



RESTRUCTURING

Your little bundle of festive joy



CHRISTMAS fun began early this year for four-year-old Eloise Dunt when she was introduced to some of Santa's furry friends as they arrived at Police HQ for the festive season.

The cuddly dogs, rabbits and bears are all available from the HQ Canteen for the special Christmas price of £2.50 each. All the money raised from selling the little softies will go to charity.

Fog brings road chaos

HEAVY fog brought mayhem to Essex roads last Friday as drivers failed to heed warnings to slow down and keep their distance.

The A12 ground to a halt with 19 accidents in the space of one-and-a-half hours during the Friday morning rush hour. Fortunately no-one was seriously injured.

The entire Essex stretch of the M25 down to the QE II Bridge came to a standstill after a pile-up involving 15 vehicles, including seven lorries. Ten people were injured, two seriously, and the clockwise carriageway was closed for four hours.

Traffic cars had to be diverted from other areas of the county to deal with the spate of crashes.

And there was more misery for drivers on the M11 heading home for the weekend. A lorry jack-knifed across the central reservation, forcing closure of the north-bound carriageway at Junction 8.

Tailbacks of more than seven miles built up as the road was closed for four hours. The lorry had been carrying a 16-ton gearbox which broke its chains and caused extensive damage to the road surface.

HQ-based traffic inspector Dave Howard said, "It was the same old story - drivers going too fast and travelling too close to the vehicle in front."

Response car crash injures young Pc

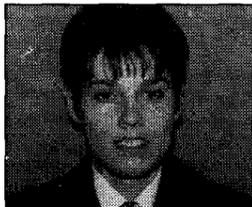
A YOUNG policewoman was seriously injured when a police car crashed and overturned on a response call to a street fight in Southend last weekend.

Probationer Hayley Taylor, 21, who was in the front passenger seat of the marked Sierra, was trapped for more than 90 minutes and suffered a broken pelvis and thigh bone.

Earlier this week Hayley, who joined Essex Police eight months ago, was still in intensive care at Southend General Hospital.

The accident happened in Prittlewell Chase at about 1am on Saturday, November 27 when the car was heading for a reported fight involving about 20 youths with wooden planks.

The car went out of control on a right hand bend, mounting the central reservation and crashing into a lamp post. Driver Pc. Tim Davis, 28, suffered minor injuries.



Pc Hayley Taylor

MOVES AHEAD

ESSEX POLICE is moving ahead with an ambitious programme to replace its 20 existing divisions and sub-divisions with ten policing areas by April 1.

The restructuring, which aims to remove a layer of management and increase responsibility at local level, was agreed at a two-day conference of senior officers held at Wivenhoe earlier this month.

It was a key stage in a four-year programme to develop the way the Force is managed.

A project team has been set up to oversee the changes which will have to take account of staffing issues, workloads, technical systems, buildings and equipment.

The new structure will see Braintree and Saffron Walden sub-divisions linked into one command unit, the Borough of Southend policed as one area, and Harlow linked up with Epping and Brentwood.

PROJECT

The Castle Point area will be linked with Rayleigh and Rochford, and Basildon, Billericay and Wickford will form a single unit. The existing sub-divisions of Thurrock, Chelmsford, Colchester and Tendring will remain unchanged, and Stansted Airport will continue to be policed as a separate unit.

Managed by Supt. Lee Weavers, the restructuring project team consists of Chf. Insp. Paul Stanley, Moira Green, Det. Inp. Will Kennedy, Kathy Heaysman and Insp. Ray Andrews.

A liaison officer for each division or HQ

department was appointed this week, and contact officers at sub-divisional level will be appointed soon.

The project will have to take on board the implications of the Audit Commission report "Helping with Enquiries: Tackling Crime Effectively" and the PRG report on reducing admin-

by Jenny Grinter

istrative burdens.

The forthcoming Police and Magistrates Bill, due to be introduced to Parliament next month, and existing Essex Police projects such as the new computer system EPICS, and the Force Information Room (FIR) will also be considered.

Already the team has been sounding out officers on division and from different departments to establish their reactions and concerns.

MEETINGS

To deal with staffing issues and anxieties, Chf. Supt. John Rhymes has been seconded to the personnel department at HQ. Acting Chf. Supt. Tony Boreham has taken on his role as Chelmsford Divisional Commander. Mr. Rhymes' first task is to arrange individual meet-

ings for all officers of inspector rank and above.

He will be aiming to ease fears about the way Government plans to abolish the ranks of chief superintendent and chief inspector will be introduced in Essex, and build up an accurate picture of these officers' plans and expectations.

UNCERTAINTY

Discussions will also take place with civilian staff and staff associations.

A tight timescale has deliberately been set for the restructuring to avoid long periods of uncertainty.

To keep Essex Police staff fully updated, the Television Unit is currently working on a video, and a further issue of the "In Touch" newsletter is planned shortly.

INSIDE

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FEDERATION NOTES . . . FEDERATION NOTES . . .

Still cautious over Sheehy



● By Brian Pallant

BY NOW you will all be aware of the Home Secretary's announcement concerning the Government's response to the Sheehy Enquiry.

Michael Howard has rejected a number of recommendations but has made it clear major changes in the pay structure and conditions of service will come into place by September 1994 with changes in rank structure by April 1995.

The response from the media to the Home Secretary's announcement was to talk of victory for the Police Federation. However I would urge some caution.

It is true to say we have been successful in getting the Home Secretary to reject some of the recommendations, however those left will be placed before the Police Negotiating Board where it is hoped agreement can be reached on a package which the Home Secretary requires by April 3 1994. Those areas where agreement cannot be reached between both sides would have to go to arbitration.

It would appear from the Home Secretary's comments he is looking for the Police Negotiating Board to reach agreement around the parameters of the Official Side's further response to Sheehy. Your negotiators nationally will be working hard over the next six months to reach the best deal possible for its members.

To assist members I have set out the key areas and where we are with them.

Fixed term appointments

These will be introduced for new ACPO appointments and may be extended to superintendents later on. They will not apply to the federated ranks.

Rank structure

While the ranks of Deputy Chief Constable, Chief Superintendent and Chief Inspector will be abolished, the Chief Constable will retain the discretion to appoint an Assistant Chief Constable to the post but not the rank of Deputy Chief Constable.

It will be for the chief officer to decide on the regrading of officers who are currently serving in the ranks to be abolished. Their current salaries will not be reduced as a result of regrading. The Home Secretary requires the new rank structure to be in place on April 1 1995.

Officers in the federated ranks who are affected by these proposals will face a period of uncertainty. In Essex, your Joint Branch Board is already in talks with chief officers via the Joint Negotiating and Consultative Committee and I will keep you abreast of the situation as it develops.

The Federation, in its evidence to Sheehy proposed that the ranks of Chief Inspector and Superintendent be merged with existing Chief Inspectors being paid as Superintendents.

While the Home Secretary has clearly not accepted this proposal as it stands, neither has he ruled out the upward grading of these ranks.

Pay, overtime and allowances

The Home Secretary has rejected the Sheehy proposals for performance-related pay and the pay matrix.

Instead, he has asked the Police Negotiating Board to consider proposals submitted by the official side in response to the Inquiry Report.

The Official Side's proposed main

points are:

CONSTABLES - A 14 point scale starting at £12,744 (as at present) rising to £22,494 by equal £750 increments.

● The starting point salary would be paid during initial training. Thereafter, officers would be placed on one of four salary levels depending on their age, experience, attitude and individual circumstances together with the prevailing local labour market.

● Incremental progression subject to satisfactory service up to the 10th point but increments could be withheld or accelerated.

● Beyond 10th point one extra increment if most recent appraisal was "commendable", two extra if "outstanding". These could be withdrawn if subsequent appraisals were not commendable or outstanding.

● One or two extra increments could be paid if duties or working conditions were "substantially more onerous" than the norm.

SERGEANTS - Proposed structure has same characteristics but the scale is shorter (eight points) starting at £20,244 and rising to £25,494.

● Serving officers would have to be assimilated to the new scales on the next highest point. The cost of this (£64 million), say the Official Side, would be deducted from the 1994 pay up-dating, with the assimilation taking effect from September 1 1994.

INSPECTORS - An increase of the minimum starting salary for inspectors to £25,494 rising to a maximum of £33,141. These compare to the present scale for inspectors and chief inspectors which start at £23,337, going up to a maximum of £29,472.

● The proposed new starting salary (which butt ends with the sergeants' maximum salary) contains an increase of over £2,000 which "buys out" their paid overtime and is in line with the Home Secretary's decision to abolish paid overtime for the inspector rank.

● The proposed new structure consists of a range to be applied locally.

● The only national requirements being that the top part of the ranges would be reserved for those with "outstanding" or "commendable" appraisals.

● The maximum of the inspectors' scale butt ends with minimum for the proposed scale of superintendents.

It will be necessary to develop an approved appraisal system with regard to the above recommendations.

The Home Secretary has suggested that the Police Training Council and, in particular, the Working Group on staff appraisal and career development, will carry this work forward.

Pay levels

The Home Secretary has effectively done away with the Edmund-Davies Pay Formula. He does accept there should be a linkage to "a private sector benchmark" but rejects the median of private sector white collar pay as recommended by Sir Patrick Sheehy.

This is one of the areas that the Police Negotiating Board will be asked to look at and make recommendations within the framework of the Official Side's response.

Pay up-rating

The Home Secretary has accepted the Inquiry's recommendation with regard to the up-rating mechanism but this will happen on an annual basis and not as recommended in the Inquiry Report.

Pay additions

The Home Secretary has accepted the Inquiry's recommendation that housing allowance should not be paid to new recruits joining the service on or after September 1 1994. For serving officers at that time housing or transitional rent allowance will be frozen at existing levels.

Buy-outs will not be available nationally, but individual forces will be free to offer buy-outs if they so wish. This means there will, effectively from September 1, 1994 be a two tier pay system.

I have received many queries in the Federation Office with regard to officers in provided accommodation, and how they will fair from September 1 1994. I cannot answer that, as the Home Secretary has not indicated anywhere in his statement what will happen to officers in provided accommodation.

I understand the Home Secretary will shortly be submitting draft regulations on housing to the Police Negotiating Board for their comments.

I have already raised the matter with the Chief Constable at the Joint Negotiating and consultative Committee and we will progress the matter further as soon as we are aware of what the Home Secretary has in mind for his draft regulation.

Overtime

It would appear the Home Secretary has rejected the Sheehy proposals for the abolition of paid overtime work other than on a rest day or public holiday. He has said that where officers are required to work for a significant periods outside normal hours, they should know what recompense they are entitled to. On overtime, he has noted the A.C.P.O. and Official Sides' proposals on the matter and submitted this to the Police Negotiating Board.

The Official Side's proposals for constables and sergeants are:

● Time off in lieu at plain time rate but if, because of exigencies of duty, time off is not possible, payment should be made at plain time rate.

● Public holiday working should be compensated by a day's leave in lieu only.

The Official Side proposed that official rest day working arrangements should remain for constables and sergeants.

Inspectors would no longer be paid for working outside scheduled hours but would be deemed to hold twenty-four hours responsibility and, therefore, be paid an all-inclusive salary. The Official Side proposes to include an increase in the minimum starting salary for inspectors of over £2,000 per annum to compensate for this.

If the figure over £2,000 is not finalised at the police Negotiating Board this may well end up as a local negotiation issue.

The proposals are, in essence, a return to plain time for overtime working. This takes us back more

than thirty years.

Other Allowances

The Home Secretary has proposed all other allowances should, in future, be determined at local, rather than national level. He has invited the Police Negotiating Board to make detailed recommendations on this matter.

The determination of allowance at local level would appear to be the first step down the line to regional differences in pay and remuneration.

Paid sick leave

The Home Secretary has accepted, in part, the Sheehy recommendations that paid sick leave should be restricted to six months on full pay and six months on half pay. However, he has stated that the entitlement to sick leave on full pay will be for the first six months sick leave in any one year. This needs clarification as it could be read as meaning the officer who is on long-term sick can revert back to full pay again for the first six months of the second year.

Pensions and related benefits

The Home Secretary has rejected the Sheehy proposals that officers of all ranks should be expected to serve for forty years to qualify for full pension at sixty.

However he has indicated the Home Department will undertake a full review of the police Pension Scheme including provision for retirement on ill-health grounds. This review is expected to be announced in mid 1994 with no change before then.

I understand from comments made by the General Secretary of the Police Federation that any changes to be made to the pension scheme are likely to be for new recruits only and not for serving officers.

Police Negotiating Board

Despite strong recommendations by Sheehy for re-structuring of the negotiating machinery, the Home Secretary has only accepted one recommendation - that chief officers should join the Official Side of the Police Negotiating Board as members, except where it affects their own rank. In all other aspects, the present structure will remain unaltered.

Staff Associations

The Home Secretary has rejected the recommendation for changes in the arrangements whereby time spent attending staff association meetings may be treated as duty time. The Home Secretary has not, so far, indicated any change to the status or funding of the staff associations but we will await publication of the Police bill before we are certain on this matter.

You will see that the future of the Police Service now lies firmly with the Police Negotiating Board.

I only hope that, if and when a agreement is reached the Home Secretary, if not in agreement, resists his right to veto those decision and implement his own. You will recall that a previous Home Secretary, David Wadington, did just that with regard to the arbitration decision on housing allowance.

With regard to the rank structures, this is an area that might well be able to be resolved better after the force re-structure has been decided later this year.

The Law OPINION

First there was SDS now there's P.E.P. It seems management-speak is the order of the day at the moment - whatever next many officers and support staff must be thinking.

But behind the trendy abbreviations and American business jargon, P.E.P. appears to make a lot of common sense. It's so simple you wonder why you've never thought of it before.

Yet judging by the paperwork mountains lying around HQ and various stations and cries of 'cut the paperwork and get us out on the beat' from operational officers it seems very few people have considered this effective, if simple approach before.

Whether it is adopted by staff forcewide remains to be seen, but there's no doubt the idea of P.E.P. has hit a nerve.

While workers in industry have made dramatic improvements in productivity over the last 20 years, largely through automation, one study reports a mere four percent increase in white collar productivity over the same period. And that's despite computers and other hi-tech office gadgetry.

No wonder then that shredders and bins have been working overtime over the past few weeks.

But if throwing out all those old files and letters has been a painful process, console yourself with this thought - whether P.E.P. transforms your life or makes not a jot of difference, the literature you received on your training day will end up in the same place.

For P.E.P. tells us to throw away anything we no longer use so if we become converts who needs all that paperwork hanging around?

So once you've taken the message of P.E.P. grab your pack and hurl it in the bin. Do it now! The gurus at IBT will be proud of you.

Now, where on earth did I put my wages cheque?

The editors would like to make it clear that the views expressed in this opinion column reflect those of the Editors and not those of the Chief Constable or any other member of Essex Police.

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Newman's guide to safe pop

BENFLEET Chief Inspector Ray Newman has played a key role in producing a national guide to promote safety at rave parties and pop concerts.

The guide, published jointly by the Health and Safety Commission, The Home Office and the Scottish Office was released early this month and marks three years of work in response to calls for guidance from concert promoters and councils.

It was commissioned in the light of increasing public concern about the safety of crowds at raves and pop concerts, particularly following two deaths at a pop concert at Castle Donington, Leicestershire in 1988.

Chief Inspector Newman was picked as the only police officer in the country to help write the guide because of his experience of dealing with the Acid House phenomenon in the late 1980s and early 1990s.

With thousands of youngsters converging on the unlicensed all-night gigs, often held in warehouses or marquees, Essex Police helped set up a special Acid House intelligence unit at Gravesend, Kent, of which Mr Newman, then a D/I was in charge.

So when the 'Guide to Health, Safety and Welfare at pop Concerts and Similar Events' was being drawn up, C/I Newman was a natural choice to join the working party.

The guide advises organisers and contractors on the safe running of concerts and assists local authority inspectors, licensing officers and fire officers drawing attention to the relevant legal requirements and existing standards.

The guide can apply to all pop concerts and similar events such as raves and contains advice which covers the different types of venue in which concerts take place ranging from small clubs and purpose-built halls to warehouses, sports stadia and green-field sites.

Issues examined in the guide include crowd management, the safety of barriers, safety of temporary structures, electrical safety, sound levels, means of escape, fire-fighting equipment, emergency procedures, first aid, welfare services and sanitary arrangements.

Chief Inspector Ray Newman said: "It was never intended to ban these events. We just wanted to stop unlawful parties with all the risks. This common sense guide should ensure people can enjoy themselves safely."

DNA led detectives to Fiona's killer

THE KILLER of Colchester teenager Fiona Gallant was trapped by the technique of DNA genetic "fingerprinting".

Father-of-four John Henry Bell from Stockport got six life sentences at Chester Crown Court last month after being convicted of Fiona's rape and murder and a series of other sex crimes.

Fiona's body was found dumped beside a layby on the A12 in December 1987, just days before her 19th birthday. She had been strangled.

The search for her killer had taken nearly six years. Detectives had taken more than 2,000 statements and exhausted every possible line of inquiry, including an appeal on the BBC Crimewatch programme.

After initially concentrating on acquaintances and locals, detectives quickly turned their attentions to tracing a lorry driver who was seen talking to Fiona shortly before she disappeared.

They set about interviewing every lorry driver who

By Jenny Grinter

had visited Colchester on the day of Fiona's death. During the inquiry, a total of 855 potential suspects was traced and eliminated.

CID officers took 606 blood samples to carry out genetic fingerprinting tests against semen found in Fiona's body.

Although the file was never closed, the trail had gone cold when the National Criminal Intelligence Service picked up a possible link with the rape and attempted murder of a North Wales schoolgirl, who was left for dead on an Anglesey beach last year.

Bell had turned himself in to a solicitor claiming the 15-year-old had consented to sex.

Thanks to DNA profiling, Colchester detectives were able to provide a positive match between Fiona's killer and Bell. With so many similarities between the two attacks they were confident they had their man at

last.

The battle was on to prove it. Bell's wife confirmed that the former lorry driver had been to Colchester at about the time Fiona was killed.

But the case hinged on the scientific experts marshalled by prosecution and defence to argue out the statistical likelihood of a DNA match during the four-week trial. The jury convicted Bell of Fiona's rape and murder by a 10-2 majority.

They also found him guilty of raping, bugging and attempting to murder the Welsh schoolgirl, and raping a 24-year-old woman in Stockport. He was cleared of another rape of a 16-year-old in Cheshire, also in 1987.

Det. Chief Insp. Clive Seal said he had never given up the hunt for Fiona's killer. "We promised Fiona's mum and dad and the rest of her family that we would never give up. They have never lost faith in us.

"I am very pleased with the result for them, and for the people of Colchester who were consistently supportive from the first day of the inquiry."

P.E.P. TALK FOR ESSEX!

Do it now philosophy aims to cut paperwork

By Paul Dunt

PAPER MOUNTAINS all over the force are being climbed and hacked away at this month, as officers and support staff undergo the P.E.P. experience.

The Personal Efficiency Program or P.E.P. for short, may sound like management-speak, but Essex Police has put such faith in the idea that is spending thousands of pounds preaching the philosophy to all its officers and support staff.

Over the last two years, all officers from Chief Inspector rank up have been P.E.P'd, but now the force has purchased the franchise to the idea and has trained up six people to bring the idea to office staff and has trained up 25 more staff to teach P.E.P. to operational officers.

Essex Police is the first Force in the country to adopt the P.E.P. approach to work.

The main philosophy behind P.E.P. is "Do it Now!" and already major companies such Lloyds, Spillers, SmithKline Beecham and Abbey National have taken the idea, marketed by the Institute for Business Technology, on board.

According to Ron Hopkins, Operations Director for IBT, many people's lives have become controlled by their paperwork, whereas the idea of P.E.P. is to put the individual back in charge by organising their projects and paperwork into an efficient system.

This makes P.E.P. perfect for desk jobs, but a slightly different version, Operational P.E.P. is also proving to be effective for police officers on shift.

The "Do it Now" philosophy aims to make a major impact on paperwork by ensuring that papers, such as letters, faxes, requests are handled only once to save time. Research carried out for IBT has shown that in some organisations a piece of paper can be handled up to 30 times before any real action is taken on it.

"Do it Now" also means workers have fewer distractions and so concentrate better, catch problems while they are small and also mean you won't have to worry about not doing things or waste time explaining to others why you haven't completed a task.

Once that basic philosophy is in place a system incorporating the In, Out and Pending trays, archive and project files and the diary is put into effect, keeping paperwork to a minimum by getting rid of unnecessary clutter and papers that are available elsewhere.

'Sworn to serve' out soon

THE WAIT is almost over for the arrival of Inspector Maureen Scollan's book 'Sworn to Serve' which takes an in-depth look at the history of Essex Police.

Originally due to be released in the last week of October, the printing of a rival publication 'The Downing Street Years,' by a certain Baroness Thatcher, meant there was no alternative but to push Maureen's launch date back to December.

However the delay means Maureen's book is beautifully timed for Christmas and the TV mini-series looks a sure bet for the New Year. Providing there are no leaks to the press beforehand, the books should be available for general release on December 7.

However if you planning on coming up to HQ to collect your copy please phone Insp. Scollan first to check the latest details. For further information on 'Sworn to Serve' please contact Insp. Scollan on Ext 2825.



One more mountain to climb! June Clare, of the Press Office, with every P.E.P. trainers nightmare!

Top bobby's Major meeting

MISTLEY bobby Alan Coley is a major success when it comes to community policing and the Prime Minister has presented him with an award to prove it!

Pc Coley, 38, was named Essex Community Constable of the Year last month and just missed out on the national title, reaching the last five after being short-listed from 36 officers nominated by forces all over the county.

He was presented with his award by Prime Minister John Major at London's Guildhall, but away from the flash of the cameras, Pc Coley says he is no better than his colleagues.

"I am no better than any other community officer. I just happen to have had some nice things written about me," said the modest officer who lives in Lawford and has been working his Mistley patch for the last five years.

He believes his nomination was partly due to his work with the youngsters at Jacques Hall, a special school at Bradfield as well as his involvement in community activities outside working hours.

He is also a trustee of the Manningtree and Mistley Welcome Home and Memorial Fund, a governor of the Manningtree school and a Police Federation representative.



Pc Coley meets Prime Minister John Major.



LAW Letters

The Law makes me feel part of the Force

I READ with interest your readers letter from Mrs Brooks in the October issue of *The Law*. It concerned Mr Cooper receiving the Malta Medal.

I also read the article about Mr Cooper and was surprised to see that he had served in the RAF in 23 Squadron. I too have had information that I am to receive the Malta Medal and as I also served with 23 Squadron in Malta, Sardinia and Italy with mosquito's (the wooden wonder) so I took the trouble to ring him.

To my surprise Mr Cooper was with me in all those areas and we had a good chin wag about some of those times. I hope later I will be able to visit him and go over

some more of those far away war time experiences.

I say far away, as I am getting on for 74, but it seems we are not forgotten, as not only am I too to get a medal but I have only just recently received a war pension payment for all the bombing I went through in the Western Desert and Malta!!

I have heard it expressed that *The Law* is a waste of time. Not to me it isn't as it makes me feel part of the force even if I have never been in the police.

Patrick Rea-Allison,
Chief Co-ordinator Thundersley
Neighbourhood Watch, Crime
Prevention and Drug Prevention Panels.

Keep up the good work

IT WAS with great pleasure we read in the local paper this morning of the compliments bestowed on Pc Coley for his work as community constable. My wife and I feel we must add our appreciation also.

We came to Mistley section in the late fifties when the old police station was still in being and enjoyed every minute.

It has been great in recent years to hear the locals again talking of Mistley police and especially Pc Coley. Well done - keep up the good work. Best wishes for your future career.

Ex Ps W.H. Johnson,
Lawford,
Manningtree.

Where have all the policemen gone?

WHERE have all the policemen gone? That is a question asked of me by relatives and friends knowing I was once in the job and I don't really know the answer.

I can only reflect on what it was like in Southend in the 1950/60s when at Southend Sub Division there were three shifts of over 20 men.

Then there were two men on the lower end of the High Street and two on the upper part and one was on the fronts all the time and one on the backs, swooping over on the hour or thereabouts, 24 hours a day, outer beats equally covered.

No doubt in other major towns in Essex it was the same, all wearing helmets.

Comparisons are odious it is said and we have to remember that there was nothing like the traffic on the roads then, or the amount of crime.

Nevertheless the older generation who remembered the old times when there was always a policeman around you could ask the time or directions, sometimes wonder what has happened.

It seems there is now such a diversity of police operations that this style of policing with the present manpower is difficult to undertake, despite increased establishments and more aids in the whole police procedure.

Would a policeman on the High Street prevent the shop ram raiders or the cheeky thief who, during the night, climbed the front of a bank building in a main well lit main road

removing a security camera fixed to the wall? I wonder, but I think most people would say that a helmeted policeman in the vicinity might have prevented such a crime.

In the same period mentioned earlier, police did all the traffic control and although in peak summer conditions the traffic was very heavy, things always flowed. Nowadays we see vehicles parked and driven over public footpaths, parked in dangerous positions and so on.

A relative of mine last year was knocked down by an adult riding a pedal cycle on a public footpath and to see somebody actually with lights on their bicycles during the hours of darkness is quite unusual.

I suppose these are all minor matters in these times, but where will it all end and the question is "Where have all the policemen gone?"

Hopefully one of you readers can put us 'old uns' right on the subject.

P Pewsey,
Hamstel Road,
Southend.

Thank you from Peter Simpson

MAY I use *The Law* newspaper to express my thanks and appreciation for the many good wishes received on my retirement from Essex Police.

The number of messages received has been overwhelming and reflects the friendship and kindness extended to Majorie and I since we returned to the county 12 years ago.

I consider myself both fortunate and privileged to have served as an Essex Officer and I am very grateful to everyone, police officers, civilian staff, traffic wardens and special constabulary, for their quite exceptional help and support, so willingly given over the years.

I take with me many happy memories of a very professional organisation providing a policing service that is second to none.

I am proud to have been a police officer in my home county and I wish all members, past and present, every possible success in the years ahead.

Peter J Simpson.

Send your letters to The Law, Press Office, Headquarters, PO Box 2, Springfield, Chelmsford, CM2 6DA.

Special thanks

MAY I, through *The Law*, thank all friends and colleagues who attended Jack's funeral on October 13.

A very special thank you to Pete and Andrew Boreham, who both attended in uniform. It was very much appreciated by myself, son Garry and daughter Jackalene.

Donations to the British Diabetic Association on Jack's behalf reached £553 - I thought it appropriate that I made it £663 which was Jack's number for 27 years in the Force.

Lena Dean,
St. George's Road,
Great Yarmouth, Norfolk.

Borough's back

HAVING just read Issue One of the new "In Touch" newsletter, I see that divisions are to go, and Command Units are to be introduced. I also see that the Borough of Southend will be policed as one area.

This is obvious progress, perhaps in a very short while the Borough will break away from Essex Police, and then be issued "White Helmets" for the summer time.

As an ex Borough man, it's nice to see progress in the making exactly 25 years to the day.

Mr. V. A. Wilcockson.

Do we need a charity group

I AM currently researching the possibility of a requirement for the formation of a charitable/voluntary organisation open to all serving officers and ex police officers, their families and/or companions.

It is possible that the proposed association could fill gaps left by the Essex Police Charity Fun Day Committee, the Welfare Office and the Benevolent Association.

Court capers

AN OFFICER was recently sitting behind the CPS at Chelmsford Magistrates Court whilst the court dealt with a man for no test certificate.

Having considered the matter the chairman said to the defendant: "Now this really is not good enough young man. You must realise that any car over two years old needs an MOT certificate before you use it on the road."

Silence fell over the court and the CPS leant over and whispered to the officer what everyone else was thinking: "I don't suppose the chairman has any cars over two years old."

PS Andrewartha,
Chelmsford.

It would need to be an independent body, not embraced by the Essex Police framework, with a declaration of intent along the following lines: "Without drawing any moral conclusions, this Association undertakes to attempt to address any hardship experienced by any serving or retired police officer and/or his/her family/associates. The Association will also seek to obtain resettlement advice aimed at securing new careers for those leaving Essex Police for whatever reason."

Clearly this independent association would need funding. A full membership of serving Essex Police officers subscribing £1 per month, would realise an income of about £3,000.

Independence would obviously be costly, especially when one considers office leasing, stationery, research, travel, equipment and the like.

I would appreciate all comments from whatever source, including NARPO and the IPA.

Do we need such an association or are we adequately served by the organisations mentioned?

Frank Holden (Pc 1850),
Secretary, Essex Police Charity
Fun Day Executive Committee.

Clacton's tribute to Pc Bastow

MY FAMILY and I would like to thank all officers and personnel at Clacton Police Station for your strong support during Byron's short illness prior to his sudden death on November 6.

In particular, my thanks to A shift for the wonderful turnout at the funeral. It was a source of great strength seeing you there in uniform, and to see all the others who attended.

For that to be possible, my thanks to B shift who voluntarily came on duty early, so that Byron's shift could attend.

As well as losing my dear husband, we have all lost a great friend. He would have been very proud of the support you have given.

Jane Bastow,
The Street,
St. James Sth Elmham,
Halesworth, Suffolk.

Offbeat

Bizz Fuzz

AS EVERYONE knows, security alarms do seem to have the habit of going off at the strangest of times and their buzzing and beeping doesn't always mean an intruder is on the prowl.

So after attending several false alarm calls at a Saffron Walden company, crime prevention officers wrote to the owner to try and solve the problem and the reply received back brought smiles to their faces:

"One of our problems in the past has been that alarms have gone off due to small insects etc getting into the alarm detectors.

"Our original alarm company sprayed the detectors but this, unfortunately, is not a policy which the new company has adopted and I believe insect invasion may have been the source of some of our more recent problems.

"Regrettably, on this last occasion the alarm was set off by a member of staff and, although we hate to admit it, we feel that spraying her would have very little effect. (Mind you, we are prepared to try.)"

Head Bangers

However a quick shower of cold water would have been more useful when Saffron Walden officers again were called to a house after an irritated neighbour had reported a noisy headboard!

The 'incident' turned out to be a couple making love, but in the true traditional of service delivery standards officers advised them to move their bed away from the wall or put padding behind it. What next? The Good Sex Guide according to Essex Police?

Birds of a Feather

And while officers strive to tackle every kind of incident, the force is always ready to make sure exactly the right officer is sent along to sort things out.

So when reports of a dangerous dog came in from Billericay, Pc Savage was ready to follow up the leads and when a heartbroken bird-keeper phoned in from Maldon to say his aviary had been broken into, Pc Twitchet flew to the scene.

Out of Touch!

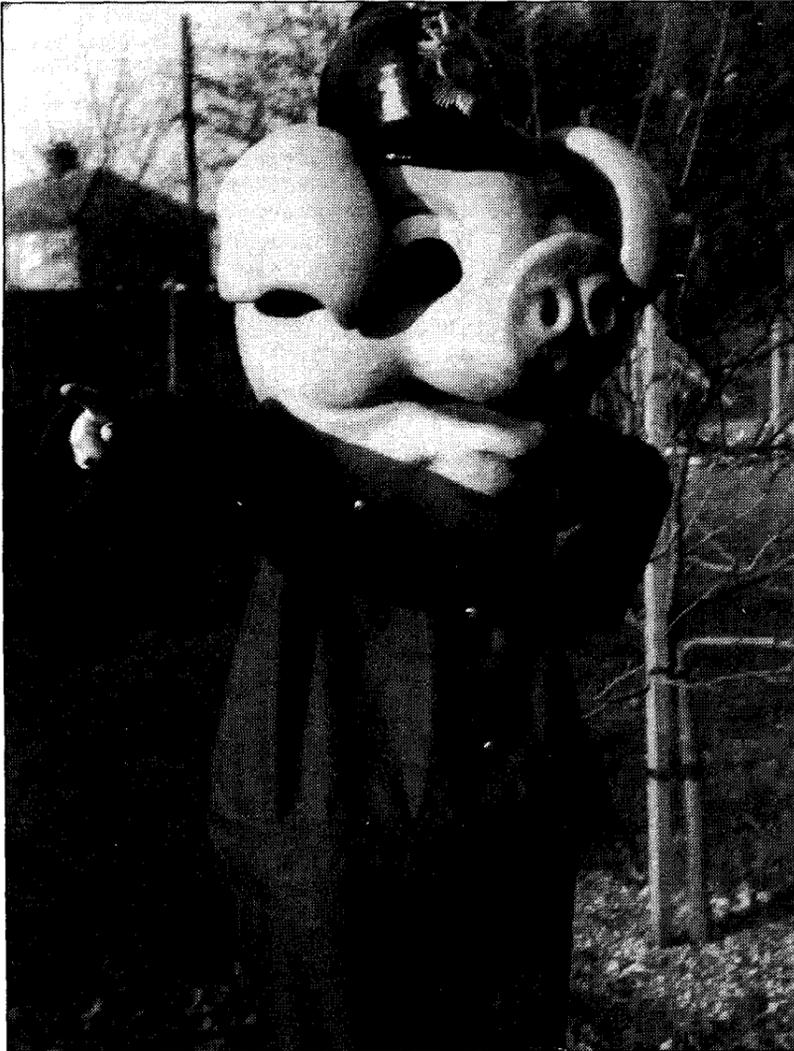
But we are not always perfect, as the most recent publication from the Press and Information department demonstrates after officers were tasked with thinking up a title for a newsletter designed to communicate the decisions made at Wivenhoe to the Force.

After using up a considerable amount of grey matter, the press office gurus came up with the catchy title of 'In Touch' which was adopted printed white on a blue background.

All was fine until one bright spark pointed out that 'In Touch' was also the name of one of the local Conservative Party's local newsletters! No doubt Michael Howard will be delighted.

'Staff to be given the protection and backing they deserve' IN TRAINING FOR AN EQUAL FUTURE

Piggy bank for Albania



Pc Trotter prepares to head out on patrol.

MEET Essex Police's newest recruit — Pc Trotter — who will be spearheading fresh efforts to raise money for a cash-starved Albanian hospital.

For when it comes to taking home the bacon, the '999 to Albania' team are hoping this cute copper will be a real sizzler.

And the friendly piggy, Pc 999 of the 'Porkshire Constabulary', is sure to be a big squeak with the county's children when he begins his official engagements next month to raise funds for the fledgling east European democracy.

Pc Nigel Donkin, of the '999 to Albania' team said he also hoped Pc Trotter would prove a fun way of introducing youngsters to the police.

"He's a really friendly character and I'm sure the kids are going to love him," said Pc Donkin, who is based at Rowhedge.

However, the porky policeman will not have to spend all day pounding the beat on his trotters since plans are already afoot to equip him with his very own police 'car' - a converted milk float!

Eventually Pc Trotter will be helping to promote in the new year will include a 'Giant

Pooh Sticks Race' and a 'Worm Charming' competition where competitors will each have a square patch of field and attempt to encourage some wiggly worms to the surface.

But Pc Donkin and the '999 to Albania' team are still anxious to hear from anyone who has any other fund-raising ideas for the new year and the wackier the better! If you have an idea then please contact Pc Keith Brookes, detached beat officer at Roxwell on (0245) 248243.

The '999 to Albania' team are also keen to find anyone who has any unwanted equipment and stalls for a fete they could use and indeed anyone

who wants to volunteer to help the team in the future.

"We are keen to involve more people in the appeal, particularly in other parts of the county and we have arranged an Open Meeting at the assembly hall Police HQ early in the new year to bring it to a wider audience," explained Pc Donkin.

Meanwhile the team are concentrating their efforts in Albania on renovating and equipping a laundry at a maternity hospital which is in desperate need of repair. For more details of the appeal or how you can help contact Pc Donkin at Rowhedge Police Station or Pc Brookes at Roxwell.

ON THE BRUSSELS' BEAT

Four senior officers had a flying visit to Brussels last week to meet North Essex Euro-MP Anne McIntosh and learn first hand about the European Union's new internal security powers.

Acting Deputy Chief Constable, Geoffrey Markham, Det Supt Graham Furnival, Chief Inspector Doug Adams and Chief Admin officer Peter Crook had high-level briefings with senior Commission officials, the EC Drugs Unit and the Chairman of the European Parliament's Committee of Internal Affairs.

While in Belgium, they also met for a working lunch with the head of the Brussels Vice-Squad, Inspector van Cleynebrengel.

Miss McIntosh said she was delighted to welcome Essex Police to the European Parliament to see how European co-operation can assist in their fight against crime.

BY 1996 all members of Essex Police will have received training in Equal Opportunities.

Two day courses have already been run for 350 managerial staff but from this coming January all other civilian staff, sergeants and Pcs will attend the twice weekly courses at the Essex Police Training Centre. Special Constables will also be given the opportunity to attend.

The ambitious move comes alongside the introduction of a new Equal Opportunities Statement which has been updated and revamped and outlines more clearly the services commitment to the issue. A further statement on Harassment At Work has also been published.

Civilian Training Officer, Joy Galliers says on the whole reaction to the courses so far has been positive, though course members were initially sceptical.

She added that some officers however were not 'forward thinking' and went as far as to put women bosses in the same bracket as drug addicts and hooligans!

According to a recent in-force survey, 47% of female officers ques-

By Ian Deal

tioned said they had suffered from some form of harassment and in the same survey less than half knew what to do if they were subject to sexual or racial harassment.

Ian Watson, the Equal Opportunities Adviser for Essex Police says: "The organisation has made a significant stride forward with the introduction of this training and with the two statements."

He added that the resources being put into equal opportunities are better than most organisations but he also acknowledged that there was still some work to be done.

A new grievance procedure is also due to be published shortly which has been designed to resolve matters informally within the organisation and to avoid the necessity to implement legal proceedings.

Brian Pallant, Secretary of the National Police Federation Equal Opportunities sub-committee said he also welcomed the new statements and the sooner all officers are trained in equal opportunities the better. The Federation will also be looking to

support victims in relation to harassment and other such-like cases.

Although comparatively few complaints have been received in the last year, it is hoped that people who have held back in the past and suffered harassment will now come forward.

Superintendent Ian Cotgrove from Complaints and Discipline said it was likely more people would now come forward with allegations of harassment. "I can assure them they will be given the protection and backing they deserve, especially when the alleged incident involves a senior officer," he said.

From early next year, a network of confidential counsellors will be set-up to assist individuals in sensitive cases of harassment and other unlawful discrimination or unfair treatment. Other initiatives underway include a review on recruitment and selection practices, job sharing, part-time working and career breaks.

And while Essex strives to lead the way in Equal Opportunities and keep up with changes in culture some say they want to see the real evidence of change before long with action, not just words.

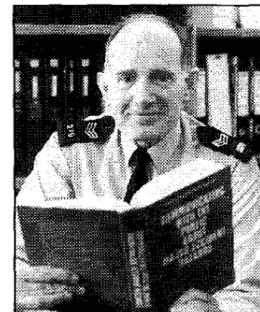
John's a master in a crisis

WHEN IT comes to emergency planning John Andrews is a real master - and he has got the qualifications to prove it!

For the talented Sergeant has just become one of the first people in the country to graduate in Civil Emergency Management after successfully completing a Master of Science degree at the University of Hertfordshire.

John completed the post-graduate course in just 20 months giving up two years of his annual leave to attend all the lectures, which were split into six two-week intensive courses. But he said it had been well worth the effort.

"Although I have had quite a bit of experience in this area the course gave me a wide spectrum of learning and is already proving to be a major benefit to my work," said



John, an Emergency Planning Officer based at HQ.

As part of the degree course John wrote a dissertation on 'Flood Hazards and Flood Warnings' - an area in which he has had quite considerable experience in Essex - and led him to delve into some fascinating documents and debriefs, such as severe

floods in North Wales.

John was among a dozen people to graduate from the course which was set up at the University's Civil Emergency Centre two years ago to explore ways of improving the procedures during civil emergencies following disasters such as Lockerbie and Kegworth.

It is the only such course in the country and other graduates included Robert King, the Chief Fire Officer of the Hertfordshire Fire and Rescue Service, Anthony Thompson, Supt and Area Commander, British Transport Police in charge of the South West Area, Bristol, and Ian Gray Regional Emergency Planner, Thames Water Utilities, Reading.

How one family's cry stretched out across the Atlantic to c

Placing the in justice

THE MURDER of father and daughter Matthew and Alison Manwaring at their home in Barking, Essex, shocked the nation.

Initially reported as missing, in April last year, it soon became obvious there were more sinister circumstances to their disappearance. Their dismembered bodies were found buried in a South London garden ten days later.

Eventually Benjamin Laing, whose motive had been to steal their car, was jailed for 25 years at the Old Bailey for their murder.

Family and friends of the Manwarings were devastated, yet found little support available. Through their personal experiences, the idea of the Manwaring Trust was born.

Family friend Tom Caulfield explained, "We felt no-one else should have to go through the feelings and the treatment we got."

The Manwaring family waited six months to bury their loved ones while lawyers debated the Post Mortem results. It was a year before they were allowed to return to the family home in Aldersey Gardens, from

where the Trust is now run.

Then there was the ordeal of the trial where they rubbed shoulders with the defendant's family in the public gallery, while hearing Matthew and Alison's characters being assassinated in the courtroom.

Turning their grief and helplessness to constructive use, Alison's brother, RAF officer Mark Manwaring, and her boyfriend Gordon Healis set up the Trust eighteen months ago, initially to help the families of missing persons.

Tom Caulfield, now the Trust's day to day administrator, explained, "Rather than sitting at home, we wanted to motivate people to do things for themselves and advise them of the steps they could take."

"But families of murder victims kept ringing us up. There was nowhere else for them to go for help. What most of them wanted was recognition of the rights of victims."

HOME Secretary Mi provide a better de criminals to pay co compensation.

The measures also of cases, and revised

For more than a y the victims' voic administrator Tom local Victim Supp provided, and looke more information fo

Since then the Trus has become th champion of victim rights. It has grown int a campaignin organisation, thrust int the arena of politics an Government.



MURDERED:



MURDERED: Alison Manwaring.

Volunteers who listen to victims' silent scream

THINK of Victim Support and perhaps many people think of a middle-aged do-gooder in a paisley suit offering tea and sympathy.

It is an image the organisation tries hard to dispel, according to Thurrock co-ordinator Lesley Harrison.

In fact, Victim Support is the only national organisation which provides a service to victims of all crimes, from murder or rape to burglary.

Mrs. Harrison admits that it covers a large gap in the Criminal Justice system and, that it does so so successfully is down to the dedicated volunteers — a total of more than 8,000 across Britain — who form its mainstay.

"We do pioneer victims' rights, and we are trying to get the profile of victims' rights raised," said Mrs. Harrison.

She pointed out that the amount spent on victims nationally was minimal when compared with the finance and services available for dealing with offenders.

Victim Support is a charity, and attracting sufficient funds is a constant problem. However, it is not the place of Victim Support to be radical. Its bread-and-butter work is to provide practical and emotional support and advice.

Volunteers help victims with compensation and insurance queries, crime prevention advice and with police and court procedures.

But, their major and often most valued role is to give the victim time and a listening ear. "In basic terms a crime or act of violence against someone

takes away a certain amount of control," said Mrs. Harrison. "We are about trying to help people get back in control of their own lives."

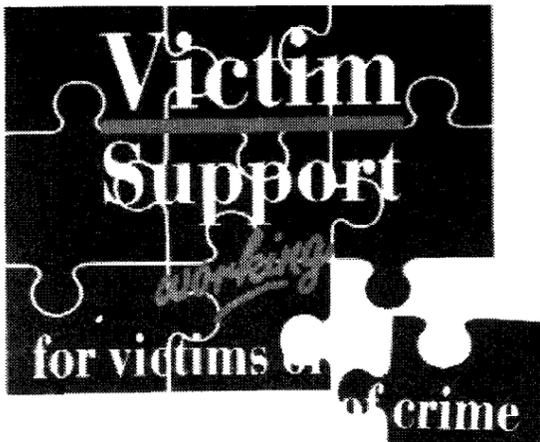
"We recognise that we are not counsellors, although when we are dealing with people in crisis there is a counselling element to our role," she said. "One of our greatest assets is helping people to see that there are options for them."

The Thurrock and Brentwood Victim Support Scheme is the baby of the six schemes running in Essex, which coincide with the current six police divisions.

Set up in 1982, the Thurrock and Brentwood scheme now handles up to 150 referrals a month. It operates out of a small office in the former Station Master's house opposite Grays Railway Station, with a satellite office in Brentwood.

Details of crimes come mainly from the police LIOs (Local Intelligence Officers). Mrs. Harrison considers factors such as the age and circumstances of the victim, the nature of the crime, and the resources available when deciding whether a volunteer should call. Other victims may be offered the scheme's services by letter.

The workload is continually on the increase, largely because of rising crime but also because of increasing public confidence in Victim Support. And while a



referral for a burglary may involve just one visit, a violent assault could tie up a volunteer long term, with extensive contact in the early stages.

A developing area of Victim Support's work is to help the victim through the court case, when they may have to relive their experience, particularly when giving evidence against their attacker.

Victim Support also works closely with other organisations which may have specialist knowledge to help particular victims, such as Rape Crisis, Women's Aid and Parents of Murdered Children.

It is Mrs. Harrison's job to allocate one of her 35 volunteers to make contact with the victim, either by phone or by cold calling. Most visits take place in the victims' own homes, by a single volunteer.

"The victims may say they don't want our help, and that's fine. The volunteer will leave our details in case they change their minds," said Mrs. Harrison.

"But often even these people are pleased to have contact with us, because it shows the community recognises that the incident could have caused them distress."

Victim Support volunteers in Thurrock and Brentwood range in age from 22 to 65. All receive an intensive two or three day initial training course covering the effects of crime, listening skills, confidentiality, police and court procedures. Local police CID and Crime Prevention Officers assist with the training.

In addition, new volunteers are closely supervised by the co-ordinator, who is a full-time employee funded by the Home Office.

Further specialised training may include racial harrassment, the effects of domestic violence, and child victims.

Regular volunteer support meetings provide an opportunity to hear outside speakers and share experiences.

BRENTWOOD POLICE AREA

DEALING with the relatives of missing people has prompted Brentwood-based Lee Robson to produce a leaflet to help and advise them.

Caring Station Office Assistant Lee, who has worked for Essex Police for five years, recognised the anxiety relatives were suffering and wanted to provide them with more information.

He contacted a colleague in the Metropolitan Police to discuss their procedures, and sought information from various voluntary

New 'missing person' helps anxious families

agencies which can help families of missing people.

This brought him into contact with the Manwaring Trust, which agreed to sponsor the leaflet. The Trust helps people with missing person inquiries and provides support to victims of serious crimes.

The leaflet will be handed out to anyone who reports a missing person to Brentwood Police, and

includes police phone numbers and details of other agencies available.

Lee said, "It's just letting people know what's happening. Once they have filled in a form, they may not hear anything for a while. The leaflet explains what is going on, and how long it may take."

During the course of his research, Lee and several colleagues visited the Manwaring Trust office in

Champion the cause of every victim

Manwaring Trust for all

Howard has just announced new guidelines to... for crime victims. They urge courts to force... satisfaction to victims, and increase the scale of...

de more information for victims on the progress... for seeking victims' views before sentence.

the Manwaring Trust has been trying to make... ard. JENNY GRINTER spoke to Trust... field about the plight of victims, spoke to a... co-ordinator about the services currently... one Essex Police initiative aimed at providing... stressed relatives.

Its efforts have... reached across the... Atlantic to the United... States, where victims... rights have been firmly... established in law.

In America there is a... separate agency for



Mark Manwaring

victims of crime within... the US Department of... Justice, and victims tell... the courts how the crime... has affected them before... the Judge passes... sentence.

Criminals' assets are... seized to finance the... Crime Victims Fund, which helps alleviate... financial hardship as a... result of a crime.

The Manwaring Trust... has had contact with... around 150 families of... victims. "All the victims... require are the same... rights as the defendant,"... said Tom. "They want... the right to appeal... against too lenient a... sentence, the right to... stand up in court and... tell their story, the... right to legal aid and... the right to object to... parole."

The Trust has sent out... "impact" statements to... many victims' families



Campaigning for victims' rights: Mark Manwaring

and the following reply, from a woman whose loved one was murdered, was typical:

"All criminals are given hope — we have none, criminals are cared for — we are not, criminals are listened to — we are not. I feel very strongly that victims are ignored and forgotten people."

In its campaign to bring about change, the Manwaring Trust has made regular contact with the US Department of Justice, including being granted access to statistics and literature listed on its computer database.

Officials from the Office for Victims of Crime are hoping to visit the UK, and the Trust is organising a fact-finding visit to the States, hopefully in March.

Tom Caulfield said, "As far as victims are concerned, we are 15 years behind America."

The Trust's aim is bring pressure to bear on MPs and policy-makers to get victims rights placed on the political agenda.

For Tom, a mechanic by trade, cutting a path through the complexities of the criminal justice system has not, by his own admission, proved easy.

But the victims voice is growing louder. The Trust is working hand in hand with another organisation, "Justice for Victims", also set up by the families of murder victims.

Last month, backed up by Newham MP Ron Leighton, victims representatives met Home Office officials. Meanwhile the Manwaring Trust is trying to organise a Victims Conference.

Anyone who requires further information should contact the Manwaring Trust on 081 507-1362.

New scheme encourages community projects

High Sheriff's award helps fight crime

THE High Sheriff of Essex has joined the fight against crime by launching a prestigious new annual award scheme.

"Essex against Crime" aims to encourage public-spirited individuals and community groups to develop projects which will help reduce crime and the fear of crime.

TROPHIES

Trophies will be awarded to the winner in each of five categories: Crime Prevention groups, Youth Action groups, Local authorities and other public agencies, Commercial organisations and individuals.

Entries could deal with a range of community

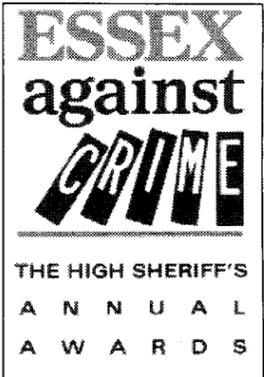
problems such as alcohol and drug abuse, crime in schools, vandalism in the streets or shoplifting - anything which could make Essex a better and safer place to live.

IDEAS

The aim is not only to come up with ideas which can contribute to community safety, but to develop a plan for putting them into practice. The projects will also be assessed on originality, the extent of effort, attempts made to quantify the results of the project, and effective use of media and publicity.

High Sheriff Christopher Gosling said, "We are keen to encourage a much wider public interest in the fight against crime."

For the first awards,



entries must be submitted by January 31. All entries will pass through 14 district selection committees, with the best from each district being put forward for final judging by a countywide panel headed by the High Sheriff.

The winners will be announced at an awards ceremony in March.

Stansted hotline gets off the ground

POLICE officers in Stansted are continuing their fight against airport crime by setting up a telephone Crime-line with the help of the local crime prevention group.

AWACS (Airport Working Against Crime - Stansted) will offer an anonymous service along the line of Crimestoppers.

Just like Crimestoppers, the project will give

members of the public the opportunity to pass on information about crime on an anonymous basis. The main difference is that there will be no financial rewards and the calls will be received by an answering machine rather than an officer.

AWACS, an informal crime prevention group, comprises about 35 companies on the airport site meeting every two

months to discuss ways of helping the police reduce crime and improve safety and security for all airport users.

The answering machine for this latest initiative has been loaned by Mike Thomas of local storage company Storehire.

Anyone with any information about crime at Stansted Airport should call 0279 663221.

MAKING A LEAF OUT OF LEE'S BOOK

Leaflet for families

marking. They were accompanied by Brentwood Crime Prevention co-ordinator Barbara Waltham, who presented a donation of £50 to the Trust on behalf of Brentwood Crime Panel.

Members of the Trust subsequently visited Brentwood Police Station and Police HQ in Chelmsford to gain further insight into how the police operate.



MEMBERS of the Manwaring Trust with SOA Lee Robson and his Missing Persons leaflet during their visit to Police HQ. Pictured from left are Tom Caulfield, Lucy Mifsud, Lee Robson, Clare Stone, Gordon Healis.

ESSEX POLICE CHOIR CHRISTMAS CONCERTS

Tuesday 14th December, 7.30
Belfairs Community College,
Leigh on Sea
with College Band and Choir

Friday 17th December, 7.30pm
Stanway Parish Hall, Colchester

Saturday 18th December, 7pm
Trinity Methodist Church, Chelmsford
In aid of Imperial Cancer Fund

Your choice on £15,000 leather bound Book of Remembrance for fallen officers



REPRESENTATIVES of the four Essex Police staff associations lay a wreath to mark the first anniversary of the Memorial to officers who have died in the line of duty. From left, Geoff Markham (ACPO), Dave Jones (Federation), Peter Nevitt (Superintendents' Association), and Jim Hibbert (Unison).

Bound to remember?

ESSEX officers who lost their lives in the line of duty could be honoured in a hand-scripted Book of Remembrance, if there is support from current members of the Force.

One year after the unveiling of the Essex Police Memorial Stone and Roll of Honour, trustees of the Memorial Fund are proposing a leather-bound book, giving details of how each officer died.

The cost of the Book could be as much as £15,000, but as Det. Supt. Brian Hindley pointed out, it would be a Memorial lasting hundreds of years.

Mr. Hindley, who is Honorary Secretary of the Essex Police Memorial Trust, said, "The Roll of Honour only gives the name of the officer and the date of death. For example, it doesn't say how Bill Bishop died tackling an armed gunman.

"It was always the Trustees' intention to provide a Memorial Book. We have reached the stage where we need to ask officers what they think."

If agreed, the book could be sited in a glass case beside the Roll of Honour, or in the Force Museum, perhaps displaying a particular officer's details on the anniversary of his or her death.

Mr. Hindley said the Memorial Fund currently held about £6,000. However, sufficient funds may be available from the old Essex Constabulary War Memorial Fund.

This fund provided help to relatives and dependants of police officers who were killed or injured in the two World Wars. Nowadays, said Mr. Hindley, the receipts from the fund can be used towards the Essex Police Benevolent Fund but the capital, unless transferred to the Memorial Trust, will languish.

Subject to the agreement of the Charity Commissioners, the money could be transferred because the Memorial Trust has similar objectives.

The original appeal to provide the Memorial Stone and

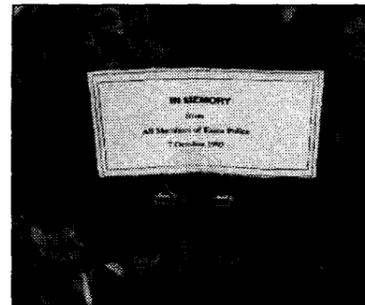
Roll of Honour was spearheaded by Mr. Hindley and the Force Support Unit, following the death of Bill Bishop. It gained momentum after two Essex Police divers died during a training exercise in 1989.

It won great support throughout the Force, with more than 1,000 officers contributing through a deduction from their pay.

In August this year the Memorial Trust became a registered charity with its main objective being, "The promotion of good citizenship through the provision and maintenance of memorials to Essex Police personnel killed in the execution of their hazardous duty, and to relieve the need of Essex Police personnel or their dependants arising from the special hazards of their work."

Now Mr. Hindley and the Trustees want to know what Law readers think. Should the details of how officers lost their lives in the service of Essex Police be recorded in a Book of Remembrance for the benefit of serving and future officers?

Please send in the tear-off slip printed below to Det. Supt. Hindley at Police HQ. If you have any questions or additional comments, please contact him on Ednet 2540.



£45,000 cash bonanza Charity cheer from spoils of crime

THE SPOILS of crime brought some cheer to charities across the county this month as Essex Police Authority chairman Gerald Rice handed out more than £54,000 raised by the police from selling unclaimed stolen property.

The Police Property Act Fund was set up to deal with money and other property that comes into the hands of the Police in connection with criminal charges.

If stolen property remains unclaimed for more than a year it can be sold and the money raised, less any administration costs, can be given to various charities selected by the Police Committee.

This year the sale of property raised £54,431, which will be divided among fifteen different charities ranging from the Essex Racial equality council to the south Essex Rape and Incest Crisis Centre.

Essex police Assistant Chief Constable, Michael Brewer, said it was a sad fact that such a large quantity of recovered items remains unclaimed, but added it was comforting to know that something positive was emerging from the misfortune of crime.

"I am particularly pleased that we have been able to give £18,000 of this money to the Essex Victim Support Scheme, which does so much to help the victims of crime," he said.

The cheques, which were presented at Police HQ were presented to: The Essex Trust for Rehabilitation and assistance (£5,000); Essex Racial Equality Council (£2,000); South East Essex Rape and Incest Crisis Centre (£3,000); Open Door Project, Thurrock (£3,000); British Red Cross (£1,000); Howard League for Penal Reform (£4,000); Community Service Volunteers (£3,000); Police Convalescent Home (£4,000); Essex Association of Boys Clubs (£2,000); Essex Boy Scouts (£2,000); Essex Girl Guides (£2,000); Essex Petty Sessional Division Poor Boxes (£931); National Society for the Prevention of Cruelty to Children - child protection teams at Basildon and Colchester (£2,000); Essex Victim Support Scheme (£18,000); Crime Prevention Initiatives by Volunteers in the Community (£2,500).

Mindbender

FOR this month's brain teaser we've taken a seemingly simple signpost showing five destinations.

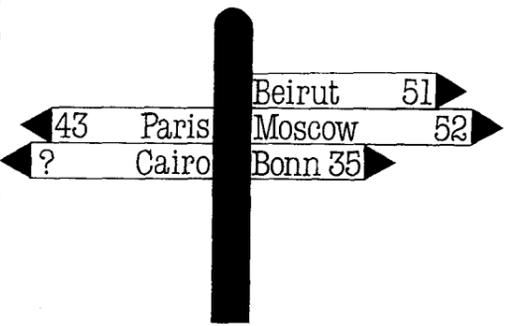
Supplied to you is the mileage for four. Using this diagram work out the distance to the fifth destination - Cairo.

Vowels have a value as do consonants.

To test your trivia name the British sculptor, born in Yorkshire in 1898, whose sculptures develop the 'Mother and Child' theme.

The answers to last month's quiz are:

- 1) Four combinations of 108 on the dartboard
- 2) Paul Joseph Goebbels.



TV UNIT SCOOP ANOTHER AWARD

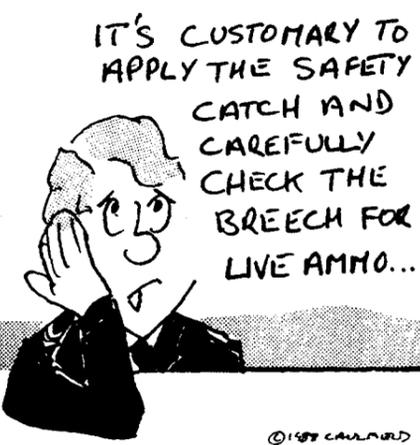
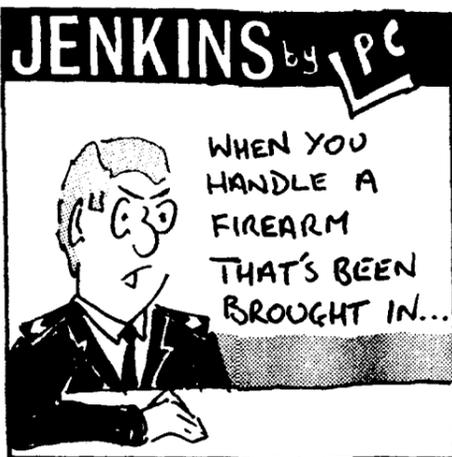


Crimewatch's Nick Ross presents the award to the TV Unit. From left to right: Nick Ross, Marc Berners, Supt Lee Weavers, Neil Shand, Ian Deal and David Tyler.

A VIDEO produced by the Essex Police Television Unit for the ACPO conference in Birmingham this summer has won a national award. The video, 'Towards 2000,' was highly commended by judges of the In-Force News category.

The panel said the video made excellent use of archive material, comparing policing in 1963 with the present. The programme included interviews with the public and asked such questions as: Do the Police provide a good service and if not how can it be improved?

The award ceremony, sponsored by JVC Professional and Police Review, was held at the Queen Elizabeth II Conference Centre in Westminster and was hosted by BBC's 'Crimewatch' presenter Nick Ross. The Tv Unit has won five other similar awards in the last five years.



©1993 CALLOWD



Chief Inspector Bryan Sharpe pictured with Irene and her niece.

Our girl lollipop!

THE COUNTY'S longest serving lollipop lady was the guest of honour at a special hospitality night held at Grays Police Station recently.

Mrs Irene Anderson of Chad's Road, Tilbury, began her work as a School Crossing Patrol lady in September 1960, patrolling at Feenan Highway Tilbury at the junction with Dickens Avenue.

More than 33 years on, she still lives at the same address and still covers the same patch and today sees parents and even grandparents she once helped cross the road!

Chief Inspector Bryan Sharpe, based at Grays Police Station, said civilian employees already receive a framed certificates for 22 years ser-

vice, but it has now been decided to also give an Essex Police tie or scarf pin depicting the Force's crest and inscribed with the words '22 years service'.

"We decided that such a proud record deserved recognition," said Chief Inspector Sharpe. "In the presence of some of her friends and her niece I presented her with the pin and a bouquet of flowers given by the Grays Sports and Recreation Club."

However, it soon became clear others in the community were unaware of how long Irene had been on patrol, but once the news was out the local paper dashed round for a photograph of her in action and Tilbury Manor Junior School invited her to a special assembly.

Watch out for new guide

A NEW guide giving advice on setting up successful Neighbourhood Watch Schemes has just been published by the Crime Concern organisation.

Essex Police has been involved in preparing the document, 'Neighbourhood Watch - a guide to successful schemes' which it is hoped will prove valuable setting up and running a scheme.

The book is available from Crime Concern, Signal Point, Station Road, Swindon, Wiltshire, SN1 1FE and is priced at £5 including post and packing. Discounts are available for bulk orders of ten or more copies.

Dive in!



Police diver Russell Hough

Diver Russell says take the plunge!

EVER fancied trying your hand at diving? Or maybe you're already an expert? Either way police diver Russell Hough wants to hear from you.

Russell (33) is planning to start up a diving club within the Force. A diver for six years he is a PADI Instructor, and a Sub Aqua Association Instructor.

He is not only prepared to teach members of the force and their families the sport at very competitive rates, but also plans to organise diving holidays and other events.

To qualify an individual needs to undergo five weeks of training which will include five theory sessions, five pool sessions and four outdoor dives.

For the dives, two or three people can be taken at any one time in pools at Rayleigh and Brentwood, while up to eight can be taken for the theory sessions.

And the price will be about £200, to include hiring of equipment and pools. This compares to about £360 in other clubs.

Once you have passed you will receive a Professional Association of Diving Instructors qualification (PADI) which allows you to dive anywhere in the world.

Courses can be run to fit individual shift patterns but are also open to civilian staff and families within a minimum age limit of 12.

And once the club is set up Russell will use his various diving contacts to organise holidays such as Elat, planned for next April.

Anyone interested in joining the diving club or learning the sport should call Russell at HQ FSU on 2429 or on 0245 322826.

New look Harlow will see seven new cells and ID suite

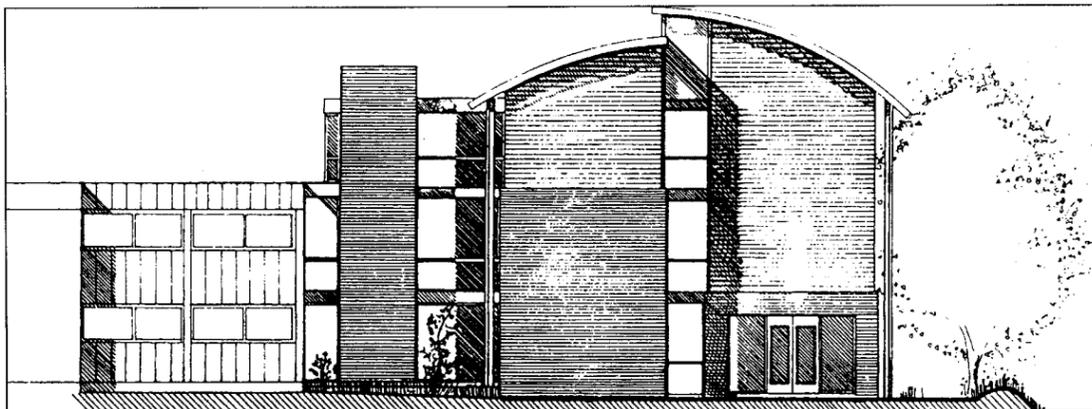
£3 MILLION NEW LOOK FOR HARLOW

ONE of the largest building programmes in Essex Police's history is due to begin early next month when work starts on a £3million extension and refurbishment for Harlow Police Station.

The work on the current divisional and sub-divisional station starts on December 6 and will include two major extensions and a major remodelling of the existing building.

Estates Manager, Cliff Collings, said the project would substantially improve the current inadequate facilities at the station, which was purpose-built in 1965, enabling effective policing of the town and surrounding areas.

There will be considerable disruption for staff working on the station during the building work so several offices, including



How the new-look Harlow will shape up.

those of administration, prosecutions and the divisional commanders have already been moved to Terminus House.

It is expected work on the station will be completed by July 95, with the building divided into three phases.

Phase One will see the building of a three storey extension to house CID and divisional administration,

scenes of crime officers and vehicle examination.

Senior officers offices will be on the top floor with a new canteen on the ground floor which can open out into a landscaped area outside on the south end of the building in the summer.

Phase two will mean extending the custody area, which involves a substan-

tial remodelling of the existing custody suite with seven new cells and two new detention rooms adding to the seven cells already in existence.

The third phase will consist of refurbishing the existing building with an identification suite similar to Colchester's in place of the old canteen, a large public foyer and a new entrance canopy.

In addition to this work, the new building will have a much more pleasant curved roof.

Landscaping at the front of the new office extension will mean tree planting and some ground contouring.

A new link will be built joining the old and new buildings which will house a staircase and a lift for disabled access.

£1,300 for the Children in Need

BIG-HEARTED Corringham and Tilbury Neighbourhood Watch members, officers and support staff have raised over £1300 for the BBC Children in Need appeal after a flurry of money-spinning events including cycle rides, coffee mornings and a sponsored swim.

The energetic bunch began their charity work in April with Florrie Hope of Kenwood Road NW holding a coffee morning and Godman Road, Chadwell St Mary coordinator George Fittock making a collection to bring in over £83.

Then in June Pc's Jim Bray, Alan Shelley, Nick Cole, Ian Heffron, Ray Oldfield and Teresa Wardley, together with Special Constable Sue Oldfield and Admin Clerk Sue Dossetter taking part in the London to Brighton cycle ride to bring in £351 for the British Heart Foundation and £398 for Children in Need.

By early this month another coffee morning, a raffle and various donations brought the Children in Need total to over £700, but Penny Edwards, Neighbourhood member from Butts Road, Stanford-le-Hope was determined not to leave it there and a sponsored swim brought in a further £178!

The final push for Children in Need came last week when police and civilian staff donned fancy dress in the freezing cold, but their efforts were rewarded and brought in a further £407.29, bringing the grand total for Children in Need to more than £1300 which was presented at the BBC Essex studios.



Pictured are: Pc Jim Bray (Andy Pand); Pc Ian Heffron (Penguin); Pc Alan Shelley (Mountaineer); Pc Teresa Wardley (Black Adder); Admin clerk Sue Dossetter (Punk) and Neighbourhood Watch Coordinator Lynette Clancey (Nun).

IPA News South East Essex Branch

AT the time of writing this report the questions are ready for the Quiz Night at Grays. The prizes are organised as is the buffet and the bar so we look forward to seeing you there.

As there are so many other functions on over the Christmas time we are not organising anything until after the AGM.

I am sure the Mid Essex and North Essex will welcome us to their Festive Events. I know that there will be repre-

sentatives from our branch at both their parties.

The AGM is fixed for February 15 at Southend Bar, so as soon as you get your 1994 diary make a note of the date.

To assist the many visitors to this and the other London regions the London Reception Officer is collating details of any hotels or guest houses that you can recommend.

She would like the address, telephone number and current rates

please.

Also if any member would like to accommodate a visitor please send the information to me and I will pass it on.

Please add any information such as Non Smokers etc. If anyone is thinking or hosting and is wondering what it entails just contact me, I will happily explain what is expected.

Wishing all members a happy Christmas and a prosperous New Year.

By Gordon Oakley

IPA News Mid-Essex Section

ON Friday, November 12, a pleasant evening was held at the Police Training Centre at a get together with IPA branch members and members of the Essex Police Choir.

In all, about 80 sat down in tables of four for a quiz organised by IPA member and tenor Dave Jepson.

The questions were well prepared on various subjects and really made you think - when some of the

answers were given it brought forth some hilarity to think what we had put down for answers.

At interval time the raffles was drawn after which the quiz continued and the winners were Roger Grimwade, Norman Eastbrook and their respective wives. Each was presented with a small trophy.

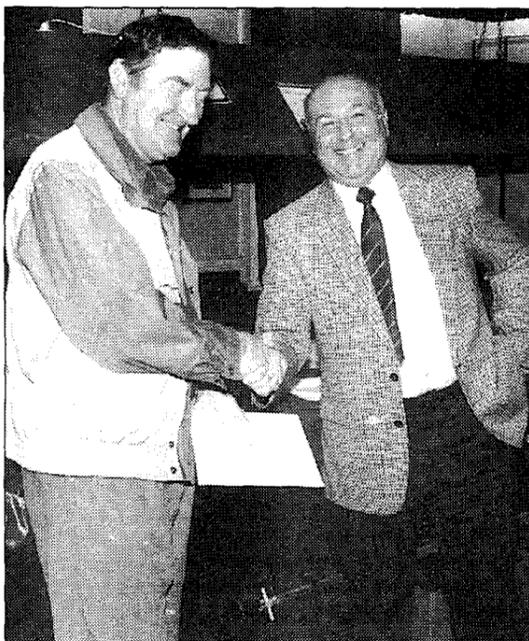
Friday, December 10 - At HQ our usual Christmas supper and bring your own

drinks.

Friday, January 21 - The branch AGM at HQ canteen. We would like as many non-active members to attend as we may be looking for a new chairman and treasurer.

Friday, February 11 - Our annual dinner at the New Times, Tiptree. Please book with our Social Secretary Bill Fancourt. Tel: 0245 225569.

By Fred Dyson



Farewell to Don

CORONER'S officer Don Pc Wakefield was given a fond farewell at Clacton Police station recently as he said goodbye to the force and looked forward to retirement.

Pc Wakefield joined the force in 1963 serving in Tilbury, Horndon-on-the-Hill, Corringham, Orsett and Clacton. He was joined at his retirement party by colleagues and members of the local community.

MARKET PLACE...MARKET PLACE...MARKET PLACE..

AMSTRAD 1640 computer with colour monitor and mono chrome printer, three software packs and assorted game disks. £300.

Contact Ken Briggs on 0206 21282.

CITREON BX 1.9GTi, 1986, D reg. Red, alloy wheels, infra-red central

locking, electric windows, sunroof and mirrors. Service history, average mileage, £2,000. Contact Phil Golding on 0268 541312.

DETACHED three bedroomed house with detached garage. Fully integrated modern kitchen, view over fields, village location. £71,000 ono. Contact Vic Davis on 0245 361371.

FRENCH COTTAGE to let. Sleeps up to six people. Comfortable and fully equipped, situated in a tiny hamlet amid lovely countryside in a major wine producing area. Easy access to all of the Palace's and Chateaux of the Loire Valley. Contact John New on 0604 703206/8 or 0604 33144.

GOOD homes wanted for cats and kittens. Contact

Miss Parsonson on 0206 211237.

NINTENDO games console, still boxed. Includes two control pads, one light gun and two games, £60. Other games available from £25. Contact Ps Paul Davey on 0245 491491 ext 2221, 'A' shift.

RED VOLVO 340DL automatic, 1986, 50,000 miles. MoT to February 1994, taxed to August 1994. Alarm, sunroof, radio, excellent condition, £1,995. Contact Kathy Hibberd on 0279 641212 ext 5530.

TO RENT. Nerja, Southern Spain. Two bedroomed, self-contained apartment in private villa with pool and gardens. Winter £100 weekly, summer £150 weekly. Contact Michael Gosling on 010345 2533298.

N.A.R.P.O. Notes

Attack on State Retirement Pensions

MUCH talk has been heard in the media concerning what amounts to a proposed Government attack on the state pension system which could, if implemented, mean that someone who was already in receipt of an occupational pension having their state retirement pension rights removed, or receive a reduced payment.

NARPO has received from the Department of Social Security a letter stating that the present Government has no intention to either means test or abolish the present retirement pension.

However, this does not mean that any future Government would not consider such action and our association continues to keep a very close

watch on any developments.

Barber v Guardian Royal Exchange (European Court)

THE latest information I have on this matter is that the expected ruling will be given some time in December. However, as I have said before I do not expect a very favourable verdict as far as members are concerned.

Employment

A VACANCY exists for a police based will writing consultant with Complete Will Writing, 61 Thornhill, North Weald, CM16 6DW. (0850 933368).

The position is commission based with unlimited earnings. There is an initial registration fee which includes training and instruction. Anyone interested please contact the above firm direct.

Weekend to Beamish

IT looks as though this trip on May 6 and 7 could be on. I have had several enquiries.

Please do give me a ring if you are considering joining us. I am sure it will be a super break. I will be publishing full details early in the New Year.

Life membership

Len White and Ted Harll join the Life Members Division of NARPO following the presentation of their certificates by Olive Butler at the last committee meeting.

Well done to both of you and thanks again for your loyal service to the Association. I hope it continues for many more years.

Chelmsford Branch Christmas get together

This is the last chance I shall have to remind anyone who wishes to attend the Christmas

function on December 17, to let me have their slips and remittance as soon as possible. We have just over 40 attending to date and a few more would be more than welcome.

DOUG RAMPLING

RETIREMENTS

THE Force extends its good wishes to the following officers who are retiring and thanks them for their many years of service.

Ds B. Spraggon, HQ CID, 30 years 232 days, 31.10.93.

Pc M. Bray, NE Clacton, 19 years 349 days, 18.11.93.

Pc G. Rigg, NE Clacton, 26 years, 349 days, 21.11.93.

Dc D. Blackiston, HQ CID, 30 years 71 days, 21.11.93.

Pc N. Fordham, Sth Wickford, 27 years 358 days, 1.12.93.

Pc R. Townsend, NE Colchester, 21 years, 139 days, 19.12.93.

Insp L. Bramhill, Sth Billericay, 30 years 115 days, 4.1.94.

Supt B. Legon, NE Clacton, 30 years 1 day, 16.1.94.

Pc R. Mason, Grays, 17 years 139 days, 16.1.94.

Miss L. Goodland, HQ Firearms, 3 years, 17.10.93.

Death of Pc Bastow

Essex Police extends its sympathies to the family and friends of Clacton officer **Pc Byron Bastow** who died on Saturday November 6th, aged 58.

Pc Bastow, who lived near Halesworth in Suffolk, joined the police in 1964 and had been based at Clacton since 1971. He was a former member of the Essex Police Band.

Sad loss of band founder

Members of the Force and particularly followers of the Essex Police Band will be sad to hear of the death of Gilbert White who died on the 8th November.

In the early 60s Gilbert was employed at HQ Garage as a driver. He later moved to the Chelmsford Division where he became

a Traffic Warden.

Gilbert began his musical career, playing cornet in the boy's band of Chelmsford Salvation Army.

In April 1966, together with his two brothers, George and Dennis, he helped found the Essex Police Band, and was an

active member of the band until his death.

He was married with two children, and lived in Chelmsford.

Gilbert's son John is not only a gifted musician, and also a member of the Police Band but is regarded as a talented cricketer.

Obituaries

The Force extends its sympathies to the families of the following officers.

Ex Pc J. Dean, aged 65, who retired 1984, 7.10.93

Ex Pc W. Turner, aged 88, who retired in 1955, 28.10.93.

Ex Ps H. Knight, aged 85, who retired in 1955, 30.10.93.

Growing support at Stansted



STANSTED Airport Inspector Steve Smith kept his feet firmly on the ground when he was asked to help plant a "Field of Hope" for Marie Curie Cancer Care recently.

Marie Curie Cancer Care has been chosen by Uttlesford District Council chairman Alan Wright, as his charity for the year and staff at the airport kicked off the appeal with a donation of £550.

For every £1 raised, four Carlton daffodil bulbs will be planted in the "Field of Hope" on land at Coopers End, Stansted

Airport with the remainder of the money going to the Marie Curie Cancer Care Nursing Service.

The cash from the Stansted Airport Charity Fund, represents £1 for every member of staff employed by Stansted Airport Ltd and will go towards buying thousands of bulbs for the "Field of Hope".

Pictured with Inspector Smith are nurse Kari Speed Andrews, Airport Managing Director Eric Lomas and councillor Wright.

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and Rank

Station Home Tel

Date Signed

LAW SPORT...LAW SPORT...LAW SPORT...LAW SPORT



Goals galore as GB team tours Essex

TOP hockey players from some 15 police forces gathered in Essex last month to compete in three prestigious matches.

The British Police Ladies Hockey tour was hosted by Essex for the first time, and included challenging games against National League team Chelmsford, Old Loughtonians and an Essex select team. The Police squad included Pitsea-based Pc Debbie Grainger, the first ACC Jim Conlan (left) and Supt. Bob Ward are pictured with Essex player Debbie Grainger and her "Wallysaurus" mascot during a reception at HQ for the British Police Hockey team.

Essex player ever selected for the national police team, now in her third season at this level.

An 8-1 victory over the Essex select team rounded off a successful three days in which the Police, fielding a number of new players in its 22-strong squad, had drawn against Old Loughtonians and been defeated by Chelmsford.

Martin's miles ahead

THE 1993/94 SEPAA Cross Country season got off to a good start at Gloucester Park, Basildon, last month.

The race was dominated by Martin Gormley of Headquarters, who glided over this difficult course in magnificent style and finished way ahead of the next man.

Sadly, being a civilian employee, he did not qualify under PAA rules and so did not score any points for Essex. Nevertheless, Essex did well against other the other forces, with Mick Bond, Mike Kliskey and Andy Down running particularly well.

Some of the Essex regulars were missing, including Len Perrott who retired recently, but it was pleasing to see some new faces and the Force was well represented by both men and women.

Len's presence will be greatly missed in the Cross Country team, where he has been one of the most consistent and talented performers for several years.

Forthcoming fixtures in the East Anglian Cross Country League are as follows: December 8 - UEA Norwich; January 12, 1994 - Hospital Combine, Ringland Hills, Norwich; February 6 - RAF Coltishall. For further details contact Pc. Roy Kebbell on (0268) 271793.

Two late tries sink Police

COURAGE CLUBS CHAMPIONSHIP EASTERN COUNTIES 4

Essex Police.....13
Hadleigh.....25

A STRONG and well drilled Hadleigh side visited Springfield and quickly established forward domination. Hadleigh were in danger of overwhelming the Police, but eventually the Police played their way back into the game.

The scoring opened with a penalty by Russell for Hadleigh and then a strong converted try from man of the match, Hadleigh number 8, Joseland. The Police replied with a penalty by Crighton-Smith.

PENALTY

The Police came back into the game in the second half with Crighton-Smith kicking a long penalty. A long period of Police pressure paid off with the award of a penalty try after Boots was tackled out of possession as he chased his own kick for a try. Crighton-Smith converted.

POWER

Superb tackling kept Hadleigh at bay until the dying minutes when a well worked try by Jones followed by a power try by Sands finally buried the Police. A penalty by Russell finished the game.

Hadleigh were the better side on the day but the Police stuck to the task throughout the game with some excellent runs from Cryne and Hylands.

ESSEX POLICE SPORTS ASSOCIATION

CLEVELAND DUATHLON

Essex Pc. Mike Kliskey from the Air Support Unit won the Cleveland Police Duathlon Championships last month. The event consisted of a 6 mile run, a 22 mile cycle ride, and finally a further three mile run - which he completed in a time of 1 hour 47 minutes.

LADIES FOOTBALL

Following the successful ladies five-a-side tournament held prior to the annual Brian Bishop Challenge Cup match last month, interest has been shown in having a divisional ladies five-a-side tournament, with the possibility of making it a Croker Cup competition.

A squad of seven or eight ladies would be required from each division, made up of police and civilian staff. Any division interested should forward a report to Sue Bishop at HQ reception.

WORLD POLICE AND FIRE SPORTS

The 1995 World Police and Fire Sports Championships will be held in Melbourne, Australia, between February 26 and March 4, 1995. There will be over 40 different sports to compete in. Customs and Excise have about 200 members interested in competing and are in the process of arranging cheap air fares and accommodation.

Any Essex Police officer or civilian interested in joining the Customs officers at this event should contact the Force Sports Secretary immediately. The Force Sports Association will not be giving any financial assistance.

REDS FITNESS CENTRE

Members of the Force Sports Association are being offered the opportunity to join the new Reds Fitness Centre in Wharf Road, Chelmsford for the discount rate of £17.50 (normal membership rate is £35 a year). The cost per session should be £3.50, but this will cost members £3.

For further details, and a compliment slip for reduced rate membership, contact the Force Sports Secretary on Ednet 2718.

CROKER CUP ANGLING

The Freshwater Angling championships were held at Brentwood on October 27 with the following results:

1st North East (6 Croker Cup points); 2nd HQ (4); 3rd South East (2); 4th equal Central and South West (1 point each). South and North West were not represented.

FOOTBALL

Final: South 1 South West 0 (6 Croker Cup points to South, 4 to South West).

SPORTS AND LEISURE SHOP

The Force Sports and Leisure shop will be closed due to decorating and refurbishment between Monday 20th December and Tuesday 28th December.

FORCE LOTTERY

The result of the November lottery is as follows: £1,500 Pc Stephen Radford Tilbury; £1,000 Alan Clay, Latchingdon; £500 Pc Philip Cane, Headquarters; £400 Pc Michael Kliskey, Headquarters; £300 Pc Paul Wilgress Hullbridge; £200 Pc Raymond Jeffery, Southend; £100 Pc

Compiled by Force Sports Secretary CHRIS JACOB Ednet 2718

Matthew Brooking, Basildon.

The following will receive £50 consolation prizes: Ch Supt Ian Wright, Headquarters; Insp Martyn Lockwood, Headquarters; Pc Paul Barton, Colchester; Pc Rodney Walker, Harlow; Kevin Gladman, Laindon Traffic; Pc Anthony Adams, Harwich; Pc Kerry-Lyn Allen, Basildon; Mary Beavon, Headquarters; Pc Ian Osullivan, Saffron Walden; Insp Michael Beaveridge, Grays; Pc Terry Edwards, Rayleigh; Terrence Lack, Basildon.

CHRISTMAS LOTTERY

In order that recipients of the Christmas hampers can have them in plenty of time for Christmas, the December draw has also been made and is as follows: £1,500 Sgt Michael Tarbin, Southend; £1,000 Pc David Rogers, Tilbury; £500 Dc Stephen Holloway, R.C.S. Brentwood; £400 Pc John Walkington, Chelmsford; £300 Sgt Peter Rawlings, Basildon; £200 Pamela Spacey, Southend; £100 Sgt Anthony Sale, C.S.B. Harlow.

The following will receive Christmas Hampers: Supt Michael Abraham, Basildon; Sgt Graham Stubbs, Southend; Catherine Robinson, Headquarters; DC Peter Robdrup, Colchester; Pc Alison Crick, Harwich; DC Shirley Culliton, Headquarters; Jill Lambert, Colchester; Sgt Roy Stanhope, Headquarters; DC David Sweeney, Southend; T.W. Ruby Smith, Chelmsford; Pc Mark Galbraith, Rochford; Jennifer Giggins, Headquarters.

Southend anglers are dab hands

SOUTHEND has won the Essex Police sea angling competition for the fifth consecutive year.

A total of 14 teams of four anglers caught more than 1,400lbs of fish, mainly whiting and dabs, during the event, which was held at Bradwell on October 22.

The Southend (South East) A team of Dave Gilbey, Dave Clarke, Tony Moore and Clive Skingley returned 168lbs 10oz of fish to the scales, beating the Chelmsford (Central) A team of Dave Ware, Julian Cooper, Clive Morris and Roger Cockett into second place.

Tony Moore of Southend A team, fishing on board Tiger II, took top individual weight with 63lbs 12oz, with Mark Watts of Southend C bagging 56lbs 5oz.

Results:

1st South East 168.10lbs (6 Croker Cup points); 2nd Central 160.04lbs (4); 3rd South 124.09lbs (2); 4th HQ 110.01lbs (1); 5th South West 104.13lbs (1) 6 North East 103.14 lbs (1). North West was not represented.

Individual results: 1st Sgt. Tony Moore (South East) 63.12lbs; 2nd Pc. Mark Watts (South East) 56.05lbs; 3rd Dave Ware (Central) 49lbs; 4th Les Blackburn (South) 47.4 lbs.



Big fishing chance for small fry

KEEN young anglers were given the chance to fish new waters recently when the Essex Police Angling Club invited them to their private lake at High Easter.

Cold weather kept the catches low, but around 30 youngsters from the Young Merlin's Junior Angling Club, which is part of the RHP Angling Association, and pupils from a local school enjoyed a morning's fishing.

Pictured is Essex Police Angling Club member Pc Ian Lander, lending his advice to a young fisherman.

PICTURE BY LES BRAND

CROKER CUP TABLE

(as at October 23)

Central.....	47
South East.....	42.5
South West.....	25
North East.....	24
North West.....	17.5
South.....	14
HQ.....	13

LAW SPORT...LAW SPORT...LAW SPORT...LAW SPORT

Swimming records washed away as Brendon and Michelle dominate Force gala

COX'S MASTER STROKE

Turner leads Essex challenge



● **ESSEX DOZEN:** The Force's team for the PAA national 10 mile championships (from left) Peter Bryan, Laurie Rampling, Kevin Rowe, Neil Phimister, Liz Boothman, Brian Murnaghan, Allison Stewart, Alex Vowles, Moira Ainslet, Barry Daymond, Andy Down and Chris Turner.

THE National PAA 10 mile championships, incorporating the race walk, took place at Strathclyde Country Park, Glasgow.

There were creditable performances by Essex athletes Chris Turner, rapidly on the mend after a miserable 'interlude' with successive injuries, reaffirmed his return to form to finish first home for Essex in the 10 mile race and in 50th place overall in a time of 58 minutes, 57 seconds.

Alex Vowles also confirmed his ability, to clock 62 minutes in 84th position, closely followed by our two 'supervets' Barry Daymond and Andy Down who finished in 90th and 94th places respectively in 62 minutes, 5 seconds and 63 minutes 2 seconds. The remaining Essex competitors in the PAA 10 finished as follows:

Down books his London place

THIS year's PAA National Marathon was held in conjunction with the Nottingham 'Robin Hood' event which is rapidly becoming one of the Nation's premier running events.

This marathon was different from previous years, with qualification on offer for the 1994 Nutrasweet London Marathon where the PAA has 100 places up for grabs, to all competitors capable of a sub 3 hours, 15 minutes or sub 3 hours marathon, and from there qualification for the next year's European Police Marathon in Italy.

Five Essex men braved a raw East Midlands morning. Andy Down was the only member of the Essex

By Laurie Rampling

169th position - Neil Phimister (70 minutes), 171st position - Brian Murnaghan (70 minutes), 195th position - Peter Bryan (74 minutes), 204th position - Laurie Rampling (76 minutes), 211th position - Kevin Rowe (78 minutes).

In the ladies race, Moira Ainsley again excelled, finishing in 2nd veterans positions and 10th overall in a time of 72 minutes, 4 seconds.

Allison Stewart finished in 32nd place in a very creditable 84 minutes. And last but not least Liz Boothman coming home in 98 minutes over what was a very tough and demanding course.

Statistically the team fared moderately finishing 15th out of 26 competing forces. But when you

contingent to make certain of his place in the 1994 Nutrasweet event when he romped home in 18th position (PAA competition) in a time of 3 hours, 4 minutes and 46 seconds. Andy now has his eye on European qualification.

Hot on his heels in second place for Essex, 34th place overall, was Laurie Rampling, who recorded the first sub 3 hour marathon of the year to finish in a time of 3 hours 57 minutes and 27 seconds.

Paul Bower competing in his first marathon for many years, completed the course in 4 hours, 35 minutes in 39th place and Allan Barley in 5 hours, 10 minutes in 40th place. The

consider the notable absences from the squad of Mick Kliskey, Mick Bond, Roy Kebbell and Lance Williams (Lance was competing in the walk), and Len Perrott (now retired), we can 'complain' to being slightly understrength.

Thank you to everyone who did make the trip and uphold the Essex reputation.

In the walk only 10 competitors lined up at the start to yet again highlight the increasing plight of representative police sport.

Dennis Sheppard carried the banner for Essex in 4th position in a time of 79 minutes, behind the brilliant City man Stuart Phillips who won the competition in 76 minutes (the same time as I managed to run it!) and followed up his victories in the regional

event was won by Peter Orme of Derbyshire Police in 2 hours 34 minutes.

I would like to stress that distribution of the London places is sole responsibility of the National PAA committee, and I have no access to any of the places.

If you haven't already applied for your place, or had it confirmed, you are too late and unlucky. I cannot help you.

Good luck to all those who are preparing for next year's London Marathon, including the Essex Police Marathon team, who will be supporting the Essex Children's Hospice appeal at Southend, in conjunction with Essex Radio, the Evening Echo and the Mayor of Southend.

and national athletics championships.

Lance Williams suffered a real off day to finish in 104 minutes.

Considering he would have been much more at home in the run, and only filled in for the walking team at late notice, he competed superbly.

THE national and international rally season has drawn to a close. On the national scene we had rallies at Walworth Castle, Durham, hosted by 'England III', Llangollen, hosted by 'England I', and the Great Northern Raid at Redmire, Wensleydale, hosted by us.

All proved to be tremendous venues, with spectacular riding country, and well supported by English members.

We were fortunate to have many of our European colleagues joining us. This gave us the opportunity to renew old friendships and make new ones.

The International Rallies were, as expected, spectacular. A strong contingent of British members ventured into Europe as if on a 'Crusade' but this time the emphasis was on friendship, with some severe socialising being done.

We held our A.G.M. at Chigwell Sports and Social Club on Sunday

RECORD breakers Brendon Cox and Michelle Picot dominated an excellent Force swimming gala, held at Basildon last month, by winning all their individual events.

Brendon, competing for North East division in the men's 35-plus age group, won every event, setting new Force records in all of them. Two of these records had stood since 1988.

But despite this Herculean effort, Brendon did not have it all his own way. Martin Read from North West made him work hard for each swim, coming a close second in every event, and swimming a time inside the old record in three events.

The ladies swims were dominated by newcomer Michelle Picot of Central Division. Despite strong competition from established Force representatives Lyn Smith and Angie Simmons, she was able to win all four ladies events, setting new records in three of them.

Lyn and Angie equally divided the second placings, ensuring all the ladies events were fiercely contested.

In the men's under-35 events, there was a wider spread of winners. Paul Eveleigh (South) proved the strongest with fine wins in the two lengths front

SINKS READ

By Phil Whitehead

crawl and butterfly, and a second place in the backstroke.

Chris Mathlin (South) won the backstroke with a fine swim, and Phil Whitehead (HQ) won the breaststroke. Newcomer, and threat to the established swimmers, was Steve Casey (North East) who won the mixed swim and tow race, and also came second in the breaststroke, butterfly and front crawl. He will be a danger next year.

The Blue Riband event to find the fastest swimmer in the Force was won by Paul Eveleigh. He competed in a one-length race between the first two in each of the front crawl events. Paul was the clear winner, setting a new record time in an impressive display of controlled

sprinting after a heavy night's swimming.

North East division showed its depth by winning four out of the five relays, and coming second in the other, to make it the overall winner of the Croker Cup swimming competition. Earlier in the evening, only five points had separated the first three teams.

There was an excellent turnout for the gala with representatives from all divisions except South West. Thanks are due to all the competitors, to ACC Mr. Jim Conlan for making the presentations and to Eddie Clark and his officials for making the event run smoothly.

Results:

1st North East 148 points (6 Croker Cup points); 2nd Central 122 (4); 3rd South 115 (2); 4th South East 105 (1); 5th North West 56 (1); 6th HQ 37 (1).

Knights rally round to send sick kids across the pond

By Dave Knight

31st October, with a tremendous turnout of members enjoying a superb 'carvery'.

A new central committee was elected with Dave Knight remaining as President, Dick Greaves (AG) as Director for Essex Region, and Kim Jarvis (GD Dogs) as Quartermaster.

Many decisions were made including a provision for a 'Ride Out' every Sunday next year.

On the membership front, Jack Pinfold (NSY), our Secretary, announced that our numbers had shot up from 20 last year to a staggering

61.

Many events were already in preparation for next year, including returns to Walworth and Redmire.

'England IV' have announced a New Forest Rally in late September.

A full list will be circulated as soon as we have the International Calendar.

'England II' now have a comprehensive list of 'goodies' including 'T' Shirts, Decals, Patches and Pins.

The most important decision was probably the selection of our charity for next year. It is a

national charity that sends terminally ill kids to Florida. It is hoped that we can tie in our efforts with 'Florida IIV' in the U.S.A.

I have already contacted an Ex-Met Sergeant now living in Tampa, and it was received enthusiastically.

Any serving or retired officer wishing for some more information on how to join the 'Blue Knights International Law Enforcement Agency Motorcycle Club' (Present membership now exceeds 12,000 worldwide) contact Dave Knight on 0279 641212 ext 5691 for details.

THE LAW

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