



Nature-loving ACC retires

ASSISTANT Chief Constable Terry Rands retires this month after 32 years service in Essex.

Originally a member of the Southend Borough force, he transferred to the old Essex County Constabulary nine months before the amalgamation.

Nature-loving Mr Rands broke new ground within the police service when he became the first wildlife liaison officer more than 10 years ago, and more recently he was the specialist advisor to ACPO on wildlife issues. He leaves behind a network of designated wildlife officers in Essex and around the country.

Although he intends to move permanently to Norfolk on retirement, he is an Essex man through and through, and enthuses about the diversity of wildlife and habitats within the county.

He intends to continue his membership of the RSPB, Norfolk Naturalists Trust, British Butterfly Conservation Society, National Trust, English Heritage, Royal Horticultural Society and the Rare Breeds Survival Trust. He will also pursue his interest in archaeology and second-hand books.

Selected

After serving his apprenticeship patrolling Southend seafront, Mr Rands was selected for the Special Course at the Police Staff College, Bramshill, and quickly rose through the ranks to Inspector.

He served at Brentwood before moving to HQ road traffic and highway liaison department. He then served as personal assistant to the Chief Inspector of Constabulary.

He also served as sub-divisional commander at Westcliff and Harlow, divisional Commander at Grays and head of Complaints and Discipline before being appointed ACC (Personnel) in 1989.

He took over responsibility for Administration two years ago. Mr Rands said he had enjoyed "working slightly behind the scenes, making things happen" and dealing with people of all ranks or grades within the organisation.

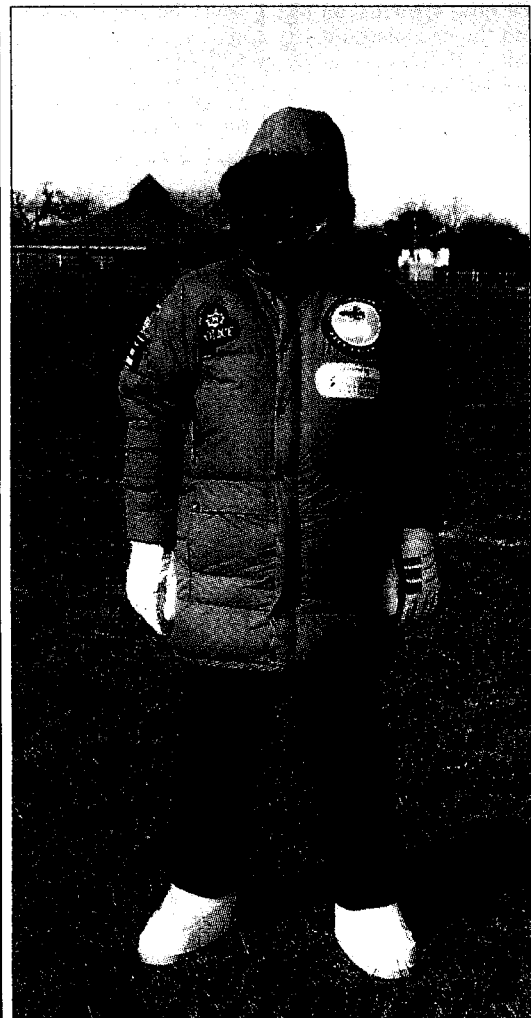
He said policing was much harder for young beat officers today because of the sensitivity and awareness of the public to policing issues, and the constraints of more legislation.

Constable declared Man Of The Year for his aid work

Pc braves war zone

to help refugees

Is anyone in there?



SPORTING the latest in polar wear, this intrepid explorer may seem a little overdressed for a sunny Spring day in Springfield. But he was warming up to brave the arctic wastes for charity. See page 9.

Halstead officer Alan Diver was unable to accept a Man of the Year trophy at a London ceremony because he was braving the elements of Bosnia to deliver aid to war victims.

The title was awarded by the Halstead Gazette, part of Essex County Newspapers following a previous trip to the country last year.

But as wife Shirley drove to London to accept his award from *That's Life* host, Esther Rantzen, Alan, his brother and a handful of volunteer lorry drivers worked their way through dangerous terrain and mortar fire to deliver the largest single donation of aid ever to be received in Zadar.

Modest to the end, Alan admits he was shocked to have even been nominated for the trophy.

"It wasn't something I expected. After the nomination I thought no more of it. Then when I was told at work that I had won, I thought it was a wind up"

Alan set off on his latest trip on February 26.

During three months of hard graft he raised £4,500 for fuel and ferry fares, and collected 75 tonnes of aid to be carried on seven vehicles.

Said Alan: "Aid was never a problem, we could probably fill five artics in an hour, and we had no end of volunteers. But all the drivers used their own vehicles and their own time, so we had to find the money for fuel."

"We needed £2,000 for the ferries alone and that was at a discounted rate. But the support from such a small town was amazing."

Although the delivery contained the usual food parcels, clothes and toys, they were also able, this time, to supply vital and expensive medical equipment.

Included in the load were three X-ray machines, two dialysis machines, a defibrillator and three ECG machines.

In addition there were 1,000 boxes each containing the basics for a baby

By Kim White

from nappies to milk powder.

When they reached the warehouse in Zadar the team were introduced to a doctor from the local hospital.

Alan said: "He was like a child with a new toy. I told him that all the boxes for the hospital were marked with an 'H'. He'd open a box and then come over and shake my hand and then disappear again to another box."

After interviews on Croatian television and local radio stations the group delivered bikes and cuddly toys to refugee children at the hotel and hospital.

"There were 300 refugees in the hotel", said Alan, "while private wards in the hospital were being lived in by complete families."

By Wednesday, March 2, the team had achieved what they set out to do and began the harrowing journey back crossing areas constantly under shellfire.

Alan explained: "It's devastating to see. The areas we visited were once prosperous areas which have been completely flattened."

"I found it far more organised this time around but they are still on the breadline. What work there is doesn't pay and everything is exorbitant. One banana costs the equivalent of £15."

"That's why so many are reliant on humanitarian aid."

So does Alan plan to go again?

"I would but it would have to be done differently next time. It would need a financial backer, a sponsor for the fuel and one for the ferry costs."

"As it was we had to use some of our own money to make it back home."

One organisation which would no doubt like Alan to take another aid trip is Caritas who look after the aid



Alan Diver with his Man of the Year trophy.

Report shows fall in crime

CRIME in Essex fell in 1993 for the first time in more than five years.

Figures released in the Chief Constable's annual report show a drop of 0.7% from 113,284 to 112,538.

Of those offences recorded 35,991 were detected, an increase of 3.4%.

Throughout the entire report the results are favourable with welcomed falls in both auto crime and house burglaries.

On a less optimistic note, fatal road accidents rose to 78 with injury accidents up

from 5919 to 5934.

Through the report's introduction Chief Constable John Burrow said: "1993 was a period of speculation about the future of policing and not least a period of anxiety for many staff."

"Uncertainties still remain, however, and it is to the credit of all staff that despite these worries over change, their commitment and morale never faltered throughout the year."

See back page for new operational goals.

FEDERATION NOTES...FEDERATION NOTES...

Considering an injury claim?

AT the present time, the Government is looking at changes to the Criminal Injuries Compensation Board Scheme and they are due to take effect on April 1.

There have been moves afoot within Parliament to have the date put off because many bodies see the new scheme as being unfair, especially to those officers who receive bad injuries.

If you have been injured recently and are considering a claim under this scheme, please contact Mick Englefield, the Federation Claims Secretary on extension 2795.

The reason for this is that any claim registered prior to April 1 will still be considered under the old procedure but claims after April 1 will come under the new banding limits.

Personal loan rate reduced

THE Halifax Personal Loan rate has been reduced to 15.9% for all Federation members.

Unsecured loans from £1,000 to £7,500 are available for most purposes and repayments can be spread over five years.

Full details including current repayment terms are detailed in a booklet available from the Federation Office at Headquarters, extension 2215.



By Brian Pallant

New pay scales agreed

THE Police Negotiating Board reached agreement last month with regard to new pay scales for constables and sergeants to come into effect from September 1 this year.

The full letter from the General Secretary of the Police Federation, together with the scales, was circulated on February 25.

I do not intend to go into depth in relation to those scales as, by now, most of you will have seen them. However, anybody wishing a copy of the relevant scales, please contact their local Federation representative.

The agreement reached obviously still needs to be ratified by the Home Secretary and, to date, we are still waiting. To actually obtain the agreement, certain things were given up and the following allowances were made to consolidate these pay scales: bicycle, typewriter, foreign language, promotion examinations, women's stockings, detective duty allowance, uniform allowance and reimbursement of NHS charges.

The detective duty allowance and uniform allowance only affects the superintendent rank and above.

With regard to the reimbursement of NHS charges, from September 1 we will be brought in line with what is now paid to new recruits, that is to say charges will only be reimbursed if the injury is on duty or a duty-related illness. Your Joint Branch Board can see problems with regard to the definition of what is a duty-

related illness.

With regard to inspectors' pay scales, these were not agreed at the Police Negotiating Board and conciliation had taken place on March 11. However, I have no result of that conciliation at the moment but I would anticipate that it will probably be moving forward to full arbitration in due course.

The Joint Branch Board Executive, at their last meeting, discussed the PNB agreement and they were concerned with some of the aspects. As a result, I wrote to the General Secretary, Lyn Williams, asking for some clarification.

We were concerned with regard to the constables' salary at the top end because you will all be aware that the present constable with 15 years' service and above will only be receiving a £233 pay rise whereas the top sergeant will be receiving an increase of £863.

This seems strange, bearing in mind that the majority of the money saved on the allowances would have been saved from the constable rank.

However, I understand the reason for it is that the cost implications on the constable rank are that there are somewhere in the region of 54% of constables actually receiving the top scale and, therefore, there were far

more officers for the money to be shared among than for the top of the sergeants' rank.

There is obviously also concern with regard to what is meant by "out-standing" and this is in relation to the appraisal part of the agreement, ie. £625 on the constables' scale and £700 on the sergeants' scale. This has yet to be defined and we will wait with interest for that definition.

The other areas of the PNB agreement covered housing allowance and overtime payments.

All officers in service and eligible for either housing allowance, transitional rent allowance or in provided accommodation will at August 31 shall continue to receive those benefits and be protected under the current regulations.

The other concern on the housing allowance side is that we have calculated that there are great savings to be made when housing allowance is done away with for new recruits from September 1.

This means that as officers leave the service and new people come on board, those savings increase to the authorities. It would appear at this stage that those savings have not been taken account of in any negotiations within the PNB. Whether they will or not in the future, I cannot say.

With regard to overtime, the major changes are, of course, that with less than 8 days' notice a compensation will now be at double time and not time and a half, with no additional day off. The less than 4 hours compensation will still apply, that is to say if you work one hour on a rest day, you will be entitled to a minimum of four hours.

The trigger points for re-rostering of rest days will be reduced from 28 days to 14 days.

Where a member works from a scheduled working day into a rest day, a one hour window has been provided which will compensate at double time. Bank Holiday working arrangements continue as at present.

There has been some concern from members with regard to casual overtime and basically what the agreement says is that for the first 30 minutes of any reckonable overtime on a scheduled working day on four separate occasions in a seven day period will be discounted.

If the Home Secretary ratifies the agreement in full, then the scales of pay will come into effect on September 1 and be operated at that time by the movement in the indices for the past year as agreed at the PNB.

The appraisal system is currently being reviewed by a Home Office Committee and it is envisaged that new criteria will come into effect on a trial basis in all Forces on September 1. That trial will probably be for a period of 12 months and, if successful, the system will start in September 1995, which means, in effect, that the first payments of appraisal related pay will not take effect until September 1996.

The Law OPINION

PART-TIME workers often feel they are treated like second class citizens. And, no doubt, there are small-minded managers who treat them this way.

In this country employment law and enlightened management seem to be way behind some other European countries.

Amazingly, it is only in the last month that the courts have ruled that part-time workers should be treated equally to full-time workers with regard to redundancy payments.

Negative attitudes to part-time work often tie in with attitudes towards mothers with young children returning to work.

So, the introduction of part-time working for Essex police officers is by no means a guaranteed success.

At the introductory presentation at Stansted Airport, police managers wanting to know more about the scheme outnumbered would-be part-timers by about two to one. Hopefully this is a positive sign.

It is encouraging to see the level of commitment right from the top of Essex Police to make part-time working and job sharing a success. It can only benefit part-time civilian workers too.

The value of retaining officers who have experience, confidence and maturity, and in whom a high level of training has been invested is overwhelmingly obvious.

The contribution and motivation of part-time workers certainly matches, and sometimes exceeds, that of their full-time colleagues.

Part-time working makes sense, and none of the problems in extending it to police officers are insurmountable.

But, the success of part-time working in Essex Police will ultimately be down, not so much to managers, but to the attitudes of shift colleagues.

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.

Store discount

RECENTLY, we advertised a 5% discount at the Power Store in Chelmsford.

They are now offering an increase and the new discount is 10% to all police officers on production of a warrant card.

To remind members, Power Store is at Unit 3a, Riverside Retail Park, Chelmsford.

Income tax

SOME of our members are not claiming for their full allowance with regard to income tax returns.

If you are a uniform officer, then you are entitled to a flat rate expense allowance which has been agreed nationally with the Police Federation and the Inland Revenue.

The allowance is presently £45 and for those officers who are not sure whether they are actually receiving it or not, it should appear on the left hand side of their income tax coding form.

If you are not receiving it, contact Gateshead. They can go back up to six years on request. Full details of what the previous years' allowances were can be obtained from the Federation Office at Headquarters.

Job sharing

ON February 1 the Government announced that part-time working and job sharing would now be available to all Forces in England and Wales.

A pilot scheme had been carried out in six Forces and this has proved successful resulting in the introduction of the scheme nationally.

Anybody interested in further details should contact either the Federation Office at Headquarters, Brian Pallant, or the Equal Opportunities Advisor, Ian Watson.

Pension progress

I HAVE received quite a few queries with regard to what is happening with our Pension Scheme and, at this stage, the matter is still being looked at by a Home Office Group which hopes to report to the PNB Committee E by June.

The Police Federation of England and Wales will be submitting evidence to that Committee and I will keep you informed of any developments.

Basildon goes Dutch



● Dutch beat officer Juan Williams with Basildon sergeant Steve Fairmanner.

DUTCH police officer Juan Williams took a break from mobile patrol when he went out on the beat in Essex this month.

Juan, 45, who is based near Utrecht, was visiting Basildon's Sgt Steve Fairmanner, and also took the opportunity to tour HQ and the Air Support Unit.

Beat officer Juan explained that back home he patrols in a Volvo, and does not go out on foot.

He spoke of the re-organisation of the Dutch Police a year ago, which abandoned the system of the state police and municipal forces in favour of 23 regional police forces. He believes this has taken place largely on cost grounds.

"The area which we work in has become much larger, but the amount of policemen to do the work has diminished," said Juan, a policeman for 20 years.

Sgt Fairmanner met Juan, who has a particular interest in equal opportunities in the police, when he travelled to Holland last year to carry out research for his Masters degree in Police Studies.

Stab resistant vests

WE have received many phone calls from members with regard to whether the Force will be issuing stab resistant vests.

The matter was taken up by our representatives on the Uniform Committee and I understand from them that the

chairman of that committee spoke directly to the Public Order Training Department.

Apparently, members of this department took part in user trials of such vests during 1992 and actually retained the relevant documentation for those authorised vests which were passed by the PSDB at Sandridge and which may be purchased and used.

However, as most members are, no doubt, aware, none of these are user friendly due to their bulk and conspicuous colour and appearance.

Recently, a stab resistant vest was purchased by the Chief Constable in Northumbria for issue to officers and this has been attracting some attention.

However, it is my understanding from a recent meeting of the PSDB that this has yet to be trialled by them and when it is obviously a full report will be available.

Rest assured that your Joint Branch Board is as concerned as you are with regard to this matter and will be pressing from the introduction of the correct vest as soon as one is available for use.

Traffic review

IN December 1993, the Home Office announced it was setting up a review team to study the Police core functions and ancillary tasks.

Running alongside this would be a separate similar review of the core functions of traffic policing as this has distinct characteristics and organisational features. The terms of reference of this review are:

"To review the role of the police in enforcing the traffic laws and, taking account of the impact of new technology on the most cost effective use of resources, to consider what changes are desirable consistent with the maintenance of high standards of road safety and traffic management."

The Joint Central Committee of the Police Federation will be responding to F.I Division of the Home Office and would welcome any comments or views, would you please let the JBB Secretary, Brian Pallant, have them by Wednesday, April 6.

Off Beat

STARTING TO STRIP

ESSEX Police almost came unstuck as the Force showed off its dazzling new motorway patrol car, dubbed the "Battenburg Cake" because of its blue and yellow check livery, to the media.

Minutes after traffic boss Supt. Des McGarr took to the roads in the flavour-of-the-month Ford Granada, leaving behind the posse of cameramen and photographers, there was a worrying "pinging" sound.

Two red strips of the colourful livery had flown off, leaving bald patches above the front doors, and one or two red faces.

GUN HORROR

AN anxious driver alerted police when he heard a scream and a gunshot after pulling into the old Stansted Airport turn off at Bury Lodge Lane for a cigarette.

Officers arriving at the scene were upstaged when they discovered a theatre group had booked the local scout hut for a "Horror Evening".

CAT

BURGLARS

A WELL-MEANING neighbour dialled 999 immediately when, late at night, she spotted a man on the roof of a bungalow in Stanford-le-Hope, and a ladder at the side of the building.

It turned out to be the occupant of the bungalow chasing cats off the roof!

DIRTY WORD

WHOOOPS! Saffron Walden area's new Neighbourhood Watch Co-ordinator Clive Cooper almost landed in the mire when his introductory press statement spoke about the district council's "Partnership against GRIME". Fortunately he spotted the dirty word in time and got back to tackling crime.

THE WRONG

TRACK

A HAPLESS husband promised to pick up his wife after a shopping trip to Lakeside. But while she waited at the Thurrock complex, he drove 90 miles up the M1 from his London home - to Lakeside Country Club, Northants



"BURGLAR" Ray Harding attracts the unwanted attention of Rottweilers Doyle and Chevez and security guard Richard Amner as he tries to escape from "Fortress" shed.

The Shed bites back

A "BURGLAR-PROOF" shed complete with alarm, locks and chains and guarded by two rottweilers has gone on display in the Benfleet area to launch a shed security campaign.

During the month of February alone, 45 sheds in the area were broken into and thousands of pounds worth of property stolen.

Crime Prevention Officer Gordon Sinclair explained, "Take a look at the contents of your shed or garage and how much they are worth. Yet most of them are about as secure as a cardboard box."

To launch the "Sheds

bite back" campaign, he called in Les Scanlon from Daws Heath Timber to provide "Fortress Shed" showing the level of protection that could theoretically be achieved.

Castle Point Neighbourhood Watch co-ordinator Ray Harding came along to play a burglar, trying hard to escape the attentions of rottweilers Doyle and Chevez and security guard Richard Amner, who appeared

courtesy of Louis James Security.

Pc. Sinclair said, "This is an example of community involvement in joining with the police to try to prevent crime."

And the underlying message is to lock your shed, ensure the windows and roof are securely fixed, consider an alarm on the door and make sure the property inside is post-coded - all of which can be achieved quite cheaply.

Part-timers don't do things by halves

by Jenny Grinter

PART-TIME working and job sharing are being introduced for Essex officers next month, just two months after the Home Office gave the go-ahead for part-time policing.

More than 20 Essex officers have already expressed an interest in the scheme, which will be available from April 1.

Subject to a minimum of 16-hours a week on average, the aim is to give officers' flexibility to negotiate hours to suit their particular needs, such as working longer hours during term-time.

While the majority of part-time police officers are expected to be women with families, the scheme also provides an option for those who want to study for a degree.

Six police forces, including Norfolk and the Metropolitan, started a part-time working pilot scheme two years ago, but Essex is one of the first forces outside those six to introduce the scheme.

A total of 220 officers went part-time in the pilot scheme, 97 per cent of them were women and 92 per cent were constables, mainly uniformed shift officers.

However, the part-time option will be available to officers in specialist posts, of all ranks up to Chief

Inspector. Superintendents and above are excluded because of their 24-hours a day responsibility, but the job sharing option will be available to them.

Those going part-time will also have the same opportunities to specialise, be promoted and receive training.

One officer who opted to study for an honours degree was Dc. Dermot Booth, 39, from Nottinghamshire.

He said, "I could see the changing nature of police work, plus influences like Sheehy and the Audit Commission report, and felt that to get above the rank of Sergeant I was going to need a degree. Part-time working presented the ideal opportunity.

Respect

Most people have been very positive about it, and respect what I am doing."

Part-time working is welcomed by Essex Police as it will allow highly-trained and experienced officers to remain within the organisation, and provide a larger more flexible work force.

Research has shown that part-time workers tend to be highly productive and motivated, and in the pilot

scheme proved flexible in arranging hours.

However, the success of the pilot schemes was closely linked with the attitudes of managers and colleagues towards the part-time workers. To help Essex officers who may encounter negative attitudes, a support network is being set up.

Career development officer Supt. Denis Sheppard said, "We're very keen to make it happen and to make it work. It's a tremendous advance for the police service."

Insp. Chris Bainbridge, who was instrumental in setting up the award-winning Essex Police maternity network, said, "It means we are going to retain people, particularly women, who previously had no choice but to leave.

"It will also be a lifeline for those who didn't leave, but carried on with extreme difficulty, managing to juggle a family with a demanding job."

Insp. Bainbridge referred to an earlier survey which revealed the average length of service for women constables was just eight years.

Linda Jones had served with Essex Police for six years when she left four years ago to have a family. She said, "If there had been part-time working I would have stayed on."

She now hopes to rejoin, working the minimum of 16 hours a week, and to build up the number of hours when her children start school.

Colchester-based Pc. Jane Beagle returned to work as an NBO after having her little girl. But, she said, "Child care is very difficult, particularly when I am working evenings and weekends.

"There is a lot of pressure on working mums, and part time working gives us the chance to combine the job with family life."

At this stage, the scheme will not be available to new recruits, largely because of training implications, nor for officers who wish to retire and then return part-time.

Around 60 people attended a presentation, held at Stansted Airport last week, for officers interested in part-time working or job sharing and for police managers who wanted to know more about the scheme.

Benefits

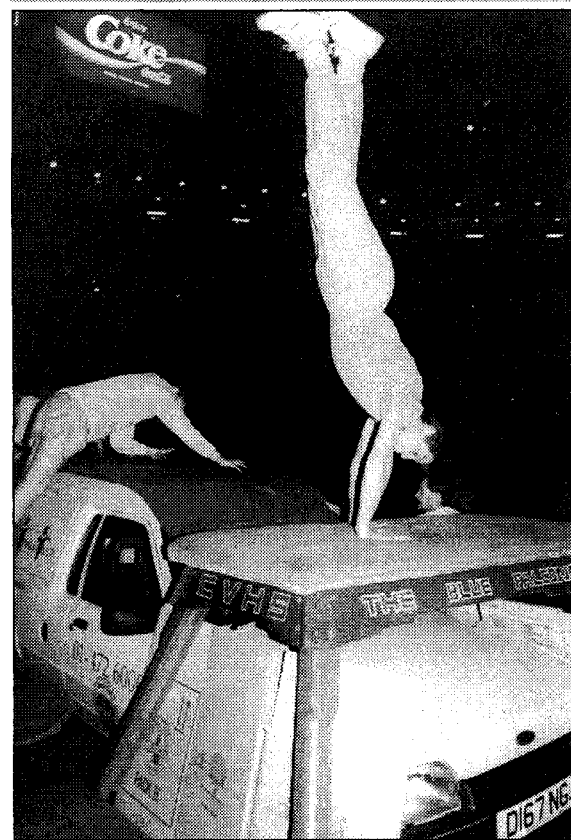
ACC O Geoff Markham and Chf. Supt. Graham Balchin of H.M. Inspectorate of Constabulary spoke of the benefits, and the police commitment to part-time working.

Officers from the Metropolitan Police and Nottinghamshire, who are already working part-time, plus finance and personnel staff, were also on hand to provide information.

Any other officers interested in the scheme should contact career development on HQ ext. 2329 for further details.

A job sharing policy for civilian staff is also being prepared.

Falcons take off!



The Blue Falcons in action at Wembley Stadium, during the BBC's Children in Need Appeal in 1991.

BRAINTREE-based Sergeant David Matthams and his two sons appeared on Blue Peter last week with the Blue Falcons Gymnastic Display team.

The Chelmsford-based team, which will appear at the Essex Police Fun Day for the third time this year, demonstrated their vaulting skills live on the BBC programme.

They were invited along to preview their sponsored 24-hour 100,000 vault challenge, which was due to take place at the weekend.

Around 80 past and present members of the team, which is based at Chelmer Valley High School, were aiming to vault continuously for 24 hours, by working in four shifts.

They hoped to raise more than £10,000 - to help fund a

new school minibus, and provide a colour TV and video for the Children's Ward at Broomfield Hospital.

With the spotlight on minibus safety, the school wants to replace its ageing model and buy one with all the latest safety features, including seat belts and head restraints.

Sgt. Matthams, whose sons Paul, 17, and Richard, 14, are among the gymnasts, regularly helps Falcons instructor Mick Ford to train the team.

The Blue Falcons have previously broken the world record for the number of vaults performed in an hour. Last year they did 11,500 vaults in an hour.

Formed in 1974, the team believes it is unique in including the vaulting of a minibus lengthways in its repertoire.

Watch out, Clive's about!

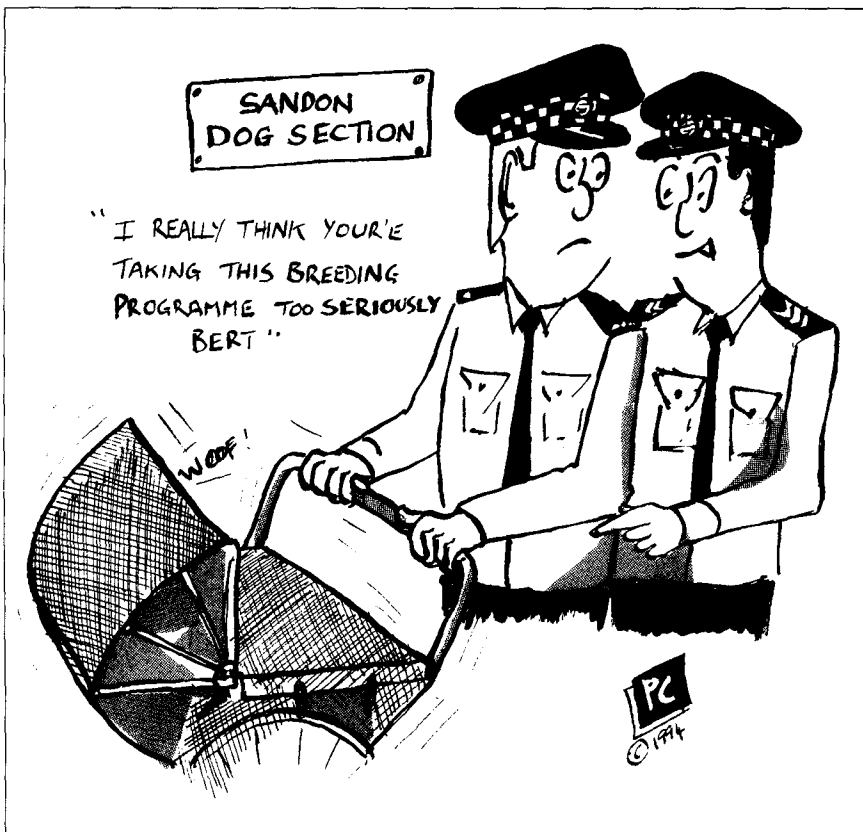
A DRIVE to revitalise Neighbourhood Watch schemes in the Saffron Walden area has been launched with the appointment of a paid co-ordinator.

The aim is to start new Watch schemes, provide training for volunteer co-ordinators, seek sponsorship and publicity and to renew enthusiasm for existing schemes.

Clive Cooper, Uttlesford

District Council's Emergency Planning Officer, will take on the job along with his current position.

Working closely with the police, he hopes to promote further community involvement in tackling crime.



Why do they need counselling?

CONCERNING the police officers employed in the excavation of Cromwell Street, Gloucester, who are unearthing the remains of bodies.

It is with amazement I read in the papers and hear on the television news that after the digging is all over a team of counsellors will be ready to counsel the men concerned in view of the trauma.

Whatever sort of men are in the police force these days? If they need counselling for digging for a few skeletons whatever would they do in a real emergency? I was stationed at Holland-on-Sea during the war, and recovered dozens of bodies washed ashore, airmen, sailors etc. but I received no counselling, it was part of the job.

It is little wonder that the police force is over spent and short of funds when money is spent on this sort of rubbish and if this goes on in the Gloucestershire force no doubt equally silly schemes apply to other forces.

I am not inferring I was the only one who had dirty jobs to perform, all police officers took it as part of their job and got on with it.

N H Feeke,
Ex. Ps 108

The 'stark contrast' is luck

I WRITE with reference to *The Law Opinion* dated February 1994, regarding the Bamber Enquiry, in particular the paragraph comparing its thoroughness with that of the Mullins murder.

As one of the officers involved in the Bamber case, a thorough job was done, based on the facts available at the time. As later facts became known the inquiry took a different course.

Support in a crisis

BY now, many officers will have seen in police stations a poster entitled *Essex Police Volunteer Support Network*, and despite what the poster says they may still harbour some concerns that this is something provided by, and under the control of, the organisation.

Let me reassure you all that it is not. This is a totally independent group of police officers, widows, spouses and serving civilians who have got together to offer a friendly ear or a shoulder to lean on.

They are not trained, skilled counsellors, they cannot deal with in-depth psychological problems. They are merely there to befriend people.

Their services are available to anyone in the organisation, be it serving police officer or civilian, spouse or other family member.

The actual Federation involvement is less than you might think.

Although we were instrumental in

Success or failure of an inquiry can depend on many things, not just the thoroughness of an inquiry team. As indicated on your front page a certain amount of luck can play its part.

The stark contrast that you mention is that the Mullins inquiry had its share of luck, the Bamber case did not.

Ds Davidson,
Scenes of Crime, Grays

helping to set up the Group and we provide secretarial and meeting facilities, we do not participate as volunteers.

We believe that we provide other forms of support and expertise to our members.

The Volunteer Support Network is not here to take over from the responsibilities and duties of the Welfare Department, it's here to supplement the Welfare officers and to give that little additional bit of help wherever we can.

Those aims are totally supported by the Police Federation and we are more than happy in that respect to be associated with the group. So always remember, if you have got a problem and you just want somebody to talk to, then you have got the two contact numbers, Sue on 0787 477874 or Tony on 0279 454984.

Dave Jones,
Chairman,
Joint Branch Board.

Bring back corporal punishment

MOST of us during our police service have had to deal with children and young persons at some time or other and it is remarkable

Safeguard is needed to be equal

PC Caulfield, Castle Hedingham, described the current Equal Opportunities policy regarding police officers being precluded from applying for internal civilian posts as "very unequal".

I believe that this 'safeguard' is necessary for the following reasons.

Interviews boards invariably consist of at least one senior police officer, and in many cases the police officer's seniority subordinates civilian staff sitting on the board.

While this situation exists, there would be the very real possibility of discrimination against civilian staff should the above safeguard be removed.

Lynda Banfield,
Headquarters.

the changes that have taken place in dealing with them since the end of the last war.

Very few, if any, custodial sentences are given, and the trend seems to be to send them on character building trips to various places in this country and abroad.

We hear of one 17-year-old, who received a lot of publicity on return from a trip to North Africa, and then re-offended.

Recently when shopping in Southend I met up with a now retired deputy headmaster of a large comprehensive school in south Essex, who was very helpful to me when dealing with a juvenile offender years ago.

After the usual greetings the conversation got round to children, and juvenile offenders in general. His parting words to me were "Until corporal punishment is brought back into schools, there will be no end to it" and I added "together with full parental care and control". Say no more.

Phil Pewsey, Hamstel Road, Southend.

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Letters

The least they deserve is 'thanks'

AFTER Bamber's conviction in 1986 I have remained silent when publications have propagated what they have been told about the Bamber inquiry. I have to state, that your article (*Law Opinion*, February) is potentially one of the most slanderous I have ever read regarding this inquiry.

Firstly let me state that I was not one of the officers involved in the initial attendance at the scene, so I have no axe to grind about that issue. However I do not wonder how many other officers in exactly the same circumstances at that time may now be saying "there but for the grace of God".

I also feel for those officers who did attend on that day, affected by what they saw, confronted by a supposedly grieving sole survivor, having to live by decisions made on the day. We are human and have

human reactions. Those reactions (no matter how professional we are) may affect our performance.

I was involved in the subsequent investigation of Bamber after Julie Mugford came forward.

I accept that the column (given its title) is based on opinion, but it is at the very best just plain insensitive. Have you ever spoken to any officer involved in the successful prosecution of Bamber? Have you spoken to any of the officers who unfortunately have had to feel the solitude of shouldering accusations?

1. When saying "it is no surprise that Essex Police are not shown in very good light", you are right it doesn't surprise me.

That is because all researchers have repeated the same details because they speak to the same sources.

Evidence

2. "A potential wealth of forensic evidence was never gathered from White House Farm" Use of the word "potential" is correct but not emphasised. It should be. It is an unknown factor and could be the case in any inquiry we conduct. However, what is known about this inquiry, and everyone forgets or is not told, is that a wealth of forensic evidence was gathered from the farmhouse.

3. It is mentioned that the Crown had to rely heavily on Julie Mugford's evidence. The Crown did not rely on any single item of evidence. It is the media and currently Jeremy's defence who are trying to convince everyone that the prosecution had only two pieces of evidence.

4. I fully accept that no one can deny that mistakes were made. Hand on heart, is this so unusual?

5. It is important that lessons are learned and they will continue to be after every single inquiry whether successful or not. What better example than the successful conviction of Bamber as well as Lawrence Mullins.

6. The item I'm about to refer to is the real nut and bolt in the porridge. In referring to the Mullins case you state the fol-

lowing "the thoroughness with which the investigation of each officer was a stark contrast to the days of Bamber, with a commendation well deserved".

I do not wish to detract from the recognition given to the Mullins case in any way. But what are you saying about the large number of police officers and civilians that worked on the Bamber inquiry? The statement can only be saying that those personnel were neither thorough nor dedicated. A relative of the Bamber family wrote to the force thanking those officers for their hard work. He, at least recognised the team's thoroughness and dedication.

I will continue to write to you until you at least pass my thanks (for what little it is worthy) onto those personnel.

They have been made to feel ashamed of being involved in a successful court case.

They worked for nearly a year in securing a conviction of one of the most evil men ever to come to the notice of the Essex Police.

Bamber currently has a brief lodged with the Home Office seeking leave to appeal. Even if he is successful this will not detract from the hard work and dedication shown by the team. If he is released it will be due to a technical and scientific issue.

7. The following statement made in your article is absolutely true and equally applies to the Bamber inquiry: "Team work seems to be the key to success in major investigations"

The Police Complaints Authority press statement stated that "Once Essex Police realised they were dealing with a quintuple murder they performed a thorough and professional investigation".

I believe that if the inquiry had not received the negative press that it did, then commendations (internally at least) would have followed.

Once again thank you and well done. Eight to nine years too late I know, but I have waited long enough for others to thank them and better late than never.

Win Bernard,
Inspector

Tribute to traffic officer

ON behalf of my mother and myself I would like to thank the Chief Constable and members of the Essex Force for the beautiful floral tribute and the officers who represented the Police Force at the funeral of my father ex Ps Hymas.

He passed away on the 8th February aged 89 years after a long illness.

He was very proud of the fact that he was one of the first Traffic Patrol Police.

Up to the last his memory was excellent, he could even remember the registrations of cars and motorcycles driven for the police many years ago.

He was interviewed by Inspector Scollan when she was researching for her book "Sworn to Serve" and is mentioned in it.

I would also like to thank the Police Welfare for all they have done over the years to help make my father's life more comfortable.

From now on my mother will still be looked after and this is very much appreciated.

My thanks also to Mr Coxon who is a great help and executes his job so pleasantly.

Sheila Fullbrook,
Hatfield Peverel,
Chelmsford

I part with pride

LAST March I informed the Chief Constable of my wish, for personal reasons, to retire from Essex Police and I will now do so on the 31 March 1994.

That time is fast approaching and there is so much I want to say to so many.

As I write I feel a real sense of pride at being part of Essex Police.

I do so much enjoy my working environment and cannot think of a better group of people to work with than those with whom I do now - not only my immediate working colleagues but all those I meet on a day to day basis throughout the County and throughout the year.

I would really like to say a personal good bye to all those with whom I've had the pleasure of working but that clearly will not be possible.

Through the Law therefore may I say thank you to all of them, both those currently working with Essex Police and those who have now retired, for all their support and comradeship.

I will miss you and Essex Police very much.

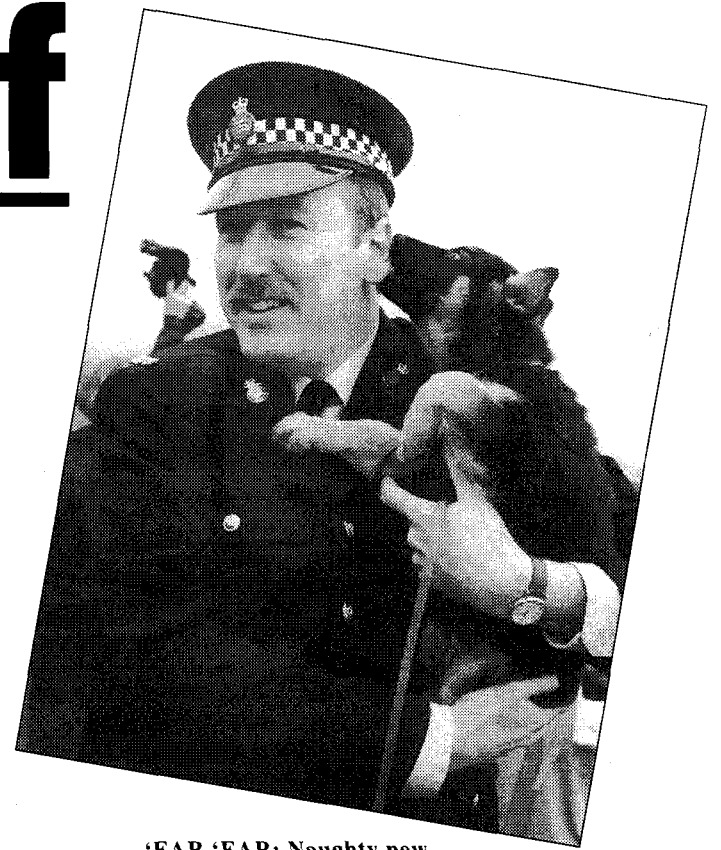
T J Rands,
Assistant Chief Constable (Admin).

LAW READERS CHOOSE 400 NAMES FOR CARLA'S PUPS



PROUDLY PRESENTING: Dog section boss Inspector Rod Barrett introduces Amber to photographers. Picture: Essex News Service.

Pick of the pups



'EAR 'EAR: Naughty new recruit Abraham greets handler Harry Knight with a nibble. Picture courtesy of Essex News Service.

WHAT a pedigree response! Proud police mum Carla was wagging her tail with delight at the amazing variety of names *Law* readers chose for her puppies.

The post room at HQ was working overtime to deliver more than 130 "PICK A PUPPY" competition entries to the Press Office by our March 9 deadline.

Between you, you came up with more than 400 different names - all beginning with the letter A - for the tiny terrors.

Among the entrants were an entire class of seven and eight-year-olds from Chetwood Primary School in South Woodham Ferrers. They didn't win, but a photo of Carla and her pups is on its way to them.

As you can imagine, it was a difficult task for the judges to sift through 232 boys' names and 184 girls' names to pick out our lucky winners. And with some of the names, it was impossible to tell

whether they were intended for a girl or a boy!

All our winning names were nominated by more than one person - so with a little help from Carla we had to pick our prizewinners out of a hat. Bad luck to those of you who didn't make our final list. And thanks to everyone for thinking up so many innovative, suitable - and not so suitable - names.

Winning

Of the winning girls' names, 46 of you chose **ABBEY** (including a number of different spellings); 59 people listed the name **AMBER**, there were 52 votes for **AMY** and ten people chose **ASTER**.

For the two dogs, 16 of you liked the name **ALFIE** and two people

suggested the name **ACER**.

The two winning names chosen by youngsters from the Mid-Essex Riding for the Disabled group were **ARROW** (selected by Mark Finch) and **ANYA** (named after herself by Anya Mittl-Galley). These two names also featured among those sent in by Law readers.

Other names popular with Law readers included Adam (23 votes); Alex (26 votes); Andy (24 votes); Arnie (26 votes) and Alice (34 votes).

Unusual nominations included a selection of names from Tolkein's "The Silmarillion", such as Avari, Aerin, Annatar, Amon and Aratan, and anagrams of Carla such as Alcar and Alarc.

A number of you took the trouble to list meanings and origins of the names, while others gave personal reasons

for their choices.

The final choice of names rested with Dog Section boss Inspector Rod Barrett, who had to discount those which would not be appropriate for a working police dog. Well, can you imagine a burly dog handler shouting out "Amour"?

Parade

The winners will receive a photograph of the puppy they named, plus an invite to the passing out parade later this year when the successful members of the litter qualify as fully fledged police dogs.

Acer, Arrow and Alfie will undergo their training with first-time dog handlers Pcs Mark Needham, Steve Hutley (both Colchester) and Dave Rudd (Southend).

Puppies Jo-Ann (named in memory of WPC Jo-Ann Jennings who was killed in a road accident on duty) and Abraham (named after

recently retired former dog handler Mick Abraham) have been allocated to handlers Sgt. Andy Howard and Pc. Harry Knight.

Allocated

Amy will train as a police dog with Bedfordshire Police, while Abbey and Anya have not been allocated to handlers at this stage.

The remaining two bitches have become pets - Amber going to a police family and Aster to a local farmer.

PICK A PUPPY COMPETION WINNERS

Dog's name	Selected by:
ACER	Mrs. Betty Preston, Canvey Police Station.
ALFIE	Mrs. S.A. Pilgrim, Rayne, Braintree.
ABBEY	Miss Julie Beaveridge, Eastwood, Leigh-on-Sea.
AMBER	Misses Zoe & Lynsey Keene, Wickford.
AMY	Mr. L.M. Cutts, Canvey Island.
ASTER	Pc. Glen Westley, Ockendon Police Station.



MOTHER'S PRIDE: Carla helps select our "Pick a Puppy" competition winners.

Sussex steals the show at Regional Police Dog Trials

LAINDON dog handlers Sgt. Bill Prowse and Pc. Phil O'Connell narrowly missed out on qualifying for the **National Police Dog trials** when they took fifth and sixth places respectively at the regional event.

Twenty-three dogs and their handlers from eight forces took part in the regional trials which were held in Essex earlier this month.

Max is top dog

The event was won by Pc. Gary Dace of Sussex with his dog Max, who scored a total of 782 points out of 1,000.

Qualified

The top four automatically qualified to represent the region in the national trials, the other qualifiers being Pc. Small (Hants),

Sgt. Emery (Sussex) and Pc. Harrison (Thames Valley).

Searching

Laindon's Pc. O'Connell with his dog Jack won the Bedfordshire Cup for obtaining the highest marks in the searching exercises, and obtained a "good" qualifi-

cation. Sgt. Prowse with Buster qualified as "very good", and Essex's Pc. Colin Elsegood with Khan also obtained a "good" qualification.

Performed

Pc. Neil Phimister with Max performed well for Essex in his first regional trials.

Do you know what's going on?

HAVE you ever planned a press launch, open day or a fund-raising event and found it clashed with another major event nearby?

In a bid to keep ahead of the game, the Press Office has started a county-wide What's On diary with details of all events of media interest.

It is intended to be a use-

ful source of reference, and to ensure we maximise any opportunity to promote Essex Police.

Already Chelmsford sub-division has responded with a three-page list of shows

and festivals, parades and marches for the whole year.

That's just the sort of information we need - and to make this initiative work we need your help. A memo has gone round to sub-divisions, and a form has been created on the IRIS computer for sending details.

ESSEX POLICE RESTRUCTURING

Evolution not Revolution

SOME people have asked, "Has anything really changed as a result of restructuring? Isn't it just a cost cutting exercise achieved by reducing the number of divisions and sub-divisions?"

This is emphatically not the case. Restructuring is more about re-aligning the structure to the way we have been seeking to work for some time now.

Many will have heard about roles and accountability but, not surprisingly, this approach is not widely understood. Thus far it has been aimed at managers in the force, now increasingly it is of interest to all staff.

Instead of a rank based structure that we have traditionally come to view as shown on the right:

After April 1, as a role based organisation, all operational divisions will relate directly to the Chief Officer Team and will look as shown below

In this role based structure fewer layers of management and shorter lines of communication are intended to improve the effectiveness of the force.

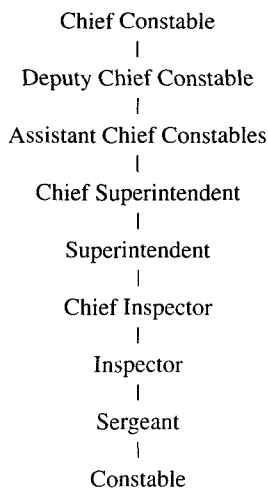
Command Teams with defined roles will comprise of managers of differing grades or ranks, dependent on local needs, responsibilities and skills rather than just rank. This approach to 'role' has to be integrated with existing traditions as a uniformed service.

We now have 12 months to develop this evolving approach in a new structure before the expected abolition of the ranks of Chief Inspector, Chief Superintendent and Deputy Chief Constable.

The majority of remaining police managers will be engaged in operational roles. These will now be more clearly defined and many overlapping and duplicated responsibilities have been removed.

**By Supt Lee Weavers
Restructuring Project Manager**

TRADITIONAL RANK-BASED STRUCTURE

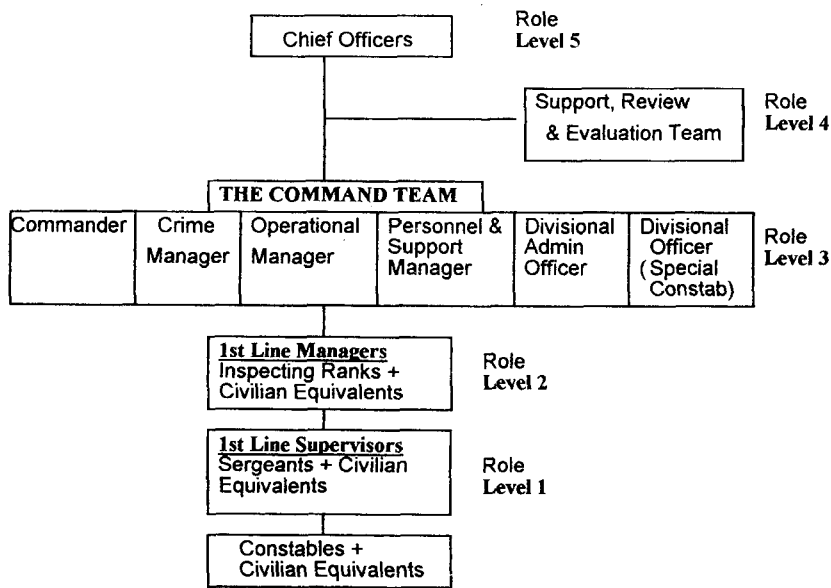


I recognise this will not happen overnight, but many people will be actively working on this approach in the coming months.

The objective of this simplified structure is to provide self sufficient operational divisions, capable of providing the majority of police services at a local level. The role of Headquarters and the review teams is to support that effort.



NEW ROLE-BASED STRUCTURE



A video production by the award winning Essex Police Television Unit

'Towards 2000'

presented by BBC newsreader John Humphrys

featuring Chief Constable John Burrow

A 10 minute film about the Restructuring of Essex Police



COMING SOON

THE SHAP

What is review?

IN THE new structure, divisional management teams will be responsible directly to Assistant Chief Constable (Operations) on a day to day basis. He will be assisted by the Detective Chief Superintendent and the Superintendents Operations and Traffic.

Experience in forces that restructured some years ago has shown that the pressure on managers is much greater when the 'old style' divisional tier is removed.

To compensate for this, and to remove all non essential responsibilities from divisions, three "support review and evaluation" teams are being formed.

Responsible to the Deputy Chief Constable, these teams will provide a countywide network.

Their role will be to provide support to divisional managers and, through assessing the effectiveness of divisions, to help spread good

practice and develop Essex Police.

Only in defined 'exceptional circumstances', on the instructions of ACC 'O', will they have a command role, i.e. protracted or large scale investigations and major incidents, particularly those crossing divisional boundaries.

Further development of this role is now underway, and the project has been tasked with putting this system in place by July 1.

At this stage a Chief

Superintendent and Detective Superintendent have been appointed to each of the three teams, which will review the Divisions as shown below.

It is expected that other staff will be added to the review teams, probably a Superintendent or Inspector plus civilian support staff.

The North Review Team will be based at Kelvedon, and the South team at Benfleet. Accommodation for the Central team is still being finalised, but the intention has been to house the Review Teams away from Divisional Headquarters'.

THE THREE REVIEW TEAMS

North	South	Central
Tendring	Southend	Chelmsford
Colchester	Rayleigh	Thurrock
Braintree	Basildon	Harlow
Airport		

TEN new Essex Police D live next week, set up wi on operational policing Four specialist HQ Divi Traffic, Operations, Cl Support, will also be in pl The new shape has rei

A REVIEW of the structure of Headquarters departments will get underway in mid-April, with every police post being closely examined.

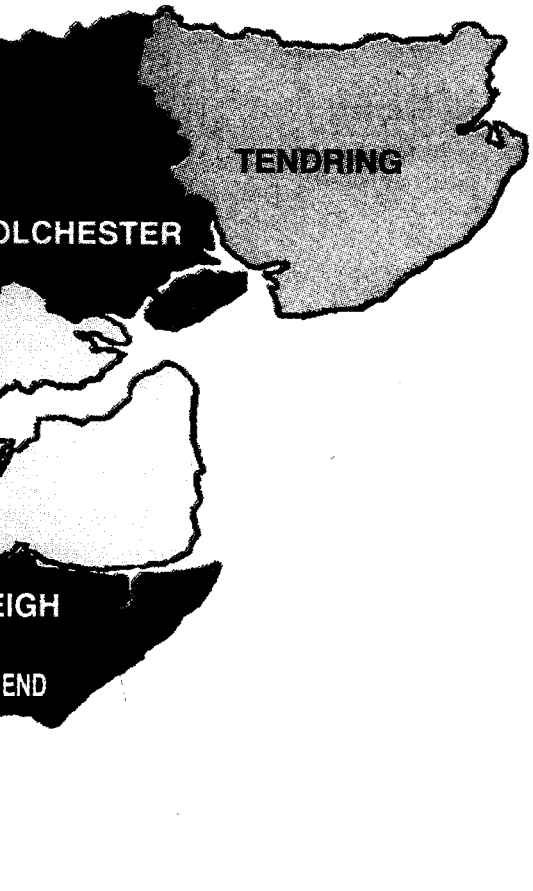
The review will take in the DCC's department, Administration, Personnel, Training and Information Technology, with the new shape of HQ due to be finalised by October.

Posts held by police officers will be closely

G: MAPPING OUT THE FUTURE

Q & A: Your questions answered

ESSEX POLICE
COMMAND UNITS
FROM APRIL 1st 1994



E OF INGS COME

ons will go layer of management. But work goes on in developing the new structure of Essex Police. In the next stage, support departments at Headquarters will be scrutinised, and the distribution of Sergeants' posts throughout the county will be examined.

scrutinised, asking first whether the post should be civilianised, and where a police officer is required in the post, which rank is needed to perform that role.

This process may present opportunities to redeploy police officers in operational role, and should ultimately improve career opportunities for civilian staff.

Hand-in-hand with this review, will be an assessment of all Sergeants' posts within

Essex Police, looking at whether they are being used in a supervisory role.

The Restructuring project team will also be working on the structure and role of the new review teams.

To assist with the next stage of the project, Insp. Lesley Chilcott from the Essex Police Training Centre will join the existing members of the Restructuring team.

Q Is the restructuring purely an exercise in saving money?

A No. The Chief Constable has stated that the savings from restructuring will be re-invested in operational policing, such as providing more constables or equipment. It has never been the intention of restructuring to save money, but rather to improve effectiveness and give Essex Police options as to how money should be spent.

Q How can we be saving money when no one is being made redundant?

A The new structure will save more than £900,000 a year. We are achieving this by not replacing identified posts when a senior officer leaves. With the predicted level of retirements we will reach the target within three years.

Q Is restructuring just a response to police reform requested by this Government?

A No. Essex Police has been moving towards the restructuring position for the past four years. In fact, national reforms have slowed down this process, as we have had to take into account numerous legislative changes, but it is very much the Essex plan for policing in Essex.

Q Won't the restructuring stop all promotions?

A No. It is anticipated that Constable to Sergeant and Sergeant to Inspector Boards will be held this year as there is still a requirement for posts to be filled.

Q Are Sergeants going to be moved around in the same way as senior ranks?

A Only about 30 officers out of 232 in the ranks of Inspector

and above were moved as a result of the restructuring. Although the next stage of the project will examine the distribution of Sergeants' posts throughout the county, there are no plans for upheaval. Some changes will be needed to ensure all new operational divisions and departments have adequate supervisory cover, but most Sergeants are expected to remain in their current roles.

Q How will constables be affected?

A The restructuring will take account of deployment of constables, again the aim is to ensure operational needs are met.

Q Will civilian staff within Divisional Prosecution Units, Typing centres, and CID Admins be moved as a result of restructuring?

A There will be no movement of personnel as a result of restructuring in these departments. This decision was made at an early stage as there are a number of issues, such as computerisation and working practices, which are not part of restructuring. As these issues need more detailed examination, interim measures involving changes in line management have been put in place to ensure that these departments continue to function.

Q Will there be any immediate change in the working practices of these departments?

A DPU's will now be line managed by the Criminal Justice Department which will entail some administrative changes. CID Admin departments will be managed by the Detective Chief Inspectors in whose area they are located.

Q What's in it for Civilian staff?

A A better structure within Essex Police, which brings more opportunities for promotion, advancement and movement. More DAO and secretary posts have been created as a result of the restructuring, and more new posts will arise as a result of examining the Support, Review and Evaluation teams later in the year.

Q Once this restructuring has been completed will that be the end of the moves?

A No. Essex Police has always been able to respond to change and will continue to do so. Opportunities will still arise for staff to develop. With the slimming of the rank structure, future emphasis will be more on developing new skills and abilities by moving between jobs of the same rank but performing different roles.

Q Will IRIS remain in operation throughout this period?

A It is anticipated that IRIS will have to 'go down' for 16-24 hours to update the system. It is expected that this will be achieved overnight on March 31, causing the least amount of disruption to operational policing.

Q Will radio communications be aligned to the new Divisions?

A Whilst not necessarily being controlled by the new division, all traffic relating to the division will be on the same VG or UHF channel (eg. Rayleigh Division will be controlled by Southend control.

Q Why didn't the restructuring thin out the number of middle managers at HQ first, before subjecting the Divisions to change?

A The whole purpose of the restructuring was to put the focus firmly on operational policing. It was important to ensure all the operational departments were dealt with, before re-aligning the support services. During the next stage of the project, HQ will be looked at to see if restructuring can create further opportunities to re-deploy police officers to operational roles.

Q Will everything be in place for the new Divisions on April 1?

A No. As far as possible all the priority issues have been dealt with, but some things will take a little longer. For instance, some building work has to be done to enable Scenes of Crime to be on all divisions. These matters will be progressed as quickly as possible to ensure all divisions have equal capabilities.

Q What is the 'Roles and Accountability document' that is continually referred to in restructuring?

A It is a guide to supervisors and managers spelling out what their role is and what is expected of them.

Q What thought has been given to the realignment of Local Government?

A The Local Government review is looking to replace County and District councils with a single tier of local government. At the moment Essex is considering ten options, one of which falls in line with the new Essex Police Divisions. The restructuring of the council, whilst having an impact on policing, was not such a major consideration that it was felt necessary to delay our restructuring.

New structure for Specials

NEW epaulettes have been designed for the Special Constabulary, which is being restructured in line with the emphasis on roles.

The flash worn on officers' shoulders saying "Special Constabulary" will be replaced by the letters "SC", and between one and four bars will denote their rank.

A Special Constabulary

Changing codes and callsigns

NEW beat codes, station codes and identity codes for the new divisions are all listed in Essex Police Policy Guidelines P52 of March 9.

In the Chelmsford, Thurrock and Colchester Divisions, which retain the old Sub-Divisional boundaries, there are no changes to beat codes - whereas in the new Divisions of Braintree, Tendring and Rayleigh, all beat numbers have changed.

The process of updating the IRIS computer with the new

supervisor, previously known as Section Officer, will now be called Beat Supervisor and wear one bar.

The title Section Officer will replace Sub-Divisional Officer, wearing two bars. Divisional officers, who will be members of the divisional command team will wear three bars, while the Commandant will wear four bars.

codes will take place overnight on March 31, when the computer is expected to go down for between 16 and 24 hours.

Callsigns for police vehicles will also change, and the workshops will be busy sticking on new callsign numbers.

HQ Registry has produced a number of maps showing the new divisional boundaries and these will be circulated to divisional commanders in early April.

ESSEX SPECIAL CONSTABULARY			
RANK STRUCTURE			
BADGE	RANK	DUTIES	RESPONSIBLE TO
	Commandant	Senior Officer in force	Chief Constable (liaison with Divisional Commander)
	Divisional Officer	Senior Officer in each Division	Divisional Commander and Commandant
	Section Officer	Senior Officer in each Section	Section Commander and Divisional Officer
	Beat Supervisor	Shift Supervisor	Duty Inspector and Section Officer
	Special Constable	Patrol	Duty Sergeant and Beat Supervisor

All members of the Special Constabulary are uniformed and wear flashes on the epaulettes

SPECIAL CONSTABULARY

SCOPE for a better lifestyle for

Roy hangs up his overalls

Mechanic retires after 42 years

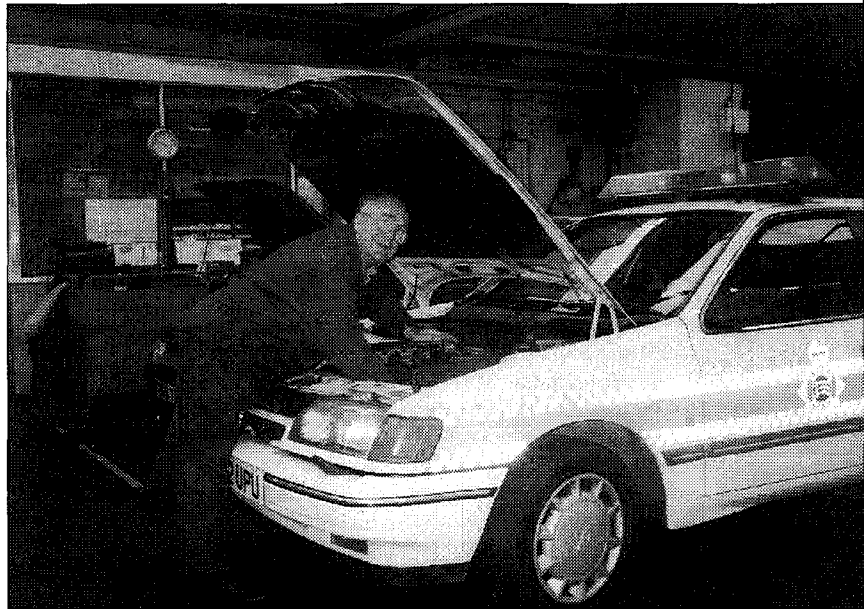
THE Essex Police fleet included Humber Hawks, Hillmans, Ford Populars, two MGs and a Lagonda when Roy "Ginger" Wakeling started working as a car cleaner at Headquarters.

That was 1952, and Roy worked his way up becoming a tyre fitter and then a mechanic. Now after 42 years, Roy is taking a well-earned rest and retiring to Scotland.

ENGINES

Roy, 61, said, "There weren't many motors at all in those days, but there was plenty of work to be done on them. We were always taking the engines to pieces for decoking.

"The modern technology is so far advanced. When he started work,



LONG-serving mechanic Roy Wakeling checks under the bonnet of a modern Essex Police car at HQ garage.

Roy said the HQ garage was an old converted barn.

He recalled one driving course when a Pc. lost control of the Lagonda on the skid pan. "There was a wooden hut right by the skid pan and he just went through it and demolished it," said Roy.

Roy also recalls servicing the old Green Goddesses during the firemen's strike of the 70s.



ROY "Ginger" Wakeling behind the wheel of a Daimler Dart, which was being tested out by Essex Police in the mid-1960s.

Epping's elderly

by Jenny Grinter

AN AMBITIOUS programme to increase safety and improve the quality of life for older people is being launched in Epping this month.

SCOPE (Safer Communities for Older People) is a joint initiative between Essex and the Metropolitan Police and Epping Forest District Council.

Doorstoppers

It combines a whole range of projects including Doorstoppers, Dawn Patrol and home security packages, in a bid to reduce the fear of crime among the elderly.

With nearly a quarter of the district's population aged over 60, the scheme aims to bring together different sections of the community to tackle issues affecting older people. Planning began last year,

which was designated European Year of the elderly.

Already a joint fundraising committee has been set up in conjunction with Help the Aged, to pay for alarms, window locks and other home security devices for the over 60s. Eastern Electricity staff will fit the devices free of charge.

Epping's Safer Communities Co-ordinator Deborah Lecomber said, "SCOPE is an enormous project. From an idea, it really has mushroomed.

"Under the umbrella of SCOPE, we have programmed crime awareness talks to agencies which care for the elderly, such as the warden and meals services, to ensure they give the right message - sound advice on how to avoid becoming a victim,

but keeping it in perspective. There is clearly a disparity between the fear of crime and the true level of crime."

Initiatives which come under SCOPE include Doorstoppers, which addresses the problem of bogus callers by encouraging gas, electric and water companies, as well as the council itself, to call only by appointment.

Identity

Epping Forest District Council has also redesigned its Identity cards, to show a clear photograph and an expiry date, and agreed when calling at sheltered accommodation to contact the warden first.

A Dawn Patrol scheme, encouraging milkmen to report anything suspicious, was launched in January.

An information pack has been produced, and talks to luncheon clubs and elderly people's groups have been lined up.

Rover to control



MINE'S A ROVER: Members of 'A' shift from the Information Room proudly show off their new cars outside the new FIR (Force Information Room) building, which will soon be their workplace. Pictured, from left, are Chris Willcock, Colin French, Ian Copland and John Seymour.

EX-COLOUR Sergeant Major John Seymour was very vocal about the merits of his new K-reg. Rover 414SLi, driving his shift in the Information Room round the bend for several months.

But they got the last laugh when one-by-one three other members of his shift ended up buying brand new L-reg. Rovers.

First Pc. Ian Copland turned up for work in a shiny green model, followed a week later by

Chris Willcock and Colin French in red and blue cars.

Retirement

With a quarter of A shift now driving Rover 414s, the lads decided to mark Pc. Copland's

retirement by getting together for a Rover photo - assisted by a marked-up Rover traffic car.

Sneakily

It was too much for John Seymour to see his pride and joy flanked by his colleagues' newer models - so he sneakily "borrowed" an L-plate for the picture!

Teenagers get clued up on technology

ONLY Miss Marple was missing as Essex Police staged a country cottage crime scene which won the top award at a Technology exhibition in Colchester.

Officers from the HQ Scenes of Crime department helped the hunt for clues as more than 300 teenagers and their parents watched the police respond to a mock robbery and shooting.

The room was filled with forensic clues - an abandoned gun, blood-stained broken glass, and the wire used to tie up the unfortunate victim.

Fifty performances of the eight-minute scenario were staged at a Technology in Action exhibition, held at Colchester Institute last month.

Eight local organisations including Lancaster Motors, Eastern Electricity and the Essex Rivers NHS Trust staged displays designed to demonstrate the role of technology, and promote the career opportunities available.

Police communications were featured, as the crime was reported by telephone and resources were deployed over the radio, before



THE award-winning Essex Police team which staged the scene of a robbery at the Technology in Action exhibition in Colchester.

scenes of crime officer DS. Ron Holloway ran through the evidence which could be obtained from the clues.

In addition to winning a statue of Pegasus for putting on the best display, Essex Police also won the fun Golden Bolt award - thanks to the performance of Angela Michaels

from Colchester prosecutions office who had to lie tied up on the ground 50 times!

Also taking part in the Essex Police display were Pc. Alan Coley from Mistley, Angela Coote from Personnel and Det. Insp. Tom Harper from Scenes of Crime.

To Russia, with sore feet

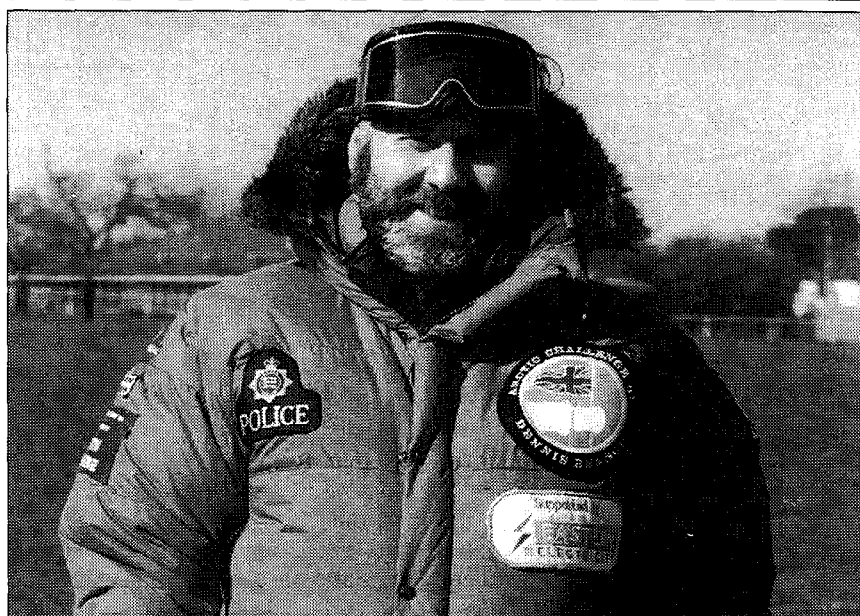
THIRTEEN officers from Avon and Somerset Constabulary are planning a 2,000 mile run to Moscow in a bid to raise £500,000 to help children with cancer.

The team will split into two shifts to run 24 hours a day for 14 days. Their route will take them through France, Belgium, Holland, Germany, Poland and Byelorussia.

They are seeking business backing to reach their ambitious fund-raising target for the Cancer and Leukaemia in Childhood Trust, but are also appealing for sponsorship from officers in other forces.

Anyone who can help should contact Sgt. Garry King on (0272) 455353.

Chief Inspector sets sail for the North Pole to raise funds for abused children



KEEPING OUT THE COLD: Polar explorer Chf. Insp. Dennis Rensch tests out the latest fashions for the arctic circle. His expedition clothing, costing around £1,000, includes goosedown jacket, double skinned salopettes, fleecewear, thermal underwear and two pairs of special boots - one for walking, and one for resting.

Dennis is on top of the world

by Jenny Grinter

ARCTIC explorer Chief Inspector Dennis Rensch set sail earlier this month on a bold quest to reach the North Pole and raise tens of thousands of pounds for charity.

Chelmsford-based Chf. Insp. Rensch, 47, was one of a seven-strong Essex team which left Burnham aboard the 45-foot Barracuda yacht "Moonboots" for the stomach-churning North Sea crossing to Oslo. The Chief Constable was among guests attending the send-off dinner at the Royal Burnham Yacht Club.

From Oslo, the team was due to fly up into the Arctic Circle to Resolute Bay in the Canadian North West territories, before embarking on an uncharted hike of up to 200km across the polar ice cap.

They were expecting to face temperatures as low as -70 degrees Centigrade as they trekked on foot with a team of dogs helping to haul their equipment to the Eureka ice station, 600km inside the arctic circle.

At Eureka, they planned to test their equipment and practise survival techniques, including igloo building, before setting out on the final hazardous leg of their Arctic Challenge.

This involves a 13-hour, 1,400km flight by a spe-

cially-equipped light aircraft to the North Pole itself. There will be just one attempt to land on the moving drift ice, and the explorers are required to carry a minimum of two weeks' survival rations to allow for the real possibility of being stranded at the Pole.

If all goes well, they hope to become the first expedition team to make a radio telephone call from the North Pole, hopefully to a local radio station. They also intend to plant a flag, designed by pupils from Moulsham School.

Ambitious

The team has been planning its ambitious fund-raising expedition for more than a year and it has cost them some £30,000 of their own money.

The aim has been that virtually all sponsorship and monies raised should go to the chosen charity, the NSPCC. They hope to have raised more than £50,000 towards the provision of Family Centres to help abused children in Tilbury and Colchester.

The idea to strike out for the North Pole came to Mr. Rensch as he climbed to the peak of Africa's highest mountain, Kilimanjaro,

in September 1992 to raise £6,000 for the Victim Support Scheme.

"It was a desolate and lonely place," said Mr. Rensch, "and I thought the only place that could be more desolate was the North Pole."

Unlike others with such madcap ideas, he soon set about turning it into reality and assembling a team of fellow adventurers.

They include two Essex disco managers, who led the fund-raising, and the managing director of Skeetex of Battlesbridge who provided equipment expertise and is the owner and skipper of the yacht "Moonboots".

The team met up with leading explorers Sir Ranulph Fiennes, Professor Robert Swan and Dr. Misha Malochov as they carefully planned their expedition, as well as seeking advice from the Norwegian Polar Institute, which has loaned them the latest satellite navigation equipment. Their expedition is expected to last one month.

But, for Chf. Insp. Rensch, his thirst for adventure is still not quashed. He is already mentally shaping his next expedition - to walk 1,300 miles across the Sahara desert.

SDSs lead the quality field

by Kim White

MEASURING the quality of police work is no easy task, but one year on from the launch of Service Delivery Standards vital information is beginning to surface - information which will in turn lead to a better service.

Since February last year, 10 'standards' have been published and, just as importantly, a measurement strategy has been developed.

During his recent inspection, the HMI commented on the 'impressive' package and, in particular, the excellent measurement strategy, which are at the leading edge of national development to promote quality of service.

The strategy includes annual reviews of each SDS which will pin point the areas of police work which need improving.

A fine example is the first review to be completed - dealing with injury road accidents.

A healthy 16 letters of

appreciation compares with only two formal complaints, both of which were about prosecution procedure.

It has, however, noted that there is work to do in relation to the submission and quality of accident reports, and keeping relevant parties informed of proceedings.

In some cases, of course, it is difficult to measure standards, for instance with correspondence. It would be impossible to monitor the standard of every piece of correspondence produced by an organisation of this size.

However, Chief Inspector David Westoby of Management Support said, "We are continuing to provide a good quality service, whilst making a conscientious effort to tackle those areas which need improvement."

"None of the Service Delivery Standards are fixed in tablets of stone. They are all written so that they can be amended if appropriate."

While the other nine reviews are underway,

Essex Police continues with its programme of SDSs which will include crime prevention, dealing with witnesses, rape and indecent assault victims and missing persons.

Ch. Insp. Westoby said: "Our aim is to keep the programme going, but it is recognised that an unscheduled 'standard' can be commissioned at any time."

"Although Policy Group decides which SDS's are published, in the light of internal and external pressures, people at all levels should feel that they can make suggestions which will be put to Policy Group

for consideration."

Following the organisation's restructure, various review teams will be looking at how individuals and divisions are responding to SDSs but Ch. Insp. Westoby is "certain that some sceptics now have a greater understanding of SDSs and what Essex Police is trying to achieve".

The next step the Force is considering is the development of internal standards (Service Level Agreements) between HQ departments and the newly formed divisions.

Chf. Insp. Westoby explained, "The purpose of these is to promote the understanding that HQ is here to support and assist operational policing at local level."

Support for burglary victims

House burglaries will be the next subject tackled in a Service Delivery Standard.

Although still in its draft form, Essex Police accepts that one of its main priorities is to ensure that victims receive the appropriate support.

Research has shown that many homeowners are often left with a feeling of violation and loss of privacy and, in extreme cases, some never fully recover until they have moved house.

The 'standard' will also stress the importance of gathering evidence and offering crime prevention advice. Measurement will include a regular quality review in the form of a questionnaire ensuring that all appropriate action is taken throughout a burglary investigation.

Les gets to grips with IRIS

A RETIRED Information Room Chief Inspector paid a return visit to Headquarters recently and took an instant liking to IRIS - the Essex Police computer system.

Les Manning, 82, who joined Essex Police in 1936 found the IRIS system, which is used to log and view incidents across the county, the bees-knees. He said, "It beats the red, orange and blue flags which we stuck on a map of Essex to show the location of incidents."

By Ian Deal

It was while Les was out selling poppies in Chelmsford that he bumped into Inspector Dick Madden. Dick invited Les along to see the current Information Room and to have a sneak preview of the new site due to open later this year.

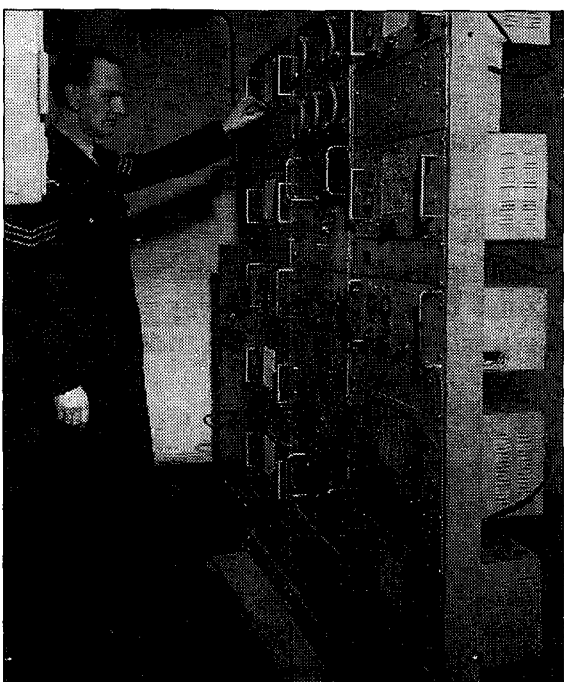
Les, who was a Information Room Sergeant and then Inspector for 20 years was responsible for the design of the first communications complex at

Headquarters which is now the home to Civilian Personnel.

When Les left the force in 1969 his interest in technology continued, even at the age of 70 he was still a radio ham.

Of the facilities available to officers today he said, "It's all rather overwhelming, VHF and UHF radio was still in its infancy and I hadn't even heard of the word 'computer' in my day".

Les hopes to return again once the new Force Information Room becomes operational.



THE young Sgt. Manning checks the HQ Racks room, back in the early 1950s.



LES (centre) and his wife Maud get a sneak preview of the new Force Information Room, thanks to a chance meeting with Insp. Dick Madden (left).

I.P.A. NEWS

● ON March 11 a total of 27 members and wives assembled at HQ to visit the Essex Police

Chorus lines

THIS is a last reminder for any wanting to hear the Essex Police Choir in 'Silver & Blue' at Princes Theatre Clacton-on-Sea.

The concert takes place on Friday (March 25) at 7.30pm.

It includes appearances by Folklore from Bedfordshire and The Boxted Methodist Silver Band.

Tickets priced £3 are available from the Box Office.

museum.

Our guide was Ex-Sgt. Fred Feather, the curator of the museum, who has been ably assisted by Inspector Maureen Scollan.

They have collated and put together the articles and pictures on show, dating from 1840 to the present day.

Fred was very helpful in explaining things on show. There was memorabilia of all kinds concerning Essex Police.

I, like many others in our group found it very interesting and brought back memories of my service from 1946 - 1977.

Many pictures reminded me of my first years in the Romford Division - the days when there were no area cars. The only mobile vehicle in the division was a green Ford V8

Pilot motor car driven by the Duty Inspector.

I recommend a visit of all ex-officers, especially those of my era or before.

● THERE is a change of date in one of our forthcoming events - Friday, May 15. The walking ramble through the historical parts of Colchester, with official guide ex-Ch/Insp. Hedgethorpe, will now take place on Sunday, May 17.

- Fred Dyson.

● AT the Branch AGM, the committee agreed to continue and were re-elected with an additional volunteer - Graham Oakley.

● THE booking has gone ahead for the Coach for Ladies day at Ascot on June 16. There are a few seats left so please let me know if you would like to join us.

● IN July, probably on the 2nd we have a London Trip. This time we expect to visit Docklands and the Visitor Centre, then to Regent St where I understand a visit to Liberty's is essential, then to Greenwich for the Painted Hall

and Queens Chapel.

It will be a picnic lunch ending the day at a suitable hostelry.

● MID July we are planning an afternoon for the family at Brentwood with a barbecue and fun for the children.

● OUR car rally is proposed to be during October and early November is when we have in mind another Quiz Night at Grays.

● WE thought that we should be first with a Christmas gathering this year so we are looking for suggestions for a good venue for December 1.

● THE Annual Regional Ten Pin Bowling competition has been arranged by Derek and Hazel April 29 at the Chelmsford Bowling Alley.

It is planned that there should be five teams of two from each branch. If you would like to enter please contact Steve Hunt (CID Grays) or Helen Fox (Pitsea).

- Gordon Oakley

Family tribute to former constable

EARLIER this year former Pc John Adams died.

This month his family pay tribute to the man who retired from Essex Police in 1976.

"If the sum of a man were measured by the wealth of warm tributes he receives when he dies, then Pc 212 Johnny Adams must have been a big man.

John's family would like to thank all those serving and retired officers who attended the crematorium service for their presence, floral



SADLY MISSED. Ex-Pc John Adams.

John is sadly missed by family, friends and neighbours and will be for a good long time yet, so we particularly appreciate the continuing support of his son Dave's fellow officers at this time."

Obituaries

THE Force extends its sympathies to the families of the following officers:

- Ex-Sgt. A Booty, who died 1.3.94.
- Ex-Pc. John Walker, who died 12.3.94.
- Ex-Sgt. Wilfred Felton, who died 13.3.94.
- Police widow D. Crawley, who died 11.3.94.

tributes and kindness.

We were very touched and indeed he would have been honoured at the sight of mounted police officers posted at the crematorium gates.

In the pink! Eileen gets a grand send-off



HAVING cleaned up after Chelmsford Police for 22 years, Eileen Pink has finally hung up her mop.

In a stylish send-off last month, ACC(O) Markham presented Eileen with a brooch and a certificate of service.

Retirements

ESSEX Police extends its good wishes to the following officers and support staff who are retiring.

Ch/Supt. Gregory Moss, Basildon, 26 yrs 8 mths (4.5.94).

Ch/Supt. Ian Wright, HQ Support, 35 yrs 5 mths (31.5.94).

Supt. Anthony Boreham, Chelmsford, 34 yrs 6 mths (30.4.94).

Supt. Peter Fairhead, Criminal Justice, 31 yrs 9 mths (17.4.94).

Insp. Maureen Scollan, Headquarters, 28 yrs 3 mths (1.5.94).

Insp. Derek Giddings, Maldon, 30 yrs 5 mths (10.4.94).

Sgt. John Edwards BA, Braintree, 16yrs 4mths (5.6.94).

Sgt. Michael Ashton, Traffic Management, 28 yrs 10 mths (4.4.94).

Sgt. Anthony Hillam, HQ CID, 30 yrs 5 mths (31.3.94).

Pc. David Rose, Saffron Walden, 30 yrs (16.4.94).

Pc. Keith Mower, Rayleigh, 20 yrs 11 mths (17.4.94).

Pc. Stewart Mason, Stansted

Airport, 25 yrs 7 mths (24.4.94).

Pc. Ian Crossley, West Mersea, 25 yrs 6 mths (31.3.94).

Pc. Stuart Nunn, Rayleigh, 30 yrs (15.3.94).

Pc. Edward Underwood, 19 yrs 7 mths (17.4.94).

Pc. Anthony Barker, Information Room, 27 yrs 8 mths (3.4.94).

Ds. Bruce Firmin, Harwich Port SB, 32 yrs (10.4.94).

Ds. Patrick Judge, Stansted Airport SB, 31 yrs 2 mths (29.3.94).

Dc. Henryk Bardua, Stansted Airport SB, 11 yrs 2 mths (3.4.94).

Mr. P.G. Janman, Process Server, Clacton, retired on 8.2.94.

Mrs P.A. McRae, Traffic Warden, Harlow, retires on 26.2.94.

Transfer

Pc David Friend is to transfer to the Kent Constabulary.

Pc Friend joined Essex Police in 1989 and currently serves in the Grays Division. He leaves us in May.

Reunion of former Southend officers and civilians

Friday, May 20, 1994
2.30pm until 7pm

at
Garons Banqueting Suite,
Victoria Circus

Nothing elaborate - a piano and some refreshment. Bring your partner and meet old friends and colleagues

Please reply to the Public Relations Department at Headquarters

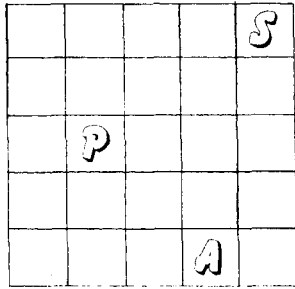
I/We.....(number) will be there

.....signed

Mindbender

IN the 5 x 5 square you will see that three letters have been filled in.

It is your task to complete the square with letters in such a way that no two identical letters appear in the same line either horizontally, vertically or diagonally, and that includes the short diagonals of two, three or four squares. The word you must use is SPACE.



For your trivia tell us which horse won the Grand National in 1971?

The answers to last month's questions were:

1. There are 12 ways to spell mitre.
2. Mice.

N.A.R.P.O. NOTES

By Doug Rampling

● THE annual bowls match between the pensioners and serving officers will take place at Brightlingsea on June 23.

Vera Bayliss will be in touch to arrange a team.

● THE AGM for Chelmsford Branch will be held in the main dining room at Police Headquarters on April 16, meeting to at 10.30am. Refreshments will be available from 10am. Please come along and support.

● THE NEC are holding an open meeting on June, 17, at the Cambridgeshire Moat House, Bar Hill, Cambridge, at 7.30pm. There will be a buffet provided after the meeting.

There is also an opportunity to make this event a mini weekend at the hotel at a cost of £49 per person per night Fri/Sat which includes dinner, bed and breakfast and a dinner dance on Saturday. If anyone is interested please let me know.

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

BREAKING for spares. Metro City 'X' reg. Most parts, except engine, available. No reasonable offer refused, nothing too dear. Contact Pc Elliott on 0268 775533. Ednet 6522 'B' shift.

BUNGALOW, detached, four bedrooms, masses of potential. Large established gardens, quiet cul-de-sac. Fitted wardrobes in three bedrooms, stone fireplace, central heating. Burnham-on-Crouch, £77,500 ono. Contact Paul Cracknell on 0621 782121.

CARAVAN 13/2 Cotswold Windrush. Hob, oven, fridge, toilet, wired for mains, excellent condition. £1,300. Contact Sgt Swann on 0206 762212 'D' Shift.

CARAVAN Swift Challenger 510/4SE. May 92, 4 berth, cassette toilet, blown air heating, fridge, oven, spare wheel, acrylic awning, vgc. £12,000 new, £8,500 ono. Contact Neil Barber on 0206 393877.

CORNWALL. Polperro. Chalet sleeps 4/5. Heated indoor and outdoor pools. Club, all facilities. £55 to £200 per week. Contact

Craig Bailey on 0279 653570 or 0279 757601. **DINGHY** Cadet with sails, towing trolley. £250. Contact John Walsh on 0621 782121.

FORD Escort 1.1, 'B' reg. 1984, red, vgc, MOT until August 1994. £995 ono. Contact Pc 1414 Frost on 0708 852332, Ednet 5191 or 0268 792110.

FOR rent. One bedroom flat close to Chelmsford town centre. Contact Mrs Young on 0245 491491, Ednet 2788 for further details.

FOR rent. Two bedroom ground floor flat in Witham. Recently decorated and re-fitted. Unfurnished £275 per month. Contact Chris on 0245 355347.

FOR sale. Detached three bedroom house with detached garage, fully integrated modern kitchen overlooking fields at Great Leighs, £69,000 ono. Contact Vic Davies on 0245 361371.

FOR sale 1991 Mews Cottage, two bedroom, situated near sea front and cliff gardens, Westcliff-on-Sea, £73,000. Contact Syd Batten on 0702 342632.

FOR sale, detached bungalow, Benfleet, two double bedrooms, lounge/diner, kitchen and bathroom. Front and rear

gardens, garage and ample off street parking. Convenient location. £73,995. Contact Rosemary, Laindon Traffic, 0268 541312, Ednet 3411.

GALLEYWOOD. Fully furnished two bedroom ground floor flat with garage. Good condition, quiet position, £36,500. Contact Mick Hurst on Ednet 5953.

MGB Roadster, 1979, Vermillion, excellent condition, T/T, 91,000 miles, engine renewed 2,000 miles ago, rust free, dry use. Insurance agreed value £5,000, bargain at £4,600. Contact Supt Tony Davies on 0268 775533, Ednet 6501.

MID terrace house, one bedroom, quiet position, garden, garage, car port, kitchen, living room, excellent decorative order, in Eastwood, £40,750. Contact Richard Seavers on 0702 529380.

MOBILE phone, Panasonic. Connected to lo-call system. Complete with three batteries, car adaptor and charger. Bargain at only £65. Contact Ian Deal on 0245 491491, Ednet 2450.

PEUGEOT 205 XL, 1100, red, 1988, 'F' reg, low mileage, excellent condition, one year's MOT, full

service history, sunroof, £3,200. Contact Julie Bull on 0245 491491, Ednet 2192.

RIVETTS of London, leather motorcycle suit, blue, white, red piping, £140 ono. Contact Geoff Bendall on 0245 491491, Ednet 2131.

SWIFT Danette exclusive caravan, 4/5 berth, 1992, heating, oven, fridge, cassette toilet, blinds, fly screens, shower, double glazed, mains electric, porch awning and extras. Used once, as new, £6,000 ono. Contact Pc Bowditch on 0206 762512.

TENNIS racquet, Fred Perry Master L4. 100% graphite with head cover. New, never used, cost £64, sell for £25. Contact Pc Blake on 0279 680298.

THREE foot divan bed, headboard, four drawers, new mattress, bed linen, excellent condition, £45. Contact Jack Porter on 0702 524806.

VIDEO. Essex From Police Car Circa 1947. Costs £12.99 sell £5. Contact Carol Rivers on 0245 491491, Ednet 2450.

WORKBENCH, wooden, 6ft long, 2ft deep, 3ft high, new £28. Gates pailing type 2 at 2ft 6ins wide and 6ft high, new £15 each. Contact D Edwards on 0376 328799.

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and Rank

Station Home Tel

Date Signed

New members sought as golf season begins

THE Force Golf Society is driving towards a new season and will look forward to meeting with members - new and old.

This season offers the regular mixture of high quality matches as well as representative competitions and meetings.

Members have been circulated about the new season but anyone, police or civilian, who is a member of the EPSA and who is interested in Force golf, should contact one of the following numbers:

Peter Moyes (sec) on 6537 or Peter Culham on 6276.

The three meetings this year are at Three Rivers, Theydon Bois and Colchester.

The European competition is being held this year in Holland in June and we have a difficult opening in the team championship at Canon's Brook on April 25.

Close call for Colchester

Colchester Police 8, Colchester Rugby Club 7

THIS fixture was always going to be a hard fought contest between the police and the local club, Colchester, the police having lost the corresponding fixture last year.

The Colchester Rugby Club team were able to field a strong side against the police owing to the fact that their sides had no fixtures the previous day.

A number of their players came from the Army Garrison side from Colchester so their fitness was not in question.

In previous games the police had relied on the

pace of their back row and backs, who had scored the majority of their tries. But with the Colchester side consisting mostly of garrison players the police backs were not to have their own way.

Colchester won the toss and left the police playing into the wind for the first half. Owing to the strength of the winds and bad weather conditions as a whole this was to be a game that would be won or lost in the forwards.

Colchester used the weather to their advantage, but strong defence by the backs meant no score to either side at half time.

The second half was a different story with the police forwards dominating the play, led superbly by ex Harlequins prop forward, Mark Merry of Clacton CID and some fine play by Rob Dalton and flanker Fraser McRae.

With the forwards pushing throughout the game it was inevitable that a try



● Police forwards dominate the second half

was scored by centre, Marc Barry.

It was not long though before the pace of the Colchester side came into play with a quick try and conversion being scored by them as a result of quick break-away play.

This made the score 7-5 to Colchester with five minutes left to play.

With the minutes ticking away the police were awarded a penalty approximately 25 yards from the

Colchester line.

With the police players threatening to hang their captain, Tim Johnstone, who had earlier missed their conversion, it was only right for him to then step forward to win the game by one point and secure a much deserved victory for the police.

There were some fine performances by the police, with man of the match being Rob Dalton from Harwich.

Running scene

Elmbridge Half Marathon. THIS event on Sunday, April 24 at 10.30am, incorporates the SEPAA Championships. Essex Police have virtually swept the board of honours over the last two years and I hope that our success will be continued in 1994.

This is a great day out with the start and finish at the superbly equipped Metropolitan Police Sports ground at Imber Court.

City of London Police Road Relay.

THIS race on Sunday, April 10, has been resurrected after a break of two years.

For those who have never previously taken part I can assure you it is great fun particularly for the hares.

The teams consist of 4x3 miles men and 3 by 3 miles ladies. A great sharpener for the London Marathon.

Sports AGM

Members of the HQ Sports and Social Club are invited to its AGM on Thursday, March 24.

The meeting will take place in the Conference Room at HQ at 11.30am.

The purpose of the meeting will be to elect the officials. Management Committee and Captains of Activities for the ensuing year.

Nominations should have already been sent to secretary Lynda Hart. U

FORCE SPORTS ASSOCIATION

Charity raft race

Dunmow and De David Brooks, Basildon. Sgt Webb also won the individual title.

THE RUC Disabled Police Officers Association hold a charity raft race every year to raise money for their injured police officers.

This year they will be holding their 10th annual race and would like to have entries from English Police Forces.

The date for the event is Saturday, June 18 and they have promised that anyone who enters will be made to feel very welcome.

In conjunction with the raft race a Grand Draw will be taking place with the first prize being a Citroen AX car and the second prize a luxury two week holiday and cruise in St Lucia.

Anyone who requires any further information or raffle tickets, please contact Mr Brian Ladd, Headquarters, Traffic Management.

Cycle challenge

THE PAAS Mountain Bike Championships will be held at the Churchill Ski Centre, Avon, on Sunday, May 8.

Any police officers who would like an entry form, please contact Ds Gary Larson at his home address of 14 Hillcrest Road, Nailsea, Bristol, BS19 2JB (0275 852148).

Sea fishing comp

ESSEX Police will be hosting the No 5 Region PAA Sea Angling Championships this year.

In order to select a team to represent the Force, an elimination competition will be held on Thursday, April 28 on Southend Pier.

Any police officer interested in entering this event should contact Pc Clive Skingley at Rayleigh Police Station, Ednet 6687.

Pistol selection

THE following officers are the No 5 Regions PAA Pistol champions for 1994 and will be representing the No 5 Region in the National championship, to be held in Cardiff on Saturday, April 23: Insp David Perry, Rayleigh, Sgt Philip Webb,

Lottery prizewinners

THE result of the March lottery as follows:

£1,500, Sgt Ian Ellison, HQ; £1,000, Sgt Dave Jones, HQ; £500, Hazel Copeland, Southend; £300, Sgt Andrew Cullers, Maldon; £200, Pc Phillip Simmonds, Ingatestone; £100, Terrence Lack, Basildon.

The following will receive £50 consolation prizes:

Sgt Nicholas Hale, Pitsea, Pc Peter Osborne, Rayleigh, Pc Roger Cockett, Southminster, Julie Rayner, HQ, Pc Kerry-Lyn Allen, Basildon, Pc Trevor Hewitt, Brentwood, Dc John Weatherly, Chelmsford CSB, Ds Patrick Cannon, Harwich SB, Pc Shirley Culliton, HQ, Pc Roger Kimble, Corringham, Dc David Lowe, Southend, Pc Jeremy Hill, Maldon.

Police lakes triathlon

THE Lakeland Slateman Triathlon will be staged at Glenridding, Cumbria, on Saturday, July 2.

The event will be hosted by Lancashire Constabulary and will be open to serving police officers only.

The event will comprise of the following 1600 metres swim in Lake Ullswater, 60 kilometre cycle ride and a 20 kilometre run with a 5,000 ascent.

All standards of competitors are welcome to compete but it is hoped to attract officers who would complete the course between five and eight hours.

Any enquiries regarding the event to Pc Steve Broadbent on 0524 411534 or 0524 824724.

England's choice

SGT Kevan Griggs from Colchester, was selected to represent the English Police at Volleyball against the Scottish Police.

He played at HMP Kirkham, Preston this month.

Fitness discount

CHELMSFORD Squash and Fitness Centre in Brian Close is offering members of the Essex Police Sports Association 25 per cent discount on membership.

The centre has two gymnasiums (free weights and machines), squash courts, regular aerobics classes, sunbeds, sauna, snooker facilities and a creche.

For further details contact Chris Jacob or the centre direct on 0245 494596.

Julie reclaims the trophy

ESSEX Police entered the 1994 No 5 PAA Region Badminton Championships which this year were held at the Medway Badminton Association Centre in Gillingham, Kent.

The results were as follows:

Men's singles:- Bernie played Surrey in the first round and unfortunately lost. Scores 15-8 and 15-3. Sussex won overall.

Ladies singles:- Julie played Thames Valley in the semi-finals winning 1-11, 11-6, 11-3 and in the finals she beat Hampshire 5-11, 12-10, 11-5. Each time Julie came back from a game down. She now has the Brighton Police

Trophy to keep for the year and will be going to the Nationals in Cardiff.

Men's doubles:- Alex and Nick played Surrey in the first round and won 15-10, 15-3, but unfortunately, lost to Hampshire 15-2, 10-15, 15-7 in the semi-finals. Sussex won overall.

Ladies doubles:- Julie and Andrea played Kent in the semi-finals, winning 15-2, 15-2, but in the finals they lost to Surrey 15-10, 15-10.

Mixed doubles:- Andrea and Nick played Kent in the semi-finals losing 15-12, 15-10. Surrey won overall.

Veterans men's doubles:- Alex and Brian played a round robin, one game

to 21 points. It was won by Thames Valley who won all their games. Alex and Brian managed to get third place by winning three games out of five.

Veterans mixed doubles:- Andrea and Mick played a round robin, one game to 21 points. This was won by Thames Valley who once again won all their games. Andrea and Mick came second, winning all but one game.

The whole team was a credit to Essex Police and should be congratulated on their superb effort, but special mention should go to Julie for her achievement in regaining the Brighton Police Trophy last won for Essex by Sue Powl about four years ago.

Tye Hall Farm, Roxwell - Nr Chelmsford -
(Willingale Rd, Off A1060 Chelmsford to Hatfield Heath Road)

CHARITY CLAY PIGEON SHOOT

= 50 Bird =

Sunday 27 March 1994

9.30 am - 4.00 pm

(last entries 3.30pm)

CLASS 1
1. HIGH GUN £100
2. RUNNER UP £50

CLASS 2
1. TROPHY
2. NOVICE

BEGINNERS STAND WITH INSTRUCTOR

PLENTY OF PARKING ON CLEAN HARDSTANDING

PROCEEDS TO: 999 TO ALBANIA

REFRESHMENTS

RAFFLE

Key target is house burglaries

A TEN per cent increase in the detection of house burglaries has been identified as a key target for Essex Police in the year ahead.

New Key Operational Goals for 1994/95 include for the first time a stated percentage increase in detection rate as the Force's objective.

The new Key Operational Goals include those previously set to meet the demands of local communities and have been amended to reflect the Home Secretary's Key Objectives.

The Force Analyst is developing measures for each of the goals, which will be supported on Divisions by local objectives and action plans.

The new Key Operational Goals for Essex Police are as follows:

To maintain the peace within our community by providing high visibility policing, to respond positively to public disorder and nuisance, in order to enhance the safety and well being of the community.

Detection

To maintain and, if possible, to increase the high detection rate for violent crime.

To reduce the incidence of burglary of people's homes and increase the detection rate by 10 per cent.

To combat drugs related crime, recognising the need to work with the community to raise awareness of the threat of drug misuse.

To build on good relations with all sections of the Community, especially the young, actively encouraging their co-operation and involvement to target and prevent local crime and other problems.

To reduce the number of road accidents by targeting unacceptable driver behaviour.

New wall charts depicting the Statement of Common Purpose and Key Operational Goals will be produced shortly.

Scout group seeks leader

A SCOUT leader is needed for the 12th Colchester Sea Scout Group.

At present the group, with youngsters aged 11 to 16, has been suspended pending a leader's appointment.

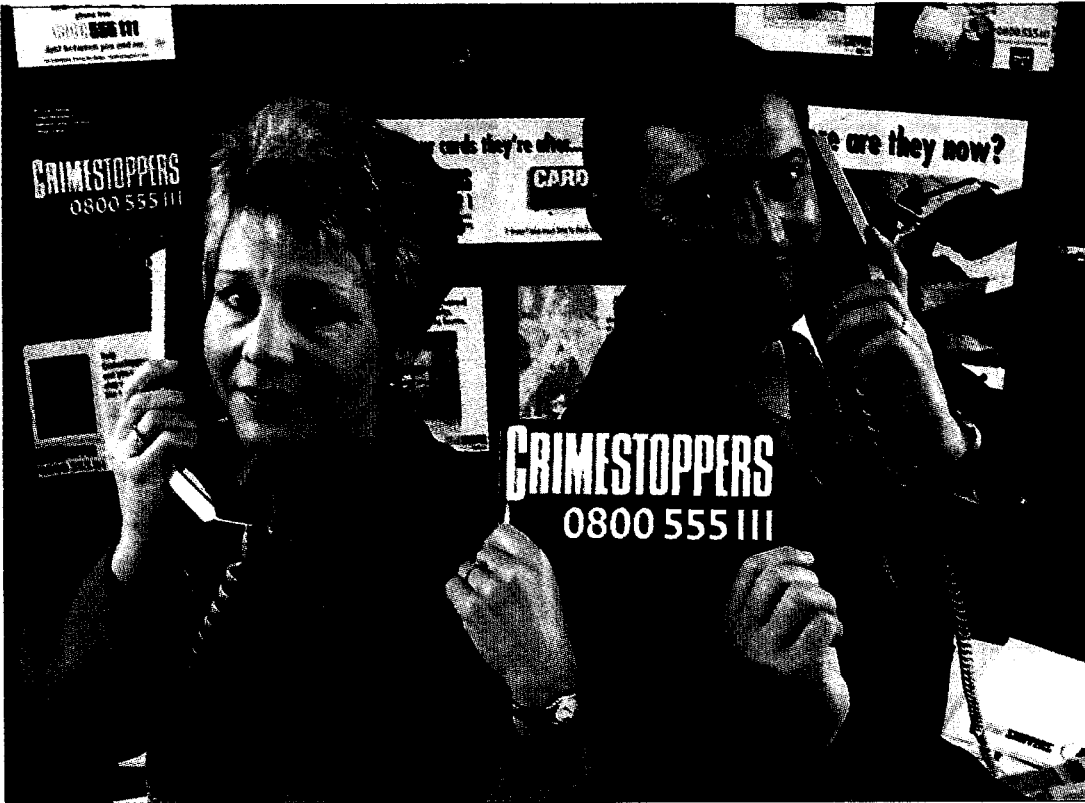
The cub pack is large so the successful candidate can start the section from scratch.

Applicants can be male or female and do not need any sailing skills.

The group is also looking to appoint a Beaver leader from December. This will be for boys aged 6 to 8.

Anyone interested should contact Mrs Kate Webb on 0206 866888.

Help us to Stamp out crime



● Actor Graham Cole and Press Officer Carol Rivers help launch the new Crimestoppers telephone number.

TV cop Graham Cole, who plays Pc Tony Stamp in *The Bill*, visited Headquarters this month to help launch the new Essex Crimestoppers telephone number.

From the first of the month the number was changed to Freephone 0800 555111.

The new system will be manned 24 hours each day and callers will not be asked to identify themselves.

Each caller will be given a code number to claim a reward if their information is successful in detecting a crime. The rewards are paid out in a completely anonymous manner with the co-operation of local banks.

Project chairman, Derek Wyatt, said: "With more people becoming aware of the Crimestoppers existence in Essex, it can enhance the old adage - the greatest deterrent to crime is the certainty of detection."

Stronger deterrents called for

AS assaults on police officers continue, Supt Bob Ward has called for stronger deterrent sentences telling a Chelmsford police committee: "My officers are not the punch-bags of society."

After 10 attacks in recent weeks, two of which were on women, he said: "I haven't had to report as high a number of assaults as this before."

Criticism was also aimed at the sentencing of an 18-year-old Springfield man who admitted injuring two officers and received six months.

One of the officers Pc Stuart Jessop is due a leg operation following the incident last June.

The goal is to teach law and order

FOOTBALL is being used to teach children about law and order, in Colchester.

The initiative is being carried out by Sgt Jacobs and Pc Pudney with the help of Mickey Cook who co-ordinates a Football in the Community project.

The scheme consists of a period in the classroom, usually with the top years in the school, covering topics such as health and fitness and how football has changed over the years.

The second part of a visit is a relaxed coaching session encouraging boys and girls of all abilities to participate.

In class children are given the analogy between a referee and a police officer showing the importance of rules and laws.

Short role-plays get the youngsters to think about the situation and come to their own conclusions.

Through coaching the officer is able to participate by refereeing a small game. This participation is an effective means of breaking down barriers between the police and the children while conveying an important message.

All the equipment is provided by Mickey Cook. It is hoped that in the future Colchester United may provide a number of free tickets to participating schools for home matches.

Any officers interested in getting involved with their schools should contact Sgt Jacobs or Pc Pudney at the Shrub End office or Mickey Cook on 0206 572378.

Officers combat crime in dawn raids

Thunder in Thurrock

DAWN raids throughout Thurrock brought crime almost to a standstill earlier this month.

During the first three days of the four day Rolling Thunder operation, just 20 crimes were recorded, compared with over 180 during the same period in the previous year.

Drugs, firearms, electrical goods and Nazi regalia were all seized after the execution of 100 warrants, and over 40 arrests were made.

Initiative

The operation, led by Detective Inspector Ray Burman, was a general anti-crime initiative targeting all elements of the criminal fraternity.

Around 70 officers were involved each day from Thurrock and across the county and the media jumped at the chance for some positive coverage with TV crews from four different stations shadowing the teams.

The idea behind the

By Kim White

campaign was outlined in an information pack compiled by the senior officers.

Two years ago Thurrock was consistently languishing low in the detection charts. It was agreed that what was missing was an overall co-ordinated strategy for dealing with crime.

The following week Thurrock launched a second attack on the area with Operation Morning Glory.

In one morning 14 warrants were executed, 12 of which were successful.

Among the haul was a sawn-off pump action shotgun, live ammunition, 40 car radios, believed to be stolen and a large number of offensive weapons including high-powered crossbows and swords.

Det Insp Burman said: "The raids were very successful for no other reason than the amount of firearms taken away from



● NAZI regalia, machine gun ammunition and general military memorabilia seized during Operation Rolling Thunder.

the criminal community.

"In five days we executed more search warrants than in the whole of 1992.

"The command team of Thurrock were very impressed with the professional manner in which the officers conducted themselves throughout the whole operation."

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