



IN A GUIDE TO
THIS PROBATIONER
ISSUE TRAINING — see p4/5

The Newspaper of the Essex Police

✓ No. 199 ✓ April '89 ✓

NEW STYLE INTERVIEW SUITES

RECOGNISING as it does the difficulties victims experience in reporting sexual attacks the Force is setting up a number of special Interview Suites throughout the County. The first one, which has just opened in Chelmsford is designed to produce a secure, relaxed environment where women and child victims of sexual abuse can be interviewed and examined away from the atmosphere of a Police Station. Specially trained officers carry out the interviews, and the furnishings, decor, and atmosphere are designed to produce the right effect.

A great deal of thought went into the design and fitting out of these suites, and many bodies were consulted, including the one voluntary organisation at Chelmsford was

made public at a Press Conference held at FHQ on 15th March. D/Superintendent Peter Whent, who chaired the conference said: "We are very concerned that there are a number of women victims who do not want to tell us or come to a Police Station, but we need them to tell us because every rape has got to be a possible homicide.

Mr Whent was backed up by D/Ch/Insp. "Jock" Whitehill of C.S.B. and representatives of Victim Support Scheme, and Rape Crisis.

WPC Shirley Selway, one of the specially-trained C.S.B. staff was interviewed by Press at the scene where she said: "I think it is a marvellous idea. It puts the victim so much more at ease."

Officers of all ranks should be aware of these new facilities available to investigating officers,



One of the special suites being set up in the county.

and should also take on board the force's policy towards victims of sexual crime, of which these suites form a very substantial expression.

Civilian Staff Long Service Certificates

THE CHIEF CONSTABLE has decided to introduce the award of a certificate to each member of the civilian staff on completion of 22 years service. The award will be presented to all full and part-time employees including those working in administration, in garages, support services such as cleaners, school crossing patrols and to traffic wardens.

The certificates will be presented by the Lord Lieutenant at the award ceremonies held twice a year at Headquarters. Thirty members of the civilian staff have completed between 22 and 37 years service with Essex Police.

They have been invited to a joint awards ceremony for Police Long Service and Good Conduct Medals and Civilian Long Service Certificates to be held on 5th May.



EX-D.C.C. DIES

JOHN DUKE, the former Chief Constable of Hampshire, and former Deputy Chief Constable of Essex has died at the age of 62.

Mr Duke was born in 1926 at Newcastle-upon-Tyne was the son of a miner.

He originally joined the City of London Force where he rose to the rank of Assistant Commissioner.

In 1969 he was appointed A.C.C. (P) in Essex and was promoted D.C.C. in 1972.

He became Chief Constable of Hampshire in 1977, retiring from that position last year.

He held the Queen's Police Medal, was a Deputy Lieutenant for Hampshire and in 1986 was appointed a C.B.E.

He leaves a widow and 4 daughters.

THE PAJAMA GAME

"THE BEST SO FAR." Essex Police H.Q. Musical Society's 1989 Production got many compliments of that sort this year. Despite the complexity of the show, and the limiting effect of H.Q.'s small stage on the gig "Show Stopping" numbers, the Society not only got away with it, they did it triumphantly.

The show, fairly thin in story line but super strong in musical numbers, 6 standards, including "Hey There" requires to be layed with gusto and at a cracking pace. This momentum was well achieved which is a great compliment to the producer — Clara Smith. Derek Lee, always a dependable singer and Eileen Kligermann also managed to achieve subtlety in the quieter love scenes.

The enjoyment of the cast itself was obvious, particularly in the chorus numbers, and supporting players, such as John Hart and Linda Barkway managed to transmit this

sense of fun and enjoyment to the audience.

Family atmosphere

Because of the smallness of the stage and its proximity to the audience, H.Q.'s Society shows have a family atmosphere. This show, despite its title, really was a

family occasion in which the audience found themselves involved.

Mention must be made of Claire Jepson who gets better with every show and Roger

Richardson, who 'Huffed and Puffed' as the baddie with great effect.

The Society's next show is its 25th. Their 24th may be difficult to top.



Eileen Kligermann and Derek Lee.



Clare Jepson and boys in the steam heat scene.

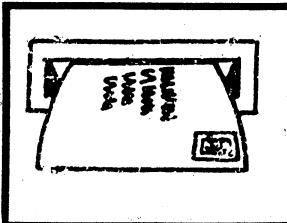
FORCE CHOIR

ABOUT 25 people from all over the county turned up to the first meeting of the Force Choir on Friday March 31.

Various matters were discussed, and Norman Eastbrook conducted his way through a few pieces.

Another meeting has been called for Friday, April 21 (7.30pm HQ Assembly Hall).

There appears to be basic enthusiasm for the venture, so anyone interested is urged to attend the next meeting!



Law Letters

60 years ago!

Dear Editor,

With reference to an item of news you inserted in your last edition of the Law respecting our 63 years of married life together.

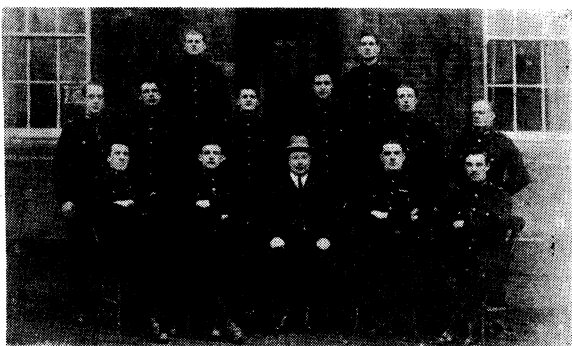
A few days ago I received a letter from Mrs Greathead, wife of Ex Pc Greathead deceased. My wife and self have never seen or heard from her for over 60 years. Imagine our delight and surprise!

Ex Pc Greathead and myself both served with the Grenadier Guards and the Essex Constabulary in the early 1920s.

What a little message in the Law can produce? Well Done.

Yours sincerely

W. S. Ringer Ex Pc 294



1924 class — Pc Ringer — Middle row, second from left. Pc Greathead Middle row, third from left.

75th Anniversary

Dear Sir,

Thursday 15 February 1990 will be the 75th Anniversary of Harwich police station (the first police station having been at the Guildhall Harwich).

To mark the event we are trying to gather any items of interest regarding the present building, such as photographs, newspaper cuttings, personal experiences (especially of the single mens quarters) etc, to have on display for the 75th anniversary.

As this co-incides with the

150th Essex Police Anniversary, the local council have kindly agreed to allow us to continue this display at the Guildhall during Harwich Festival week from 4 — 7 July 1990 when they will also provide material from their archives of the original Harwich Police Force.

Any information please, to the below named — we look forward to hearing from you.

Sincerely,

Colin Hance — Pc 1367 NBO

Shirley Carman

Admin — ext 4710

MONEY MATTERS



by
Tony
Warren

BEFORE you all rush out to join the satellite revolution, there are a few points to bear in mind before buying your first system. At the bottom end, you can spend £400 plus £75 installation for a system that will point at the ASTRA satellite and pick up its 24 possible channels. At the moment it sends down the fantastic SKY NEWS and current affairs, a 24 hour news programme which is worth a satellite system all by itself; SKY FILMS; the SKY SPORTS; SKY GENERAL ENTERTAINMENT; MTV (Music video 24 hours) and FILMNET (24 hours of Danish films in English, but only for people who have decoders!)

Coming soon is the DISNEY Channel for kids up to the age of 95! The ASTRA satellite is only one of many "birds" up there, spread in a static arc from the south west to the south east horizons.

The satellites are some 20,000 odd miles out in space above the equator, and the power of their transmitters on the weaker ones is about 20 watts. On the ASTRA it's about 75 watts, (the energy that lands on your dish is about the same as the energy expended when a snowflake hits it!)

If you buy a cheap system you will not be able to pick up weaker signals from the other satellites, for example, SUPERCANAL, CNN AMERICAN 24 HOUR NEWS, ITALIAN RAI UNO and DUE (their equivalent of BBC1 and 2), SPANISH TVE and many others.

All these channels provide great and varied entertainment, regardless of the language difference. To enjoy all these, you would need to spend around £1,500 on a larger dish and more sophisticated receiver which has the ability to rotate the dish to point at other satellites, which are increasing in number every year. The cheap systems cannot rotate to other "birds".

Some of the channels are encrypted into code so that, without a special decoder (around £75 per year each channel) you won't be able to see the picture. The industry is a bit disorganised at the moment with the distinct

possibility that the telly will look like a collection of little glowing boxes unless someone gets some standardisation into it.

In the Autumn another satellite goes up with the BSB channels in direct competition with SKY. This will broadcast in the D-MAC system and will carry STEREO TV, which will only work on altered TV's or on the new high definition ones soon to be in the shops (in UK and Europe, we're on PAL at the moment). On an altered set you'll lose some of the advantages of the higher quality D-MAC signal, but you can use your existing hi-fi to produce the stereo sound. BSB will be better quality, picture and sound, but to get the full benefit, you may need a new telly.

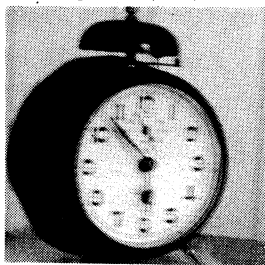
In conclusion, I can heartily recommend Satellite TV and a cheap system to pick up the ASTRA channels will improve your home entertainment by at least 100%, but I recommend you have it installed rather than do it yourself — make sure your installer is properly qualified. If you can stretch to a larger dish and rotation system (about £1,500 with installation) you will revolutionise your TV watching well into the future. I am not involved in selling systems, but if you want a quick chat about it, call me on Southend 334477.

Still ticking...

Dear Sir,

It is with some interest that I read in the February issue of 'The Law' that Ex Pc 775 Bill Wortley is endeavouring to contact old class mates who joined the force in 1939. I would be obliged if a message could be passed onto him that I would be very happy to have a chat with him regards his request.

Forgive me if I diversify somewhat in mentioning another old friend, my alarm clock, a photograph enclosed herewith. I bought this clock in 1939 from the clock shop which was in those days situated on the corner of Weald Road, High Street, Brentwood, whilst I was on 'A 1' Beat. It travelled much of the world whilst I served in the Royal Navy as a Regulating Petty Officer during the war years and of course it served its time in the Essex Police. It cost me 3 shillings and 9 pence (3/9d) which



made a big whole in my weeks wages. Today, it may not be everybody's choice but I am happy to say, it still ticks away beside my bed. Due to age the alarm no longer rings but who cares, I have no night points to make now. A few years ago I had to carry out a transplant when one of its legs (foot) fell off... The clock is marked 'Foreign' and bears the name 'Kienzle'. I was given to understand that this name still exists in West Germany and they are still turning out clocks. It is somewhat strange where they find customers when there clocks last so long!

Sincerely,

A. E. Snell Ex Pc 770.

Comrades Association

MEMBERS are advised that the Annual Buffet will take place on Saturday 13 May 1989 and that the Annual Luncheon will take place on Friday 20 October 1989.

Bob Needham
Secretary

Class 1935 meet

Dear Mr Editor,

This could be regarded as a repeat of last year's letter but I feel the older pensioners will be interested to know that of the twenty four recruits who were the Class of 1935, with their ladies six met for lunch at the County Hotel, Chelmsford.

They were Norman Cressy, Gordon Holliday, Sammy Langford, Ken Watson, and Eddie Williams and myself. Those who were not able to be there were Dick Coe, Jock Cowie (Australia), Stewart Hodgson (Somerset), Don Mummery (sick) and Ron Payne (Monmouth).

It was not only that we were able to join together again after 54 years but we still wanted to. The old comradery was still there!

Yours sincerely,
RON BEARMAN

No longer collecting

Dear Editor,

Would readers kindly note that I am no longer collecting wool bands. The response has been overwhelming and it has helped many a charity so I would like to say thank you to everyone who supported these causes.

MRS A. BIGGART
HQ. CBS

Exchange visit sought

Dear Sir,

An exchange visit is sought for two or three weeks in either July or August this year for the niece of a very good friend of mine, a retired police officer from Munich.

The girl is Claudia Emmert, Dranzach, D-8205, Kiefersfelden, Bavaria, West Germany.

She lives in a nice village on the river Inn at the Bavarian/Tyrolean border. A very beautiful part of Europe.

Claudia is 15 years old, has learned English for four years and attends school at Kufstein in the Tyrol.

Any would-be exchanger can write direct to her but I would like to know please.

Yours faithfully,

CHICO BATES,

Retired D/Sgt, Southend
Tel: 0702 612174

National Association of Retired Police Officers by Doug Rampling

IT NEVER FAILS to amaze me how quickly the time passes when I have to once again sit down to write this column.

Firstly I must remind you that Chelmsford Branch AGM is being held on Saturday 8th April, 1989. Mr J. Conlan ACC (A) Mr B. Pallant Essex Police Federation Joint Branch Secretary and Mrs J. Postan, Force Welfare Officer have all agreed to attend and address the meeting. Please do your best to attend if you can. Coffee and biscuits will be available from 10am.

Retirements

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

Pc S. L. Jeffery, Southend, February 20, after 30 years service.
Pc B. Waugh, Support/Southminster Marine, February 20, after 21 years 244 days service.
D/Inspector J. J. Murray, HQ CID/Special Branch, February 27, after 29 years 66 days service.
Pc B. Simpson, Colchester/Clacton, March 3, after 30 years 65 days service.
Pc R. W. Roley, Southend, Leigh, March 4, after 12 years 152 days service.
Dc A. W. Burnett, HQ CID/Technical Services, March 13, after 18 years 339 days service.

I am pleased to say that all present members of the committee are willing to continue for the ensuing year.

There are still a few seats left on the trip to Leeds Castle on 20th May — please contact me if you would like to come along — it would be nice to fill the coach. Everyone should have by now received notification of the Federation Legal Expenses Scheme which has recently been extended to include retired members of the Force. For a modest outlay of £1.70 per month (payable by Standing Order) the scheme will provide a Solicitor to advise and pursue a number of legal matters on the member's behalf. Full details are available from me if required.

The Comrades Association Spring Buffet will be held at Headquarters on Saturday 13 May, 1989 and the Autumn Luncheon on Friday 20th October, 1989. Full details if you have not already had them can be obtained from Bob Needham at Headquarters extension 2799.

The Private Medical Scheme will be renewed in May once again with Private Patients Plan. There will be a 12½% increase in subscriptions this year which is well in line with increases in private medicine and bearing in mind that this is the first increase for two years it is still fairly modest. All members of the scheme will receive full details of premium increases in good time to amend their bank standing orders in time for the May payment.

Well that about it for this issue. Hope to see some of you around at the various functions.

Pc L. J. Smith, Chelmsford/Belchamp St Paul, March 18 after 30 years service.

Dc L. J. Terry, HQ CID/SB Southend Airport, March 19 after 30 years 1 days service.

Pc T. F. Morrison, Chelmsford/Black Notley, March 31, after 30 years 13 days service.

Inspector B. W. Flynn, Southend, April 2, after 30 years 15 days service.

Mr G. R. E. White, Technical Vehicle Examiner HQ Garage, who retired on January 5.

Mr A. Scarrott, Cleaner, Southend, who retired on January 8.

Mr L. R. H. Digings, Senior Clerk, Southend Process, who retired on January 15.

Mrs S. R. Bailey, Senior Clerk, Chelmsford Process, who retired on February 28.

Mr T. N. Stott, Process Server, Southend, who retired on February 28.

PRIVATE MEDICAL SCHEME

Private Patients Plan have advised us of the new premium rates that will apply from 1st May, 1989.

An increase of 12.5% is proposed. This figure is proportionate to the increases that have been experienced in the private medical field. For example, Hospital charges have risen by 11% during the last year. Additionally, a number of large claims bedevilled our group last year. As our premium bears a direct relationship to our claims experience, this is bound to have an effect on our costs. Bearing in mind that there were no increases last year, the Management Committee view this year's proposals as acceptable and have advised that the scheme continues with Private Patients Plan.

The new charges mean that a family subscription for Band C Hospitals increases from £41.30 to £46.25. There are proportionate increases for the various combinations of membership. For example, Single Subscriber, Band D from £15.30 to £17.15.

Some subscribers may find that by deciding to opt for Band D membership instead of Band C, they can neutralise their increases. Most private hospitals in Essex will admit scheme members as Band D patients. It may mean that you could be sharing your room with another patient but there is

no lessening of medical attention for Band D subscribers.

The Group Secretary will advise County Hall of the new rates and all current Police subscribers to Family Health Plan will pay the increases in their May salary deductions. Our civilian and Retired members will be advised individually of the arrangements that apply to them.



Any member wishing to change options should write to the Group Secretary, Essex Police Private Medical Scheme, Police Headquarters, before the end of May.

Sgt R. Needham
Group Secretary

FORCE LOTTERY

Results draw 17.2.89

1st £1,500 Ps 944 M. Berry, Grays, 2nd £700 Dc 941 K. Foster, HQ CDU, 3rd £300 Ps 840 P. Gamman, Rayleigh. Consolation prizes £50 — Pc A. Francis, Colchester, Pc P. Rouse, CSB, Pc R. Kebbell, Billericay, Pl M. Barry, Basildon, Ds A. Morhall, Harlow, Pc K. Bishop, FSU, Dc B. West, HQ CDU, TW A. Ryan, Rayleigh, Pc P. Rodrup, Clacton, Pc N. Brook, CSB.

Obituaries

February 8, ex Pc R. Thomas, aged 65 years, who retired from the Force 1971. February 11, ex Ps G. A. Bunn, aged 56 years, who retired from the Force 1980.

Federation Notes



by
Brian Pallant

At last I can update you all on the result of the Arbitration decision on the Rent Allowance. The result was announced on March 31 1989 and I reproduce below the only information I have to date on the matter, I will up date you further after the two sides meet on April 17 1989.

Rent Allowance Arbitration

- An allowance, based on housing costs, should form a continuing part of police pay.
- Any substantial change could only be proposed in the context of the overall level of pay and allowances.
- The housing allowance should become an entitlement to all officers.
- Those in provided property will receive the housing allowance but will be required to repay an agreed sum (this has still to be negotiated).
- The new housing allowance will be determined by dividing the current force rent allowance bill by the number of officers concerned.
- Those officers whose current rent allowance is in excess of the new housing allowance will be protected by "red circling", i.e. a non-detriment clause.
- Updating of the new housing allowance will not be by reference to the RPI, but has still to be negotiated.
- Compensatory Grant. Steps will be taken towards its gradual elimination (over 4 or 5 years). By way of a "buy-off", a proportion of the lost compensatory grant will be put into pension. The actual mechanics of this and the sums involved are still to be negotiated.
- As the new system will not start (in England and Wales) until April 1990, the compensatory grant will be paid as normal this year.
- New entrants will be in receipt of the housing allowance which will be taxed, but there will be a standard part of it pensionable (this has still to be negotiated).

There are elements of the award that need clarification, and discussions have yet to take place, firstly with PNB Staff Side Committee D (April 14) and with the Official Side on April 17.

The Essex Joint Branch Board is proceeding with Bi-Annual reviews of Maximum Limit Rent Allowance as usual.

As soon as clarification of the foregoing is established, additional information will be provided to members.

Bi-Annual Review of Rent Allowance

With the decision on the arbitration not yet to hand, the prospects of definitely achieving the Bi-Annual review are greater.

As reported in the last edition of the Law I have commenced negotiations with the District Valuer and the Police Authority for an increase in Rent Allowance from April 1 1989.

The item was on the agenda of the Police Committee on March 13 1989 who noted the review date of April 1 using the same selected house of 42 New Park Road, Benfleet.

I have obtained the usual two independent valuations with regard to the rental and copies of these have been supplied to the District Valuer and the Police Authority.

All I can say at the

moment is that the two valuations received confirm my assessment of another larger increase possibly in excess of 20 per cent. This would have the affect of increasing the maximum to over £80 per week at the same time as increasing the multiplier.

However, the valuations are only a guide, the ultimate decision will rest with the District Valuer. If his figure is too far adrift from our own valuation then I will seek a private interview to put our case. Whatever decision the District Valuer reaches has to be ratified by the Home Secretary.

Just for your information the Cumbria Force also due for an increase on April 1 1989, have agreed a new rate with their Police Authority

however the Home Secretary has refused to ratify the agreement until the result of the Arbitration decision is known.

I have consulted with the Cumbrian Federation Secretary who I think will be taking the same line as ourselves if the Home Secretary refuses to ratify the agreement by seeking legal advice and possible action in the Courts. N.B. The Result of the Bi-Annual review will not be known until the end of May, beginning of June.

Force Mileage Rate

The Force Order has now been published and the new rate is as reported in the last edition 21 pence per mile.

However the Force Order did not give a clear indication of a starting date. The operative date for the new allowance is April 1 1988. All back claims will be paid automatically by County Hall.

I take this opportunity of thanking the staff in the Headquarters Finance Office for their prompt attention to this to enable the matter to be resolved in this financial year.

Car Leasing Scheme

The matter is still under negotiation Nationally, and it is almost definite it will be discussed at the Police Negotiating Board meeting in April. The matter was raised at the last Joint Branch Board Secretaries meeting at Surbiton in March. It would appear that some Forces already adopt different types of car leasing schemes. The National Secretary has asked for copies of these schemes. We will be provided with the correspondence in due course. Until such time as the matter is resolved the Branch Board has decided to proceed with the motion to this year's Conference covering the scheme. It is our intention to get agreement as soon as possible, so that you the members can benefit from the scheme.

I will remind members the scheme would not be compulsory, purely voluntary. Members presently receiving Casual or Essential mileage rates could continue to do so and not take advantage of any leasing scheme.

Dental Check Ups

You will remember that I reported in the last edition that the check up charge of £3.15 would not be reimbursable as it was not levied under the National Health Service Act 1977. The matter was taken up Nationally by our Federation Secretary Vee Neild and I am pleased to say that the Home Office have reconsidered and decided that it does come within the above mentioned Act. Therefore the £3.15 will

be reimbursed in the same way as all other Dental charges. This is a very recent decision, and a Home Office circular is still awaited, when received in the Force then the necessary Force order will be published.

Travel to Courses

I have been asked recently with regard to what members are entitled to in the way of travelling reimbursement when attending a NON-RESIDENTIAL course at Police Headquarters.

The answer is that travelling can be claimed for the return journeys on each day. Provided of course as per Standing Orders that the member is more out of pocket than he would be travelling to his place of duty.

RESIDENTIAL courses when rooms are made available the member is only entitled to the journey to Headquarters on the Monday and the return journey on the Friday. Training school are looking at the problem with regard to the different types of courses, and it is likely that the Joint Instructions will be changed so that it is quite clear what the member is entitled to. Any problems contact the J. B. B. Secretary.

Budget Update

Our Accountant will be preparing the usual hand-out to cover the increases in allowances in the recent Budget. It is hoped that he will also cover the changes in INHERITANCE tax and the TAX position with regard to the Leased Car Scheme.

Maternity Leave

Two points to note from the recent changes in the Police Pension Regulations.

1. Regulation 2 amends Regulation F1 of the principal Regulations so as to enable unpaid maternity leave to be reckonable as pensionable service provided that the person granted such leave remains in service as a regular policeman for six months after her return to duty and within that period pays to the police authority a sum equivalent to the pension contributions which would have been payable if such leave had not been granted.

If in doubt make sure you contact Finance before the six months are up.

2. Attendance at Court during Maternity pay period.

DHSS have advised that Statutory Maternity Pay shall not be payable in respect of any week during any part of which an employee works under contract of service with her employer.

However, provided that attendance at Court

as a witness can be treated as a duty to the Court and not as a specific contractual requirement of service to the employer, SMP can continue in payment.

If the policewoman was attending Court as a matter of police duty, and not as a witness thus would clearly be a contractual service and as such SMP would not be payable for that time worked.

MEMBERS SERVICES

House Building Insurance

Following on from the successful introduction of the House contents Insurance a few years ago by George Burrows Group Insurance, details still available if you did not take it up, a new House Building Insurance has been introduced. The insurance is with the same company as the contents insurance and is very competitive in price. Approximately £1.20 per £1,000 of cover. Most insurers are in the £2.00 per £1,000 range.

Application forms for quotes are available from the Federation Office and your local representatives. Copies were also enclosed in the recent edition of the Federation Magazine 'The Bugle.'

Members please note the completed application forms should be returned direct to George Burrows Group Insurance. It is covered under the FREE-POST scheme so it will not cost you anything.

House Purchase

BEAZER HOMES have introduced a HELP scheme on selected developments designed to assist First Time Buyers. Part of the package where necessary is the deferred loan.

Any members interested should contact the Federation Office for full details.

Personal Loans

The Co-Operative Bank are offering special loans for Local Authority Employees (this includes Police Officers).

You can borrow between £250 to £7,500 and the repayments spread to suit your individual circumstances. The monthly repayments are deducted by way of Standing Order from a Co-Operative Current Account. The repayments to remain the same throughout the period of the Loan.

To apply for a loan contact your Local Co-Operative Bank or the Financial Services Centre at Peartree Road, Colchester.

I have been asked on several occasions recently for clarification on overtime entitlements for working on a REST DAY. For your information I have prepared below a chart to assist you in the future.

The Regulation concerned is Regulation 29 and covers all Ranks below the rank of Superintendent. A member shall if required to do duty on a day which is a rostered Rest Day, be granted:-

Where 29 days notice is given (28 clear days).

The day becomes a normal working day. The Rest Day is rostered which shall be notified to the member within four days of notification of requirement to work.

Where at least eight days but less than eight days.

The member is paid an allowance at the appropriate rate, i.e. eight hours pay at time and a half. The member has the choice of payment or time off at the above rate (the compensation paid is for working the Rest Day).

Where he receives less than eight days notice (seven clear days not including the day warned or required to work).

Member is paid the appropriate allowance i.e. minimum of four hours at time and a half. Plus another Rest Day in lieu which shall be notified to him within four days of requirement to work.

N.B. If the recall is for a particular need such as Court there is no need to work the full four hours. If the case lasts two hours the member finishes duty and is reimbursed for a minimum of four hours.

Working into a Rest Day

If you are retained on duty beyond the Force Working Day and into the next day which happens to be your Rest Day then once you have performed half an hour overtime then the member is entitled to the minimum of four hours compensation at time and a half plus another Rest Day in lieu.

The Force standing orders at the moment refer to two and a half hours incursion this is out

of date and changed when the new Police Amendment Number Two Regulations came into being in 1985.

I understand that the standing order is being updated.

If the incursion into the Rest Day is at the start of the duty the same compensation applies a minimum of four hours at time and a half and another Rest Day in lieu.

REINSTATEMENT of Cancelled Rest Day Leave

Where an Officers Rest Day leave is cancelled in anticipation of an operational need for which, in the event, he is not required to attend for duty:-

(a) Where the Officer is told with more than seven days notice that he will not after all be required to work on the Rest Day, he will take the Rest Day leave with no compensation.

(b) Where the Officer is given less than eight

days notice (seven clear days not including the day warned or working) he can choose between taking the Rest Day leave with no compensation or working on the Rest Day with compensation in accordance with the Regulations.

i.e. eight hours pay at time and a half.

The above applies exactly the same to a Public Holiday, except that the payment would be at double time.

Federation Open Meeting 1989

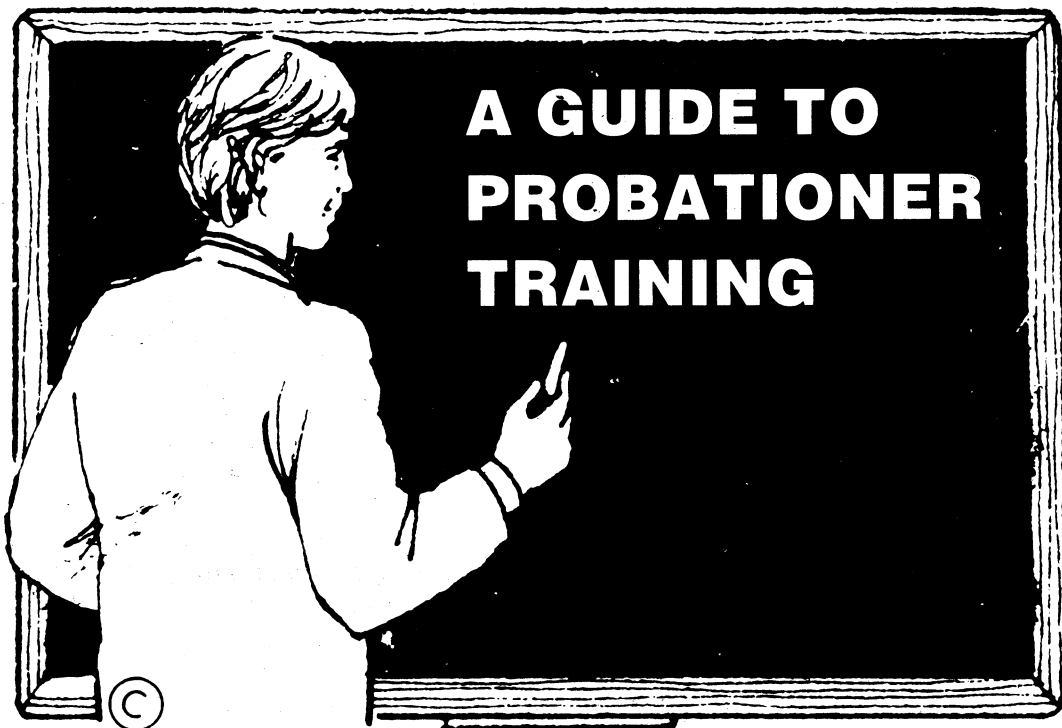
THE Federation Open Meeting will be held once again at the Marconi Athletic and Social Club, Beehive Lane, Chelmsford, at 6.45pm, on Monday, 26th June, 1989.

This is an early notice of the meeting further details will be published nearer the date on Federation Notice Boards.

Please make a note in your diaries now.

By the time of our meeting we will know the outcome of the Rent Allowance arbitration, and will be formulating plans for the 1989 pay negotiations to be held in July 1989.

TRAINING



National Implementation Date — 10 July 1989

"Our actions are ultimately directed towards helping police officers develop the knowledge, understanding, skills and attitudes required to meet the needs of policing, present and future."

*Police
Training
Council
Strategy
1985*

SINCE 1984, a searching review of police training has taken place, involving operational police officers, educational advisors and the Home Office.

During this review it became clear that training was "out of key" with the practical needs of operational officers.

A new training programme will be introduced nationwide on the 10th July 1989.

The central aim of this programme is to prepare probationers for the increasingly demanding professional role of the police officer, by developing not only the knowledge, but also the skills, abilities and understanding which are necessary to fulfil that role.

To achieve this aim, the new training structure provides a range of developmental learning activities and experiences for probationers. It retains many aspects of existing good practice. The overall emphasis is on policing as a practical activity.

It will affect all, even though you may not be directly involved in training. All ranks may find themselves being approached by probationers who want to find out about work. You will certainly find yourself working in the same stations and departments as these probationers. Many of you will make very specific contributions to the success of this new scheme.

What is the New Training Programme about?

Quite simply — preparing police officers for their professional role.

What does that involve?

Developing the skills and abilities, knowledge and qualities of judgement which are necessary for the effective performance of the police role within our society.

How can we be sure that training is achieving this?

By everyone involved, at all stages of the process, asking "Is what I am doing relevant to the needs of the Officer and the Service?" If the answer is "no" then we cannot justify what is happening. If trainers and operational officers adopt such an active, questioning approach, they can identify and refine good practice in a constant process of development. They can also highlight doubtful practice and take appropriate action.

What do police officers need to learn?

Skills and abilities in dealing with practical policing tasks.

Knowledge which they can apply practically to enable effective operational performance.

Qualities of judgement which will enable them to cope with the dilemmas and ambiguity which they find.

How are these areas decided?

By careful examination of how real police officers carried out their roles in a wide variety of practical policing situations.

How does this affect training?

There are several ways:—

1. Training will be more job-related and will deal with the practicalities of policing as well as the knowledge.
2. Training will become more integrated with real policing, so that probationers can maintain contact with that reality throughout the whole of their training.
3. By becoming more skill-based, training can reflect the practical needs of operational police officers from the earliest possible moment of their careers.
4. We need to develop a new set of relationships and links between the various aspects of the training programme, so that the contributions made within Force, at District Training Centre and by the Central Planning Unit are constructive, and work together to help the probationer on the road to developing practical policing competence.

Remember:— The only aim is to help the probationer to become an effective Police Officer.

The structure shown below reflects the underlying philosophy, and emphasises how the probationer can learn different lessons at different times through different experiences which link together and build up in a process of continuous development.

The programme lasts two years and covers the whole of the probationary period. Within that period, there are two distinct phases.

A. The Foundation Course.

This lasts for 31 weeks and provides the initial training, which prepares the probationer to a level of competence to allow unaccompanied patrol.

B. Post-Foundation Training.

This is a minimum period of 30 days further training, spread over the remainder of the probationary period in several phases.

Although this may appear, on the surface, to be almost identical with existing training, there are important differences which will become clear from a consideration of the various parts of the programme.

What happens during the Foundation Course?

The probationer passes through a series of training activities, module by module, either in Force or at a District Training Centre.

Each module has a distinct place in the total programme.

Module 1. "Introduction", takes place in the probationers own forces. Probationers will be given opportunities to learn about the day-to-day running of a police station. Under appropriate supervision, they will observe police officers at work in stations and on patrol. They will meet some of the other agencies and organisations which operate within the community.

Probationers will be encouraged to ask questions of the people they come into contact with, and to think and reflect on the answers they obtain and the other information they glean through their enquiries. In this way, they will start to build and develop a picture of the police service which is based on reality.

They may come and speak to you, to find out what you do and where your job fits into this picture. Please respond positively and be patient with them. They have been encouraged to find out as much as possible for themselves from a wide variety of sources, rather than by being spoon-fed with a single point of view. At some stage, they will be discussing their findings and perceptions with their colleagues and trainers, to check out their understanding.

Through this process they will start to develop many of the basic skills and abilities which they will be drawing upon during the rest of their service, for example investigation, communication and report writing.

The probationers then move to their District Training Centre for **Module 2**. This lasts for 10 weeks, but is not the only time that they will be there. They will be returning later for a further five weeks.

During this first visit, the probationers will build upon their individual and combined experiences and learning during Module 1, and continue to work and develop those skills and abilities which will enable them ultimately to deal competently with a wide range of operational incidents and situations.

In order to continue the principle of integration of legal and social aspects of policing, much of the activity during this module will be based on a consideration of real policing, incidents, presented to the probationers in a variety of formats, including written documents and video recordings. These will include, not only descriptions of what happened, but also the thoughts and feelings of the people concerned. There will usually be some insight into why those people behaved the way they did. Information will be available to allow probationers to examine the influences which determined how the officers concerned dealt with the incident.

By the probationers working with real incidents from a variety of perspectives, drawing on their experiences and learning before joining the service and during Module 1, and those of their trainers, their learning can be more closely related to the realities of policing.

From the District Training Centre, the probationers return to the Force for **Module 3**. They will work in one-to-one relationships with a trained tutor constable and will start to apply their developing skills, abilities and knowledge to real policing situations, particularly those which are typical of the division concerned.

When complex issues arise, which are not appropriate for the probationer to deal with at that stage of training, the tutor should deal with the situation, with the probationer observing.

A major part of this module will involve tutor and probationer taking time to talk about the incidents and situations which are arising, and the ways in which they are being dealt with. They will be exploring what happened, how it happened, why it happened that way and what the significance is for the probationer in the future.

The probationer will be encouraged to develop an active, reflective approach to policing, building on individual strengths and allowing weaknesses to be addressed.

By now, the probationers will have:—

1. Seen something of the reality of the job they have joined and what it entails.

2. Started to develop the skills, abilities and knowledge which are necessary for them to do the job effectively.
3. Begun to apply those skills, abilities and knowledge to real policing incidents.

Throughout, these activities will have been taking place under the guidance of specially trained police officers.

The probationers will have been encouraged to identify the links between the various stages in their learning, and to identify their own individual learning needs.

In this way, they have completed a cycle of activity which underpins the whole training programme. They have examined incidents and activities, and clarified exactly what was happening in them. They have puzzled out the meaning and significance, and used that information and learning in preparing and implementing future action, ie the next incident or activity.

Following that principle, the probationers return to the District Training Centre for **Module 4**. They have had the opportunity, during Module 3, to apply their earlier learning to real policing situations. Now they will review their progress and start to examine and explore some of the more complex policing issues, building on their identified strengths and targeting their weaknesses in a continuous development process. Throughout, they will draw on their own and others' experiences.

In the same way that Module 2 leads to Module 3, Module 4 leads to a return to the operational arena and a further attachment to the tutor. Before this, however, there is a period of a weeks annual leave which is **Module 5**. The probationers then enter their second phase of tutoring in **Module 6**.

During Module 3, the probationers concentrated their efforts on gaining awareness, and experience of a wide range of everyday, simple, practical policing situations. During Module 6 this process continues, but the probationers also begin to apply their skills, abilities and knowledge to some of the more complex issues which they began to explore during Module 4.

They will also have opportunities to work, on occasions, with operational officers other than their tutors, including some from specialist departments, to help build as complete a picture and experience of policing as possible.

By the end of Module 6, the probationers will be close to the stage in their training when the decision is to be made: "Is this officer ready for independent patrol?" Based on individual development and assessments, probationers may be allowed short periods of controlled, unaccompanied activity and patrol, at appropriate locations and times, to help provide information for those who will be making that decision.

The culmination of the Foundation Course is **Module 7**. This is the first decision point so far as the probationer is concerned.

Several activities take place:—

1. A decision whether the probationer is ready for independent patrol.
2. A determination of the probationer's present training needs and a start to addressing those needs.
3. With the probationer's help, the gathering of evaluation information about the training programme so far.

The first two activities rely on the process of continuous assessment which

operates throughout the training programme. This is based on the skills, abilities and knowledge which have been identified as necessary for good, practical, operational police officers.

During the whole of the training programme so far, those who have had contact with the probationer, in training and operationally, will have provided observations and comments on how the probationer is progressing. These observations will be specific statements about the probationer's performance rather than bland, general opinions. Those officers who will be asked to provide information, will need to be able to identify and describe accurately how the probationer has performed in a wide variety of operational and training situations.

For convenience, the areas of interest are grouped under 8 headings:—

1. *Desired character traits.*
2. *Monitoring personal performance.*
3. *Communication and relationships with others.*
4. *Investigation.*
5. *Knowledge.*
6. *Decision-making, problem-solving and planning.*
7. *Practical effectiveness.*
8. *Written reports.*

Comments will relate to those areas where there is genuinely something to say about the probationer's performance, rather than there being a requirement to make a statement under each heading. Assessments will be made at varying intervals throughout the programme. Where there is a need or a wish to make a comment about the probationer's progress outside the normal time sequence, additional sheets may be inserted.

Probationer development profiles will be open for examination by anyone with a genuine need. Probationers will be responsible for carrying their individual profile documents with them as they move between Force and DTC for the different Modules.

The major purpose of the assessment process is to help the development of the probationer's skills, abilities and knowledge throughout the whole of the Foundation Course, the remainder of the probationary period and beyond.

The third activity during Module 7 is the gathering of information about the training process up to that point. Trainers will work with probationers to gather a wide range of information about their training both in Force and at District Training Centre. This information will be collated at Force and summarised. The purpose of this exercise is to feed back information into the system which will, as with the probationer's development profiles, enable strengths to be identified and weaknesses to be tackled. The information will be provided to the District Training Centre and the Central Planning Unit.

The **Post Foundation Course** follows on from the Foundation Course. During this phase, probationers will continue to build on their experiences and understanding, and will develop further their skills, abilities and knowledge. They will have opportunities to deal with issues which are particular to their own forces, and a range of areas which have been nationally specified. This programme will consist of a minimum of 30 days training, which will be organised into blocks of six separate weeks. Training will continue to be job-related and developmental. The assessment process will continue to build the probationer's development profile. At the end of the probationary period, this profile will be taken into account in making the decision to confirm appointment.

2000th CYCLE CODED



THE SPECIAL CONSTABULARY Officers of the Saffron Walden Sub-Division headed by Sub-Divisional Officer Gordon Austin have been carrying out cycle coding within the Sub Division during the winter months.

On Sunday, 19 February, 1989 at Newport Village Hall, they coded the 2,000 cycle, to mark this occasion an

Essex Police plaque was presented to James Watson, 5½ years of The Old Coach House, High Street, Littlebury, by Acting Superintendent Ian Cotgrove from Harlow Police Station.

The 'Specials' are now well on their way to coding the 3,000 cycle.



I.P.A. MID-ESSEX BRANCH

ON THURSDAY EVENING 9th February, members with their wives, making a total of over forty, assembled at the Rivenhall Motel for the Annual Dinner. Everyone met in the lounge area for drinks and a chat whilst dinner was being prepared, having been selected from a choice of menu. At the sit down everyone seemed to have enjoyed their meal and after much talking and drinking members and their wives made their way home after a very pleasant evening.

I don't wish to intrude on any article that may be written about the Musical Show "Pyjama Game" recently presented by HQs Musical Society. But, amongst Branch members there is talent, at least six members took part in the actual show, some with leading roles. It was a good show - well done chaps and the rest of the cast.

On Friday evening 10th March a Social evening was held at HQs our guests coming from "M" Division and they came in great numbers

which was nice to see. As our Branch gathered together we were able to select teams for the games that had been arranged in the way of snooker, table tennis, darts and a team quiz. At the conclusion of the games and before the results were to be announced, everyone helped themselves to a selection of food from a splendid buffet that had been prepared.

After refreshments, the results of the competition were announced, "M" Division 125 points, Mid-Essex 118

points. Our vice chairman George Harris presented to Alan McMillan Chairman of the winning team a trophy mounted with a pair of handcuffs. This is a new trophy donated by the branch for which a name has yet to be given (suggestions are welcome).

It is hoped that arrangements can be made for other Branches to compete in our Social activities, the winning team having their name engraved thereon. The trophy will be kept in display cabinets which are now in a prominent position in the far corner of HQs bar.

The last Social was a wonderful get together and everyone seemed to have enjoyed it. This has been expressed in the form of a letter from "M" Division thanking us kindly for the hospitality shown to them.

Here is a reminder of forthcoming events for the remainder of the year.

Friday April 14th
S.E. Branch Barn Dance — Rayleigh Police Station.

Friday May 12th
Walking Treasure Hunt in the Chelmsford Town locality — probably finishing at a local pub for refreshments.
Saturday June 10th
Visit to Thursford Museum — meeting Suffolk I.P.A. at Martlesham in the evening.

Friday July 14th
Visit to Vineyards (New Hall)

Friday August 11th
Bar B-Q venue still to be arranged.

Friday September 8th
Visit to an Oil Refinery

Friday October 6th.
Week-end trip to Brugge

Friday November 10th.
Visit to T.V. Show

Friday December 8th
Xmas Social.

Fred Dyson

Mid Essex Correspondent

REGIONAL DOG TRIALS

Between 7th — 9th March the No 5 Regional Police Dog Trials were held at Guildford. Representatives from Essex, Hertfordshire, Surrey, Kent, Bedfordshire, City of London, Thames Valley and Sussex all took part with each handler hoping to prove that he had the best dog in the Region and also to win a place to represent the Region at the National Police Dog Trials to be held at Catterick in April.

Essex were represented by Pc Howard with Ben, Pc O'Connell with Ricky and Pc Hopkins with Roger. Pc Howard and Ben were the highest placed Essex team coming second overall just 13 points behind the winner — Pc Newnham from Hampshire, thus securing a place in the National Trials.

Congratulations to all the Essex representatives in gaining a place in the Regional Trials and good luck to Pc Howard and Ben in April.



PC HOWARD AND BEN

SPONSORED WALK



VW GOLF GTI 1985, 3 door red, 54,000 miles, alloys, sunroof etc, £4,800 ono, vgc. Pc 2128 G. Banks, Colchester Traffic, home telephone 0206 845967.

CORNISH RIVIERA, 6-berth static home, all mod cons, toilet, shower, TV, fridge, five mins from sea. Most dates. D. Turner retired Pc ex Laindon Traffic, home telephone 03752 6704.

SOUTH FRANCE, 4/6-berth holiday home, fully fitted, four star site, large swimming pool, ideal family holiday, 10 mins to sea. Contact Ps 414 Brook, Billericay, home telephone 0277 613280.

SPARTAN-FACTORY built 2 x 2 sports car, red with beige trim and hood, Ford 1600GT engine, MoT, chrome wheels, vgc, £2,800. D. Turner, home telephone 03752 6704.

AUSTIN MINI, 'N' Reg, MoT to February 1990, quick sale, £360. Contact M. Benning ext 6101 Southend.

MOPED 50cc (PUCH), vgc, 2,500 miles only, MoT, one owner 100+ mpg, £85. Ds Currell, Southend ext 6154, home telephone 0702 76229.

CLASSIFIED BUYS

WANTED, 17th edition 1986-1987 Rothmans Football Year Book, will pay up to original purchase price for good condition copy. Pc 1362 T. Fisher, Witham, home telephone 0376 501512.

ELECTRIC ORGAN, Technics U50 (new £1,500+), good condition, £175. Ds Currell, Southend ext 6154, home telephone 0702 76229.

WESTON-SUPER-MARE, guest house, ideal touring, rambling, beach, discos, children welcome. Phone for brochure, ex Ps 116 John Barcham, weekends/mid-week 0934 631124.

COMPUTER SINCLAIR QL 128K, with twin micro-drive plus several items of software, £70. Pc 1806 P. Golding, Laindon Traffic, home telephone 0268 757628.

SMITH CORONA C600, electric typewriter, as new £100, complete with case and cartridge. Pc 665 T. G. Hewitt, Brentwood Traffic, home telephone 0268 418493.

TRAILER TENT, good condition, 4-berth, spare wheel, cooker and stands, gas bottle and accessories, £185. Pc 552 L. Brown, Driving School, home telephone Braintree 29723.

VOLVO 340 1.7GL, 1986 (D), 5-door, 22,000 miles, silver, excellent condition, sunroof, stereo, £5,250. Mrs D. E. Morrison, ECRO, home telephone 0376 28972.

CORNWALL CLIFF ROAD, above Mawgan Porth Beach, between Newquay-Padstow, delightful cliff walks. Bed/Breakfast, (ex Ds 156 S. J. Maxted), contact Sid and Wynne Maxted, 0637 860308.

HALF PRICE NEW and unused Ideal Cavalcade back boiler, 16,500 BT's output, wood surround, £250. D. Turner, home telephone 03752 6704.

WALTON-ON-NAZE, terraced house, two bedrooms, bathroom, lounge, dining room, gas fires, good decorative order, quiet location. Price £56,500. Contact Ps 818 Sharman, Hq ext 2428 or home telephone 0206 331069.

FOR SALE, bungalow, 3 bedrooms, bath, kitchen/diner, luxury fitted mahogany units, lounge (exp beams) oil c/h, d/g, double length garage, gardens back/front, patios, sunlounge off master bedroom, swimming pool 20ft x 10ft, cavity wall insulation, excellent dec condition, Price ORIO £149,950.00. Contact B. Waugh (ex Pc 1538) 0621 740086.

HABITAT BEECHWOOD extending dining table, seats six to eight, excellent condition, £70. Pc 1754 Bray, home telephone 0279 27973 or Nazeing Police office.

GOOD HOMES WANTED for cats and kittens. Telephone Miss S. Parsonsons, Colchester 211237.

VW GOLF MKII, 1985, diesel, sunroof, silver, 5-door, genuine 54 mpg, double headlamps, one owner, many extras, tinted glass, £3,500 ono. Ps Jiggins, Brentwood ext 5306, home telephone 0277 262212.

ON JULY 13, 1988, a group of Essex Police Cadets and Police Vocational Students started their nine-day hike along 168 miles of the Offa's Dyke long-distance footpath.

For those who don't know, Offa's Dyke was the fourth British long-distance footpath to be opened. It runs the entire length of the Wales/England border, from the Severn Estuary near Chepstow in the south to the sea at Prestatyn in the north. Throughout its length history is brought to life, not just by King

Offa's frontier earthworks, but by ancient hill forts, prehistoric trackways, old drove roads; by medieval castles set up to guard the English plain against deccents by Welsh hill men; and by the small market towns and villages which the path links.

As a result of their efforts a presentation was made at the Force Training School on February 17, 1989, when Superintendent John Rymes handed a cheque for £2,300 to Mr P. Whitehead of the Essex Physically Handicapped Association.

Can you help?

THE Essex Association of Boys' Clubs needs your help. It urgently requires volunteers to help with some legwork for their Jubilee Appeal, the Essex Show and other general appeal work on behalf of the Association.

If you have some spare time and feel you could and would like to help then contact Alan Cook, County Secretary for the Association of Boys' Clubs, PO Box 7, RHP Bearings Ltd, Bishop Hall Lane, Chelmsford, CM1 1PU.

BLOCK LETTERS PLEASE — ONE WORD PER BOX

Name and Rank

Station

Home telephone

Signed

Chelmsford CID Welfare Fund handed over a cheque for £2,376 to St John's Hospital Children's Ward on Thursday, 19th January, 1989. The money was raised throughout the year from various social and charity events. Chief Superintendent Alan Gilling and Detective Chief Inspector Tim Scothmer are pictured presenting the cheque at the police social club hall to Kay McMinn, Nursing Officer at the paediatric unit.

FIRST AID TEAM TOPS

THE FORCE FIRST AID team competed in the GPO Trophy Competition at Hadleigh Road, Ipswich on February 14 1989, and were placed first.

The Cadet Team were placed sixth out of nine entries. Force Team members were — Ps 328 Emberson, Wps 3100 Chilcott, Pc 725 Fitzjohn, Ps 50 Smith, Pc 1787 Menzies.

The Trophy is currently located in the Force Training School.

Ps 50 Smith



TO STAR OR NOT STAR

Recently Shepperton Studios were filming in the Southend area on a film called 'Killing Dad'.

Various help and assistance was requested by the director from officers at Southend. This included a request for a uniformed officer plus a clean area car to appear in a scene from the film. This request was authorised and Pc Vale was selected for this most important role. Unfortunately the film was running behind schedule and certain scenes had to be scrapped at short notice.

Below is an extract from a report written by a 'Nearly Star'.

'I wish to report with regards my intended participation in a film called 'Killing Dad' currently being filmed in the Southend area.

I would like you to know that I was overwhelmed at this opportunity of a life time; after all it's not every day you get selected to star in a major production alongside 'megastars'. However, after complying with your instructions and turning up 'on site' at the arranged time I was devastated to hear that my career in the film industry was to not even get off the ground as 'my' scene had been scrapped! Yes scrapped!

No-one will ever know! I feel that my acting potential should have at least been given an opportunity to flourish. As it is the public have been deprived of an outstanding talent.

Only they will suffer for it!

I had spent the week preparing myself mentally for this testing part and my wife, who incidentally I must thank for giving me every support and encouragement, suffered immeasurable anguish because of the extreme pressure placed upon our relationship by my rehearsals.

I had advised my wife that I would not be requiring 'tea' that evening as I had anticipated being 'spotted' and whisked off to Shepherds Bush or even Hollywood! Needless to say this didn't happen so I had to suffer my wife's wrath for messing her about.

What should I tell my daughter?! She believes her daddy is now a movie star! I must confess I may have over impressed upon her the size of my part. (My wife says size is something I have always had a tendency to exaggerate). I can see I am going to have problems explaining that through no fault of my own I was let down and now face a continued life in the shadows of the real stars.

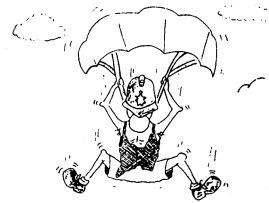
I also wish to point out that I spent three quarters of an hour cleaning the area car! by hand, (the car wash as usual, was u/s) and this resulted in my newly pressed creases falling from my uniform trousers. Had I therefore been required to perform, I would probably have had the odds of receiving an 'Oscar nomination' against me (because of my dishevelled state of attire).

I can only conclude that this was a practical joke from the off, intended to result in my total demoralization as a potential 'new wave, heart throb, actor'.

Was this the only way you felt you could successfully secure the washing of an area car!

C. R. VALE
Pc 1739

Force support unit dangling club



On Sunday, 25th June, 1989 twenty (20) members of the Essex Police Force Support Unit will risk life and limb by plummeting from a perfectly sound aeroplane with nothing between certain death and their continued well being other than a few square yards of flimsy material. This act of lunacy will be undertaken on behalf of the ESSEX POLICE MEMORIAL FUND.

This fund has been established by the Force Support Unit as their charitable aim for 1989. We have pledged to raise sufficient funds to donate to the Essex Police a permanent Memorial Stone and a Book of Remembrance, honouring all those officers who have lost their lives in the course of their duties since the inception of the Force in 1849. This will include all officers who have been engaged in Police duties within the entire County, both Essex County Constabulary and Southend Borough Police.

Your generous sponsorship is sought for this event, and all donations and pledges will be gratefully received.

ESSEX POLICE SUPERQUIZ

The final, held at Chelmsford Police Station on Saturday, February 25, was won by the Colchester team.

Pc John Hart and Sgt Gary White were the quizmasters.

BRAVERY AWARDS

At Grays Magistrates Court on the 8th February Pc David Foster and Pc David Cook were each presented with a Certificate from the Society for the Protection of Life from Fire and a Certificate from the Royal Society for the Protection of Animals.

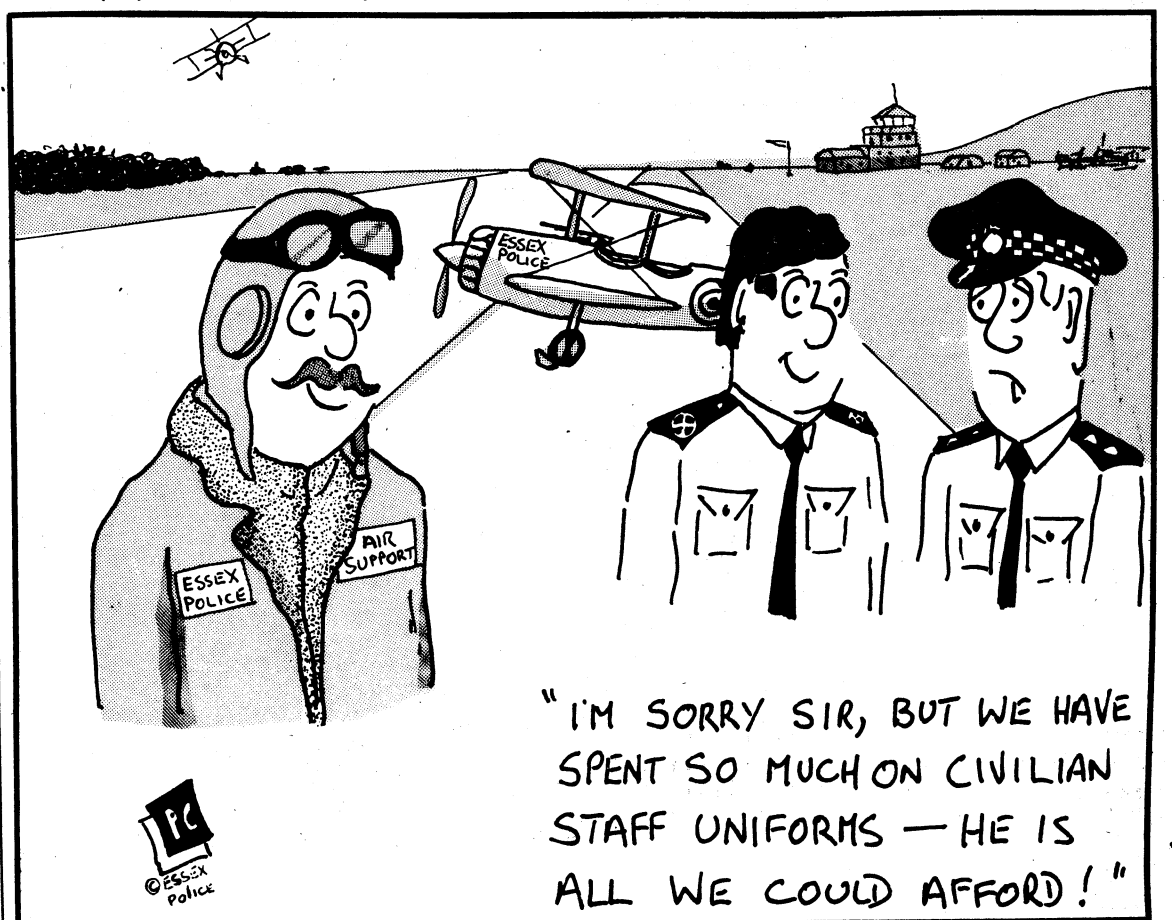
On Sunday, May 11, 1988, both officers were on patrol in Seabrooke Rise, Grays, when they noticed smoke coming from one of the old people's flats. Both officers having been told that

there was someone in the flat, entered the premises and found the elderly female occupant in the bedroom refusing to leave until her four dogs were rescued. Both officers led the occupant from the flat and whilst Pc Foster looked after her Pc Cook went back and rescued the dogs.

There is no doubt that but for the actions of Pc Foster and Pc Cook the occupant and her dogs would have perished in the fire.



Pc Cook (left) and Pc Foster with representatives from the RSPCA and Society for the Protection of Life from Fire.





CHARITY FOOTBALL MATCH



On Wednesday evening, 1st March, a crowd of some 1,200 spectators saw the Essex Police Football Club players take on All Star team at the Chelmsford City football ground for the Brian Bishop Memorial Challenge Cup. Proceeds from the match will be divided between the Essex Radio Dave Eastwood Leukaemia Fund and the Special Care Baby Unit at the St John's Hospital, Chelmsford.

The crowd saw the All Stars take the lead with an equaliser coming from Phil O'Connell, who quickly followed with a second goal to put the police in the lead. Just before half time Mitchell Springett scored to make the half time score two all.

The second half saw the All Stars field 12 men and the appearance of Mickey Allen for the Police. Despite being out numbered he managed to score two goals. Graham Moore scored the final goal for the police. The All Stars put up a brave attempt and managed one more goal in the second half to make the final score 5-3 to the police.

At the conclusion of the game the Chief Constable, Mr John Burrow

presented the cup to the All Stars team and all members of the All Stars team were each presented with a force tie.

During half time a raffle was held, the prizes for which had been donated by many football league times. Other articles donated by celebrities from sport and entertainment were auctioned by Essex Radio where over £2,000 was raised.

To date in excess of £5,000 has been raised for

the two charities involved.

Our thanks must go to all the members of the All Stars team for giving us their time and support, to all those who donated prizes and other gifts and to all those too numerous to mention for all their

help before, during and after the game. A special thank you must also go to Chelmsford City football Club who provided the use of the ground and other facilities and Rucanor who provided both sets of kit and the match ball.

Police Team

Paul Nichols
Andy Spince
Steve Shoesmith
Alex Deacon
Nigal Cockrell
Mick Cansell
Glyn Evans
Clive Day
Paul Bower
Mick Allen
Cliff Haines
Graham Moore
Roy Scames
Paul Gamman
Bob Sloan
Steve Jones
Phil O'Connell
Paul Smith

All Star Team

Tom McAllister
Dave Webb
Kevin Locke
Roger Osborne
Terry Neil (Capt)
Don Topley
Tony Hadley
Mitchell Springett
Alan Stephenson
Frank Lampard
Peter Taylor
Tony Mahoney
Peter Holmes
Graham Bannerman
Mark Ellery
Robbie Dee
John Radford.

Referee — Eddie Rhymes
Linesman — Mick Wood
Ian Box.

NEW CLUB FORMED

A NEW Club has been formed in North Essex — the first Rugby League Club in the area, and the first to represent the Tendring District.

Tendring ARLC has already attracted the backing of the British Amateur Rugby League Association (BARLA) and the region's Sports Council.

The club, who will join the London League in September, will be playing friendlies and have started training at Clacton Leisure Centre on Vista Road on Sunday mornings.

The open-aged team has a former National Coach and ex-Bradford Northern and Halifax manager, Albert Fearnly amongst its ranks and a former England RL Schools captain Bill Burney.

Players from Witham, Colchester, Ipswich and Harwich have already expressed an interest to be involved in the new ven-

ture, which is being supported by Tendring District Council.

On Saturday, March 18, the club celebrated its launch by organising a fixture between an Eastern Counties XIII and Ulver-



ston RLC, a top side in the amateur game from Cumbria, hosted by the district council.

The club is still seeking more players to secure enough friendlies in preparation for the entrance into the London Amateur League next Autumn.

Anyone interested or who would like further in-

formation should contact Keith Beech (Secretary) on Harwich 502147 or Albert

Fearnley (chairman) on Felixstowe 277180. Keith Beech (Secretary)

Invitation

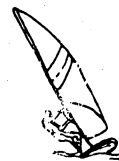
THE Southend Police Club extends an invitation to all members of the Force to make use of the club marquee during the Southend Cricket Festival from 19.7.89. — 25.7.89, when Essex County Cricket Club participate in the Britannic Assurance County Championships vs Kent and Yorkshire.

The ticket price to us this year is £3.20 weekdays (£1.50 under 14 and OAP's) and £4.00 (£2.00 for the Refuge Assurance match against Yorkshire on Sunday.

Usual bar and buffet service available. Tickets will be available from the club secretary at Southend ext. 6246.

Brian Taylor

SAILING CLUB



WINDSURFING

Dear Sir,

As editor of our only Police publication I wondered if you would be kind enough to give our sailing club a brief mention in The Law.

The club is still in its infancy and a lot of people as a result do not yet know that we exist. I am aware that the force has quite a few dedicated sailors, some very good, and I feel that there are people within the job who would like to take up the sport given the right introduction and encouragement.

The Essex Police Sailing Club consists of four

sections, WINDSURFING, DINGHY, OFFSHORE AND CRUISING, so as you can see there is something to cater for all interests. It is of course open to all employees including civilian staff and Specials.

The membership fee is £5.00 and for this meagre amount you get R.Y.A. affiliation, which give you access to most sailing clubs in the country, discounts at certain retail outlets and holidays. It also gives you access to the clubs sporting and social activities as well as putting you in touch with others who share the same

interests.

It does not matter if you are a complete beginner or do not own your own equipment as it is intended to buy a force boat, hopefully windsurfers will follow! Instructions can be arranged for novices and courses arranged for windsurfers, also crew members are in demand for the bigger boats and events. Full details can be obtained from Dick Houghton (Sec.) at Rayleigh CID.

With thanks,
Alan BATCHELOR (Windsurfing Sec.)
Southminster 773663

ESSEX POLICE CRICKET CLUB



A FORCE cricket trial will commence on Wednesday, May 3, 1989 at 2.30pm at Chelmer Park, Beehive Lane, Chelmsford. Current squad members are expected to make every effort to attend. Any person who may be interested in playing cricket for the force are welcome to attend. Refreshments will not be provided. Essex Police are to undertake for a third year a cricket tour in

Norfolk. The touring party will leave headquarters on the evening of Sunday 25th June, 1989 and will be staying in bed and breakfast accommodation at a hotel on Cromer seafront. Five matches have been arranged and we will arrive back at headquarters on the evening of Friday, June 30. The cost will be approximately £80 for accommodation and excludes spending money.

I need to know your intentions NOW so that the necessary arrangements can be finalised to make the tour another success.

If you cannot make the full week but only one or two days do not be put off get in touch anyway. For further information about the trial match and the tour please contact DC Adrian Scantlebury at Grays 0375 391212 x 4871.

ESSEX POLICE

ANNUAL ATHLETIC CHAMPIONSHIPS



THURROCK HARRIERS STADIUM

WEDNESDAY, 5th JULY 1989

DAY AT RACES

THAMES Valley Police are organising a "Charity Race Day" at Newbury Race Course on Friday, May 19, 1989. There will be a full days flat racing and proceeds will go to the POLICE CONVALESCENT HOME.

Admission is £6 (Tattersalls) and £11 (Club) with reductions for parties of 20 or more. So if you're a race-goer and fancy a good day out whilst supporting the HOME at the same time this could be for you. Further details can be obtained from Newbury Station (0635 — 31000).

Grays Division, as current holders of the trophy, will host the event. track administration being organised by John Barrett (Sports Club Secretary), John Hedgethorpe and Laurie Rampling. In recent years, the competition has suffered badly from lack of support. It is hoped that this year every division will provide a healthy turnout of

competitors. Remember this event is one from the 'Croker Cup' competition.

For further information contact Laurie Rampling at Grays ext 4872.

NB... There will also be a Tug 'o' War competition held during the afternoon. Details of teams entered (eight men per team) to be sent to PC 'Bob' Lawley at South Ockendon Police Station, as soon as possible. He will be in charge of arrangements for the competition, during the afternoon.

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