in assisting the police.

The trophy is awarded for 1987 to Traffic Warden Brian Nubbert of Colchester.

On the 13 April last year, a robbery was committed outside the Midland Bank in North Station Road, Colchester. A Securicor guard was stabbed in the leg and £5,000 stolen. The armed attacker then ran off and was chased by Mr Nubbert and several members of the public. During the chase a knife was thrown, but Mr Nubbert and the others continued running after the offender. Together with two other witnesses, Traffic Warden Nubbert restrained the attacker.

The prompt action of Brian Nubbert greatly assisted the police in the arrest of this man, who together with an accomplice, was sentenced for robbery at Chelmsford Crown Court.



IN DECEMBER 1982, Sir Jonathan Peel retired as Chief Constable and presented a trophy to the force for award to the Essex Police Constable gaining the highest marks in the National Promotion Examination to Sergeant.

The trophy this year is awarded to Constable Barbara Harrison of Southend Division.

were on patrol when they saw smoke and the glow of fire coming from the front downstairs room of a mid-terrace house at 13 Stanwell Street, Colchester. Constable Avieson went to the front of the building and Constable Jones went to the rear. Constable Avieson was unable to gain entry at the front so he commenced to wake the neighbours.

At the rear of the premises Constable Jones found that the rear door was unlocked. He opened the door and saw, under the thick smoke, that there was a man lying on the kitchen floor. Constable Jones immediately entered the premises and dragged the man to safety. He was semi-conscious and suffering from smoke inhalation and shock. The man was taken to hospital and discharged after treatment.

THE SOCIETY FOR THE PROTECTION OF LIFE FROM FIRE AWARD

ON THE OCCASION of the Emergency Services Day held at Abbeyfields, Colchester on Sunday, 5 June 1988 the Deputy Chief Constable, NCR Peter Simpson, presented Constable Gareth Jones, stationed at Colchester, with a certificate from The Society for the Protection of Life from Fire to mark his "distinguished conduct while engaged in the rescue of life from fire".

The circumstances leading to the award are:-

About 0332 hours on Tuesday, 13 October 1987, Detective Constable Christopher Avieson and Constable Gareth Jones



Mr Peter Simpson DCC and Pc Gareth Jones.

Photo courtesy of Vic Hainsworth

CLASSIFIED BUYS

AMSTRAD HI-FI Tower stereo system, with twin-tape facility, £75.00; Amstrad Hi-Fi stereo stack module, £50.00. Contact Ps Davies, HQ Press Office ext 2450.

FORD CORTINA, 1977, 2-litre Ghia Saloon, many new parts fitted, plus space front wings and towbar. Very reliable, £400 ono. Contact Robert Mann, Senior Traffic Warden, Basildon. Home telephone 0268 558914.

WANTED, CHILDRENS garden multi swing. Good condition please. Contact Dc 1566 Hunt ext 5183 at Ockendon or home telephone 0268 754403.

NERJA COSTA Del Sol, 1 bedroom duplex, sleep 4. Quiet village, view sea and mountains. Easy reach of sea. From £90 per week. Contact D. Park (SO) HQ ext 2507. Home telephone 0223 214929.

FIAT PANDA 45S, 1985, B reg, 26,000 miles, 5-speed, silver, £2,495 ono. Contact Ds C. Yates HQ, ext 2196. Home telephone 0376 44841.

RALEIGH 'SMALL RIDER' bike, with stabilisers,

suit child aged 3-6 years, good condition, £25; Mothercare pram, brown cord, with detachable chassis, very good condition, £35. Contact Ds 358 Currell, ext 6154, at Southend. Home telephone 0702 76229.

BLOCK LETTERS PLEASE — ONE WORD PER BOX

Name and Rank Station

Home telephone Signed

The Law



SPORTS SPORTS SPORTS

NORFOLK TOUR

27th June - 1st July, 1988

AFTER A SUNBAKED '87 tour most of us were looking forward to our second trip to Norfolk.

However, the only winner on the first day was the rain. Despite some brave attempts to get a match going we had to call it a day without a result. Scores: Martham 147-5, Essex Police 28-0 (3 overs).

The Tuesday was scheduled to be Cromer but again the weather won the day, the match being called off the previous evening. At last, Wednesday, a dry day but one of mixed fortunes all round. The match at Happisburgh went according to plan with a comprehensive win by 130 runs, the only sad point was that Mark Loker-Boyes missed his maiden century by a mere 8 runs. All bad things come in 3's and the other two were certainly bad firstly Paul Gamman's cricket bag took an unscheduled trip into the unknown (having fell from the top of the team bus) and then whilst looking for the said item an anonymous driver reversed with a door open and managed to collide with a piece of rural street furniture. The match seemed purely incidental! Scores: Essex Police 212-6, Happisburgh 82 all out, with captain of the day Errol Greene managing 1-15, nothing very grand about that, but it was his first wicket of the season!!

And on to Thursday, June 30 and a little nearer home, Lowestoft to be precise; the opposition Lowestoft Nomads, the venue "The Oval". A beautiful ground, a lovely batting track, unfortunately we lost the toss and were asked to field. Solid bowling from Mark Loker-Boyes 1-13 from 10 overs, backed up by Errol Greene and then John Stonehouse contained the opponents to a dour, unspectacular start. It was not until the 26th over that the first wicket fell at 69. With the introduction of spin, the wickets tumbled and the "Nomads" closed at 143-9 from 45 overs. Ray Kamall taking 6-30 with the assistance of 3 catches from Dick Argles (all at long on) and Phil Mellon, not so lucky, with 2-39.

It was never a total that was going to trouble us. It was Simon Lister's turn to show his prowess with the bat. His first innings of the tour saw him

undefeated on 81 with Dick Argles weighing in with 46 we were home and dry for the loss of only two wickets. The winning runs coming up in the 30th over.

Last Day

Friday, July 1, the last day of the tour, the venue much nearer home - Rougham Green. (Just outside Bury St Edmunds). Having driven through violent storms I was pessimistic about any play at all. However, on arrival the covers were on the wicket and play got underway only a little later than scheduled. On extremely slow wicket scoring round was difficult and we were reasonably satisfied with a total of 142-7 albeit off 47 overs. Solid contributions from Paul Gamman (36) reunited with his cricket gear thanks to a good honest Norfolk citizen, John Stonehouse (29) and, later to be made "Player of the Tour" Mark Loker-Boyes (30 no).

Within a dozen overs the result looked a formality with the home side disastrously poised on 23 for 6. However, a fighting father and son partnership by the Tope's took the total to 85 and with only 6 overs left they looked like holding out for a most unlikely draw. The twists of fortune of this tour were not over yet. Up steps Phil Mellon and performs the miracle of the moment, a hat-trick, leaving the last wicket of the tour to be taken by, appropriately enough Mark Loker-Boyes (his only tour wicket).

Final scores: Rougham Green total 87. A. Scantlebury 11-4-13-4 (not bad for his first bowling stint of the week!) P. Mellon 3 for 7.

It is amazing how much can happen in one short week. The cricket was only half the story. Why not find out for yourself and get your name down for next year, I'm sure it will be equally as interesting!!!

Inspector J. W. Stonehouse

VETERANS CRICKET

THE ANNUAL FIXTURE for the Roger Parker Cup between the Essex Police Veterans Cricket Club and the Force XI was played at Headquarters on Sunday, June 19, 1988.

This is the fourth year this fixture has been played and resulted in the first victory for the Force XI by the comfortable margin of five wickets.

Playing under Refuge Assurance League Rules the Veterans batted first and made 164 for the loss of three wickets. An excellent opening partnership of 99 between Martin Reed (69 not out) and John Croot (47) formed the basis of the innings with 22 extras being the next highest score. The only wicket takers for the Force XI were Dick Argles 2 for 33 and Peter Mayes 1 for 32.

After tea the Force XI were soon into their stride with some excellent power strokes notably from Dick Argles (57) and Paul Nicholls (son of Fred Nicholls)

(50) who put on 108 runs for the second wicket.

The Force XI easily passed the Veterans total with 11 overs to spare.

The Veterans used seven bowlers, five of them taking a wicket each. Worthy of mention are Dave Delamain 1 for 16, Fred Nicholls 1 for 6 and Alf Henry who tantalised Peter English with his leg breaks 1 for 9.

Roger Parker presented the cup to the winning Captain Dick Argles. He expressed his disappointment in the Force XI particularly as they only managed to field 9 players and hoped that future fixtures would generate more interest from younger members of the Force.

WHAT GOOD SPORTS

COLCHESTER'S divisional football team who play in the Lumley Insurance Colchester and East Essex Football League, have received two awards for their good conduct on the field of play during the 1987/88 season.

The team, which finished midway in Division Three of the League have now won the Sports Team Certificate for good sportsmanship on three occasions. A cheque for £25 was also awarded to the team for their unblemished record of having no cautions or a sending-off attributed to them.

FORCE LOTTERY RESULTS — 19.6.88

1st £1500 Dc 1290 I. Shead Brentwood, 2nd £700 M. A. Murray Epping, 3rd £300 Pc 989 J. Kettleby Laindon Traffic. Consolation prizes £50 — L. S. Bennett Southend, Pc 1139 G. C. Lambeth HQ, Pc 1274 A. R. Thorpe Brightlingsea, Pc 500 A. Burnett HQ, Pc 1787 C. Menzies FTS, Ds 375 A. R. Smith Harlow, E. Nisbett Chelmsford, Inspector D. Burrell HQ, Wpc 3037 S. Woollard Southend, Dc 594 L. W. Blackburn Basildon.

Sorry...

Due to lack of space, some articles and pictures are unavoidably held over.

Barcelona Marathon

AT 7am ON Thursday March 10 1988, superintendent Keith Southgate, Sergeant Tom Diment, Constable June Hutton (Basildon) Constable Alan Barley (Chelmsford) all entrants for the 1988 Barcelona Marathon met at Basildon Police Station.

Sergeant Bob Davis and Constable Alistair Boyle (Pitsea) The organisers and drivers collected the participants in a Ford Transit kindly supplied by Ford of Europe.

A number of other sponsors had provided funds for the purchase of diesel and for an overnight stay in France.

The most tedious part of the journey was getting the carrier into the underground car park of the hotel some 13 hours later.

The following morning we were given our numbers and maps of the course. Then we went to the Hotel Expo in the centre of Barcelona to register along with 3,000 other entrants. Afterwards we decided to visit the start of the event and another journey was made on the Metro and a long walk up a considerable hill to King Alphonse's Palace was made.

The start was found and this caused some tripitation mainly because the runners realised that they would have to negotiate the hill at the finish, having travelled, hopefully, some twenty six miles.

Sunday commenced with breakfast and the short journey by Metro to the City centre, then

the long walk up the hill to the mass start. With the assistants encouraging and threatening the runners if they didn't complete the course.

9am and the police runners went off together with Alan Barley running in his official police helmet, shirt and tie.

All four runners completed the course and there was some open celebration in Keith Southgate completing the course, which was well recorded on film.

The four runners were delighted to finish, what is to be the Barcelona Olympic Course for 1992. Aching limbs were prevalent and the return journey to the Hotel was made again on the Metro.

On Monday all of the Spanish daily papers carried photographs of Alan Barley in his police helmet. He is called 'E 1 Caskell' (the helmet) in Spain. The Barcelona papers all had photographs of the police runners and details of all the finishers. Countless copies of the papers were bought for dispersal to non believing wives, girlfriends etc.

Wednesday saw us all back at Basildon and hopefully several hundred pounds raised for the local Hospice.



ESSEX POLICE

FORCE PISTOL COMP

THURS, 1st SEPT, 1988
Venue: STANSTED RANGE

RANGE OPEN - 10am
COMP STARTS - 11am

Any queries to GORDON BENNETT
HQ - Ext 2441

ESSEX POLICE FUN DAY POLICE FEDERATION RAFFLE PRIZEWINNERS DRAW HELD AT THE FUN DAY POLICE HEADQUARTERS SUNDAY 3rd JULY, 1988

TICKETS DRAWN BY J. RODGERS ESQ., B.E.M.

Prize	Ticket	Winner
1st Prize — VIDEO RECORDER	1795	Andy Case, Westpac Ltd
2nd Prize — COLOUR TV	4840	P.s. G. Stewart — Basildon
3rd Prize — Brandy and Glasses	6541	G. A. Smith — 01-837 2808
4th Prize — Bottle Whisky	3821	K. Potter F.S.U.
5th Prize — Bottle Whisky	6101	P.s. 724 Kreyling
6th Prize — Bottle Whisky	2337	P. Nathan, 27 The Blight, South Woodham
7th Prize — Bottle Red Wine	4429	????? Brentwood Police
8th Prize — Bottle Red Wine	396	P.c. 528 Graham — Brentwood
9th Prize — Bottle White Wine	1694	T. Simmons — Southend
10th Prize — Bottle White Wine	449	G. Klarner — Elmswell, Suffolk
11th Prize — Bottle White Wine	3195	G. Mason — Walton-on-Naze
12th Prize — Bottle of Cider and set of darts	5029	P.s. 1146 — Witham
13th Prize — Bracelet	258	S.c. 5194 Cavanagh — Basildon
14th Prize — Set of Tablemats	145	W.P.c. 3262 Harrison, Basildon
15th Prize — Boxed Soap	444	H. Nash, 47 Chelmsford Avenue, Southend
16th Prize — Carving Set	4963	Mrs I. Taylor — Basildon Admin
17th Prize — Torch Alarm	3298	Butler, 25 Philpott Avenue, Southend
18th Prize — Perfumed Candle	6041	Wendy Barnes, 16 Shepard Close, Eastwood
19th Prize — Radox and Soaps	3866	Inspector Westoby - FSU
20th Prize — Tea and Preserves	2451	Eileen Larner — Fingerprint Dept.
21st Prize — Hairdressing Voucher	5236	Elain Baxter
22nd Prize — 2 tickets Odeon Cinema	7632	P.c. 1213 G. Muir — South Ockendon
23rd Prize — 2 Cinema tickets Odeon	5991	Terry the dog
24th Prize — 2 Odeon Tickets	4904	EARL 42 BD
25th Prize — 2 Odeon Tickets	5248	D.c. Blackburn — SOC Basildon
26th Prize — 2 Odeon Tickets	1653	Gordon — Chelmsford 467022
27th Prize — 2 Odeon Tickets	5931	Phil Webb — HQ C.I.D.
28th Prize — 2 Odeon Tickets	4035	C. Radley — HQ C.D.U.
29th Prize — 2 Odeon Tickets	5190	Basildon 24146
30th Prize — 2 Odeon Tickets	1560	W.P.c. 3235 Gostling — Grays
31st Prize — 2 Odeon Tickets	7506	C/Inspector G. Wright — HQ SOC
32nd Prize — 2 Odeon Tickets	3810	P.c. Gibbons — F.S.U.
33rd Prize — 2 Odeon Tickets	3231	Mrs J. Rulten, 34 Lodge Lane, Clacton
34th Prize — 2 Odeon Tickets	1235	Golf Green Garage

Thanks to everyone for their support

STOP PRESS

THE Benevolent Fund has recently purchased two villas on a holiday park just outside Newquay. One will be offered for general hire by subscribing members of the Force Benevolent Fund. The other for convalescent and welfare purposes.

Further details in the next issue of The Law or from Welfare Office, HQ.



**NEXT ISSUE
OCTOBER '88**
Copy by 12.9.88