

The

Law

Including Essex Police Magazine

April 1994



Win a weekend
golfing break -
see page 11

The Newspaper of the Essex Police

No 248

Basildon chosen for six-month tape recorder trial

Arresting sight as officers

Race ace takes Pcs for a ride



MOTORCYCLE champion Phil McCallen took Essex Police for a ride last month, and drove officers round the bend!

The three times Isle of Man TT winner called in on the Force's motorcycle instructors to demonstrate and develop safe cornering and braking techniques.

He accompanied Pcs Iain Masheder and Kevin Moore (pictured above) on an 80-mile ride along the winding roads of North Essex - and was impressed with their skills. "The boys are really good riders," he said.

Irish champion Phil has ridden for Honda since 1989, and was a double

winner at the TT races in 1992, including winning the prestigious 750 F1 race. Last year he won the Senior TT race.

His invitation to Essex came about after the Force introduced Honda ST1100 bikes for police work, gradually replacing its BMW bikes.

Pc. Masheder said the aim of the day was to take corners as safely as possible, and he was surprised at the similarity between the police and racing techniques. "There's only one right way to go round a bend," he said, "and we both do it the same way except that Phil does it a little bit quicker." Photo courtesy of the East Anglian Daily Times.

ESSEX Police officers will be the first in the UK to be rigged up with portable tape recorders to safeguard against the risk of so-called "car seat" confessions.

The idea will be trialled by Basildon officers for six months, after which other divisions could follow if the trial is successful.

Last year ACPO set out to evaluate the initiative, and the then President, Essex Chief Constable John Burrow, tasked Essex to give it a try.

Further backing has since come in the shape of the Royal Commission on Criminal Justice. That report highlighted complaints which had been received regarding "invented confessions" allegedly made by suspects on the way to police stations.

get wired for sound

by Ian Deal

It was five years ago that Essex pioneered the practice of tape recording interviews at police stations.

Initially six digital tape recorders have been purchased, these will be used by both CID and uniformed staff.

Detective Superintendent Brian Hindley said, "The machines will be connect-

ed to a lapel microphone and housed in a sealed, tamper-proof container. Each tape will last four hours."

It is envisaged that the system will be tried out firstly on pre-planned arrests and then for normal duties. Brian Hindley said, "I see the recorders being a success for pre-planned arrests but the logistics for

everyone carrying a tape recorder during their duty are horrendous."

Headquarters based PC Roy Fox and Insp Ken Luxford will conduct the project. The results are due for publication this September.

Reaction to the trial has been mixed, with some officers feeling that it will be an invasion of civil liberties.

Benefits

Essex Police Federation Chairman, Dave Jones, said, "We support the recommendations of the Royal Commission and look forward to the results of the trial. It will be interesting to see whether there are benefits to the system and, if there are, determine the best way forward."

Detective Superintendent Hindley added, "Officers must remember that the tape recorders are there to protect them as well as the suspect."

INSIDE

On patrol with the RUC - centre pages.

Cracking idea wins High Sheriff's award - page 5.

Laser gun tackles speed - page 3.

Shift back to 6am favoured by 73%

NEARLY three out of four Essex Police officers want a return to the 6am start to the working day, according to a survey by the Federation.

Following the introduction of new shift start times in January, the Federation sent out a questionnaire to every member - a total of 2,941.

To date they have received and collated 1,954 valid returns, a 66 per cent response.

Of those responding, 483 were in favour of retaining the new system of the 7am, 3pm and 11pm start times, that is 24.72 per cent.

But 72.82 per cent of respondents - a total of 1,423 - want to return to the old system, with a 6am

start.

In addition, 133 questionnaires were sent out to civilian Station Officer's Assistants (SOAs) who work shifts, with 116 valid returns - an 87 per cent response.

Of these, 31 favoured the new system (26.72 per cent), and 85 wanted to return to the 6am start, that is 73.28 per cent of those responding.

Deputy Chief Constable Jim Dickinson confirmed that the provisional findings had been provided to chief officers.

"Some important implications are already being identified which have an impact on the welfare of officers and their families as a consequence of the shift changes," he said.

The Shift Systems Project Board had identified the need for a forcewide evaluation when making proposals. This will be conducted in October.

Mr Dickinson confirmed that the information obtained from the Federation Survey will be considered in conjunction with that work.

He reassured officers that a major factor in determining the way forward would be the views of those officers required to work shift duties.

A full report on the results of the Federation survey, including a breakdown of shift workers and divisions, will be published in a future edition of The Law.

FEDERATION NOTES... FEDERATION NOTES...

Appraisal-related pay for Inspectors

With regard to the agreement on the new pay scales for constables and sergeants as reported in the last edition of *The Law*, to date there has been no news with regard to any ratification by the Home Secretary.

However, as promised I can update members on the agreement reached at the Police Negotiating Board on Inspectors' pay scales after their conciliation meeting.

The following agreement is being submitted to the Home Secretary for his approval.

To amend the pay struc-

ture for officers of inspector rank to provide a link between levels of pay and appraisal results. The revised pay structure will operate from September 1, 1994 with the exception of payments linked to outstanding performance. These will be introduced during the year beginning September 1, 1996 when

the appraisal system has been developed.

Full details of the pay scales have been circulated by message switch and are also available from the Federation Office.

The pay structure will be updated similarly as the constables and sergeants at September 1, 1994 by the movement in the median of private sector non-manual total pay settlements.

The index is currently between 3 and 4%.

With regard to overtime,

rest day and Bank Holiday working arrangements, changes will be made to the conditions of service of the inspector rank as set out below from September 1, 1994:-

Officers will be paid all-inclusive salaries which will cover all overtime, rest day and public holiday working by inspectors. The new pay scales reflect this. Consequently, all the current entitlements of inspectors to payment or time off in lieu will cease from that date.



By Brian Pallant

Legal Expenses Scheme

OUR scheme with Hambro has been renewed for another year with no increase in premiums to the members.

Any member not in the scheme but requiring details please contact Marilyn Carr in the Federation Office on extension 2215.

For members' information, in the quarter from 1st December 1993 to the 28th February 1994 the Scheme Helpline dealt with 110 calls.

14 were with regard to consumer disputes:

11 holiday disputes;
11 car crashes damage only;

13 matrimonial;
10 Family Law (Child Support Agency)

The current premium is £2.20 per calendar month.

someone who is invoking it may amount to a breach of discipline and in discrimination or harassment cases may constitute unlawful conduct under:

Section 2(1) Race Relations Act 1976 or

Section 4(1) Sex Description Act 1975 (as amended).

The aggrieved has not to prove his or her case beyond all reasonable doubt.

The standard of proof is that used by the Industrial Tribunal and each case is dedicated on the basis of the balance of probability.

The procedure is to provide fairness to all parties including persons to whom the grievance is directed.

Victimisation

Victimisation of a person who invokes the grievance procedure or who provides any form of assistance to

All cases such as these must be thoroughly investigated and recorded.

The Law OPINION

PLANS to trial the controversial US-style pepper spray gun, announced by the Home Secretary this month, are a welcome boost for the mounting campaign to give police officers better protection.

The idea of the good old British bobby carrying such a gadget may cause those citizens who still cling to a vision of the Dixon of Dock Green era to step back in horror.

But in an increasingly violent society, in which criminals are routinely armed with knives, and often guns, the traditional wooden truncheon has become obsolete.

Nearly 300 Essex officers were assaulted last year. Officers facing this daily occupational hazard are demanding better protection - and rightly so.

The pepper spray canisters may not prove to be the solution, but they are a step in the right direction.

Moves to arm the police have been strongly resisted in this country, not only by the public but by the majority of officers themselves, according to recent surveys.

It may be that an armed police service is inevitable, as more and more criminals show a willingness to carry, and use, guns.

But the introduction of protective measures such as the pepper spray can only help to push that day further into the future.

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

LATE NEWS... LATE NEWS...

New ACC appointed

FORMER Essex officer Charlie Clark is to return to the Force as the new Assistant Chief Constable (Support). He left Essex in 1991 to

become ACC of Leicestershire Police.

Subject to ratification by the Home Office, he will replace ACC Terry Rands who retired last month.

Gone to the dogs

A DOG lover incensed by the cruelty inflicted on a German Shepherd, at Sandon's Police Dog Unit, has made his feelings known.

In a letter sent to bosses at Sandon, the complainant hit out at the police budget saying, "surely the Police dogs' health should not suffer?"

He went on to say that the dog he saw looked "starved" and could only assume the others were in a similar condition.

Alarm turned to amusement when officers realised



ESSEX POLICE BAND

presents

Grand Charity Concert

in aid of

CHRISTIAN AID

at

The Baptist Church, Saffron Walden

on

Saturday, 14th May, 1994
at 7.30pm

Tickets: £3.00
from The Tourist Office
Saffron Walden

ESSEX POLICE FEDERATION

Open Meeting

Monday, June 20

7.15pm

Marconi Athletic and Social Club,
Beehive Lane, Chelmsford

VIP reception at 6pm. Join us for light refreshments.

Review of police pensions

THE Home Office has recently published the "Terms of Reference" for the review on Police Pensions, which are :-

To review the pension arrangements of police officers in England and Wales, in Scotland and Northern Ireland; to identify ways in which the overall benefits and costs to the employing authorities could be made more comparable to other public service schemes; and to make recommendations to this effect.

Having full regard to:

The nature of police officers' duties;

The management needs of the police service, including the need for greater flexibility in retirement arrangements;

The public expenditure implications of any changes.

The review will consider particularly:

The accrual rate;

The age at which pension is payable;

Arrangements for commutation of pension;

The procedures and terms relating to medical and early retirement taking account of the special and different circumstances of the RUC.

How any changes might be implemented.

The review group is working to an extremely tight schedule and any evidence needs to be with the Home Office by the end of April 1994. It is hoped that the review team will report by June 1994 and that any changes will only affect new recruits to the service.

Off Beat A BIT OF A BOOB

HOCKLEY police officers got their snickers in a twist when they misheard a crackly radio message to investigate a car theft.

The car owner, a confectionery sales lady, was mystified when officers asked for details of the 'bras and knickers' that had been stolen. The mistake was eventually sorted when officers realised that it was £60 worth of Mars and Snickers that were missing.

'ELLO, WHAT HAVE WE EAR

CARING officers sent to a disturbance in Leigh-On-Sea found a blood stained ear minus its owner, and made a mercy dash to hospital to have it sewn back.

Despite packing the ear in ice, the valiant attempt was fruitless when hospital staff pointed out the ear was false - the owner had lost his real ear in a previous incident.

KEEP THE CHANGE

A KEEN-eyed Pc. from Southminster caught out a cheeky visitor to the reception desk recently. Pc. Beales realised the £20 note handed over for a fine payment was forged!

IN THE PINK

FORGET the new laser speeding gun, use a pink balloon instead. It's an idea that has worked for Pc Michael Guy from Abridge.

When off-duty the officer parks his patrol car opposite his house, drapes his fluorescent jacket over the driver's seat, then wedges the balloon under his cap.

Pc. Balloon, complete with drawn on smiling face, then takes over, and according to Pc. Guy has a remarkable effect on speeding motorists.



BEAM ME UP: Pc. Kevin Rowe of Chelmsford Traffic tests out the new laser speed detection gun. Picture courtesy of the East Anglian Daily Times.

Watchful teacher traps burglar

AN off work school teacher, suffering from flu, was sprayed in the face with CS gas, when he confronted a burglar in a neighbouring house Chelmsford Crown Court has heard.

Neighbourhood Watch member, Richard Lenkiewicz had been resting at his home in Woodgrange Drive, Southchurch, when he was woken by the sound of his doorbell.

Broken

His mother answered the door to a man who said he had the wrong address and went away. A short while later Richard heard the sound of a door being broken open at a neighbouring house.

Police were called as he and another neighbour went to investigate. They found a man standing in the hallway of the house, who said he had permission to be there.

The two then challenged him and while restraining him, the burglar sprayed a substance at their faces.

Undeterred the two held on to the man even though their eyes were streaming and stinging with the effects of the spray, and took the canister off him. Soon police arrived and the man was arrested.

Richard Lenkiewicz said, "I think I would have thought twice if I'd been on my own. I didn't want him to escape. If you don't make a stand they will only keep getting away with it".

Jailed

Earlier this month a 29 year old, unemployed man from Southend appeared at Chelmsford Crown Court and pleaded guilty to the charge of aggravated burglary.

He was also convicted of two other cases of burglary and was jailed for a total of four years.

Trans-Atlantic trip to help crime victims

BRENTWOOD-based Lee Robson travelled to Washington this week on a fact-finding trip to learn how police in the United States deal with missing persons and victims of crime.

by Jenny Grinter

Station Office Assistant

Lee, who has worked for Essex Police for five years, was also due to visit the U.S. Department of Justice

to explore the subject of victims' rights.

He said, "I will be going out with the police, looking at anything relating to victim care and treatment

of missing person inquiries from the police point of view.

"The police are not a social service, but perhaps our treatment of victims of crime can be improved."

Lee also hopes to share his findings about victim treatment with the Grays Victim Support Scheme.

Lee's experience of dealing with relatives of missing persons, through his front office work at Brentwood, prompted him to produce a helpful information leaflet last year giving details of what action the police will take, and of other useful agencies.

This brought him into contact with the Barking-based Manwaring Victims Trust, which was set up to

help families of missing persons and crime victims.

Lee travelled to the USA with Trust founders Mark Manwaring and Tom Caulfield, who are studying the way the legal system deals with victims and the workings of the Justice Department's 'Office for Victims of Crime'.

Their week-long trip has been set up with the help of American victims' rights activist Connie Kirkland, who has 18 years experience of the criminal justice system.

Lee's itinerary was due to include a visit to Fairfax County Police Dept. in Virginia, to be shown the victim/witness programme, major crimes against the

person division, and homicide bureau.

The visit coincided with National Crime Victims Rights Week.

Southend Reunion

FORMER Southend Borough and county officers and civilians are reminded of the planned afternoon reunion on Friday, May 20 at Garons Banqueting Suite, Southend, between 2.30pm and 7pm.

Fred Feather needs to hear from you so he can organise refreshments.

Contact him via Public Relations, ext. 2395, at Police HQ.

Shapely model helps fight crime



LIFT OFF FOR THE LAGUNA: Chf. Insp. Tony Fraser of Rayleigh police tests out the new car. Picture courtesy of the Yellow Advertiser.

RAYLEIGH Crime Prevention officers will be driving around in style thanks to Renault UK and dealer Durham and Haines of Hadleigh.

Essex Renault dealers have sponsored the use of the newly-launched 'Laguna' for one year, the car is the first to go into use with a British police force.

Crime Prevention Officer, Gordon Sinclair said, "It's encouraging that members of the industrial community are becoming involved in the reduction of crime, we are grateful for their support".

The car will be used in addition to existing police fleet vehicles and will mainly be used by specialist police units and for local shows and exhibitions.

HOME Secretary Michael Howard has ordered an evaluation of the American-style pepper spray gun in an attempt to protect officers against violent criminals.

The evaluation was prompted after ACPO pushed for trials when it met at Hendon earlier this month.

The spray cannisters contain an extract of Cayenne

Pepper which causes severe stinging to the eyes and immobilises the attacker.

The idea has received further backing from Essex Chief Constable, John Burrow, who said, "It is important that we seek ways to protect police officers on operational duty.

"We must look at these devices carefully to see if they will assist us and reduce incidents of assault".

Essex Police Federation spokesman Mick Englefield

Our sight's on your speed

ESSEX Police has introduced a new space-age weapon in the battle against speeding motorists.

Chelmsford traffic officers are among the first in the country to use the new £7,000 laser gun.

It out-shoots the traditional radar detection devices in both range and accuracy.

The new hand-held LTI 20.20 device is able to pinpoint a particular car even in heavy traffic.

The gun uses technology first tested in the United States space programme, and it is already in use in the U.S. and sev-

eral European countries.

Pc. Mick Lucas of Chelmsford traffic said, "It fills the gap left by other detection devices."

TV, radio and newspaper journalists joined Pc. Lucas and Pc. Kevin Rowe on the Boreham Interchange bridge over the congested A12 when they demonstrated the precision of the new device.

The performance of the new gun will be evaluated before the Force decides whether to buy any more.

said, "We would endorse any trial within Essex Police, anything that protects our officers is welcome".

Asked about the likelihood of arming the police, Mr. Burrow said, "I think this is a move before we get to that stage".

"I've always argued that it will be the criminals who determine whether the police are armed, and not the police themselves".



Let's tell the good news!

I WAS disappointed by your front page comments on the Chief Constable's Annual Report as you do not appear to have comprehended the full significance of the crime detection rate.

The statistics clearly show a reduction in the number of substantiated offences over the previous year, whilst the number of offences detected, 35,991, "represented an overall detection rate of 32% against 28.6% in 1992."

What the report conceals is that, even with a reduction in the substantiated offences, (good news in itself), the actual increase in detections was 3,805.

This is not an increase, as the analysis would have the casual reader observe, of just 3.4% but (as an increase over the detections for 1992 of 32,186, a figure not shown in the Appendix analysis) is an 11.8% increase in total detections.

Any company that had increased output during 1993 of 11.8% would receive some award for industry and be crowing for all to hear about its achievements.

Could I please ask that this very, very positive information receive some acknowledgment within your publication and perhaps Essex Police might receive from other media sources a little bit of the credit that I feel is due to all its employees (including the civilians, some of whom have hissed at me since my last correspondence!) for their stirring endeavours.

Ds Bob Cordery,
Fraud Squad.

On the trail of the 'Black Moriah'

HAVING a passing interest in the origins of police 'jargon-related' words and phrases, I had been wondering on & off for the last 20 or so years on the origins of The Black Maria.

It was recently, on holiday in Tombstone, Arizona, that a probable explanation presented itself.

On the stage of the Bird Cage Theatre in the city stands the 1881 hearse named The Black Moriah (after the local hot desert wind), which was used to carry the good, and perhaps not so good, citizens of Tombstone to their final resting place at the Old Cemetery just out of town - now known as Boot Hill. Perhaps it carried a

number of the deceased combatants of the sixteen gunfights that took place in its present home as it certainly was used to convey Billy Clanton on his last earthly journey following his participation in the notorious Gunfight at OK Corral of October 26, 1881 in which company with the brothers Ike & Tom Mc Laury, he made the fatal mistake of challenging the legendary Earp brother Wyatt, Morgan & Virgil & their friend 'Doc' Holliday.

Having served its purpose from 1881 to 1917, the Black Moriah was placed in storage until the Birdcage Theatre was reopened in 1934 when it was placed on the stage where the theatre still stands as a reminder of the drinking house/gambling establishment/entertainment centre/brothel that was so common in frontier towns in the 1880's.

Perhaps some knowledgeable reader may know the origin of the expression, Slap the Darbys on him.

Gus Gowers,
Great Baddow.

Hoping to trace old friends

I HAVE been trying for the last few years to contact friends of mine and would like to trace them through The Law.

I got in touch with pay-rolls after Christmas and they sent me a letter to say my friends were not listed.

I was friendly with them for more than 30 years and owing to moving lost their address and phone number. Maybe in the same token they are wondering why I never kept in touch.

Sgt Booty, his wife Mary and daughter Veronica, were my neighbours in Tilbury and Veronica was my grand-daughter's godmother.

Sgt Booty served in the force in Thurrock for 30 years while his wife Mary was employed for years at Thurrock council offices.

When he retired he moved with Mary to Norfolk. Now sad to say I have read in the March issue of The Law that he passed away and I would dearly love to get in touch with Mary and Veronica.

Please could Mrs Booty or her daughter contact the Law newspaper so that my address and phone number can be passed on to them.

I would also like to offer my condolences and I do wish that I would have met up with Sgt Booty before he passed away.

J. Rickett, Gorse Lane, Clacton-on-Sea.

We need common sense and new gun laws

Gun Laws, or lack of them. Is it not time that common sense entered this matter?

Rather than have the Commissioner of the Met. going on about arming the police, I would like to see Chief Constables and politicians discussing new laws.

What is wrong with, say ?

Retirement thanks

I RETIRED from the Force on March 6, after a long illness which required tremendous support from family, friends and the Force itself.

There is no doubt that without this kindness, understanding and patience I would not be in such a healthy state now.

I sincerely thank everyone who has helped my wife Dorothy and me through this very difficult period and also for all the lovely gifts I received at my retirement party at Southend Police Station.

Printed below are a few lines from the poem I read at my party, which sums up our feelings for the friendship we are lucky to have.

Friendship - Gold and Silver by Joseph Parry

Make new friends but keep the old
Those are silver these are gold
New made friendship like new wine
Age will mellow and refine
Friendships that have stood the test
in time and change are surely best
Brow may wrinkle hair grow grey
Friendship never knows decay...

Ex-DI Bob Craven, Southend.

1. Ban all guns. All club members and hunting people can have their weapons registered and kept in a police armoury until required, for a fee.

2. Greater sentences.

Possession of gun - 7 years; Carrying of gun in furtherance of crime - 10 years; Firing a gun - 12 years; Killing in furtherance of crime - 20 years; Killing a policeman - 30 years;

LAW Letters

Every trauma leaves its scar

I WRITE in reply to the letter in the March Law from Mr N.H. Feeke.

I am a serving officer of 18 years experience, the last seven of those with traffic and I do not consider myself weak or lacking in moral fibre.

During my service, and particularly the latter years in traffic, I have been exposed to a great deal of trauma, having dealt with several fatal road accidents and attended many more - each incident touches one's soul and leaves its mark forever.

The officers searching in Cromwell Street, Gloucester, are dealing with life snuffed out in its prime by a callous killer, the thoughts of that and how it must affect the families of the victims, even if one disregards the bodies found, can only be severely traumatic.

My admiration and sympathy are with them.

The idea that it is a police officer's job to deal with that sort of incident and not be affected is utter

rubbish.

Mr Feeke's comments "counselling practices and other such silly schemes" will only serve to dissuade officers from seeking valuable assistance and keep the service firmly in the Good Old Days.

The need in this day and age for people willing to de-brief and counsel those involved in such incidents has not changed since Mr Feeke's day, unfortunately the need for such assistance has only recently

been identified.

I sympathise with Mr Feeke for the work he endured during his war time service but defy him to tell me that he was not affected by the experience. I am also saddened by his comments and hope this reply will go some way to repair the damage he has done to the valuable service offered by dedicated people.

Phil Matthews,
HQ Traffic.

We were toughened up by watching a Post Mortem

EX Ps Feeke in the Law letters column last month scorns the counselling given to officers searching for human remains in Cheltenham.

I concur with all he writes and it reminded me of the late 1940's when as a recruit to the old Southend Borough Police I had a few days with the then training officer Taff Lloyd, learning local by-laws, report writing etc.

During this time we had to attend the public mortuary behind the now demolished police station at Alexandra Street, Southend, to witness a post mortem examination.

The pathologist and his assistant in those days did not have the benefit of

electric tools as nowadays and their work was performed by hand in the opening of the three cavities in a corpse.

The reason for this it seems stems from an occasion years ago when a constable on night duty in a busy street in Westcliff, at first light one summers morning, came across the body of a person who had fallen from a building onto a footpath.

The constable fainted and a passing milkman on his float came to the assistance of the officer.

In due course the matter was reported to the Chief Constable who instructed that recruits from then on should attend a post mortem to prepare themselves for the sight of human remains. I wonder if this training is still available.

I am glad, however, that counselling is now available for those officers needing it, who have to deal with the distressing sight of human remains (particularly children) who have been mutilated, not available in those earlier times.

Phil Pewsey, Hamstel Road, Southend.

Coroner's Officer dealt with 8,000 deaths

PLEASE may I thank, through The Law, colleagues and friends who attended my retirement farewell at Grays Police Station in March, and for the kind words and gifts received.

After 33 years in the Grays Division, I shall certainly miss my friends there, both police and civilian.

I shall also miss the staff at Orsett Hospital, where I spent 21 happy years as

the Coroner's Officer. Sadly the hospital is being run down and will never be the same again.

Finally, I would like to comment on the current wave of interest in the counselling of police officers after dealing with the more unpleasant side of police work.

During my time as the Grays Divisional Coroner's Officer, I dealt with in the region of 8,000 deaths, ranging from cot deaths, RTAs, suicides and very decomposed bodies out of the River Thames,

often I had to help strip these bodies for means of identification.

In all that time, not once was I ever offered or received counselling.

Now I'm not saying whether it's a good or bad thing. I would just like to make the point to all serving officers that just because an officer chooses to be a Coroner's Officer does not mean he has no feelings and that dealing constantly with bereaved relatives and traumatic deaths does not affect him.

Farewell and good luck to Essex Police.

Ex PC. Bob Goddard,
Grays.

Programme to help managers

by Kim White

AS Essex Police becomes a "leaner" organisation, a management skills programme is being created to help managers cope with the greater demands that they face.

The idea is to analyse the skills currently being used by managers, such as communication and planning, and decide to what extent these can be cultivated and what new skills need to be added.

Heading the project is Chf. Insp Andy Hayman of Management Development, who says: "There will be a need for managers to acquire new skills and develop existing ones.

"It's the organisation's responsibility to provide the opportunities whereby those skills can be developed and enhanced."

Relationships

So far the analysis has been carried out via a survey of all officers of inspector rank and above. It covers areas such as commitment to quality, relationships with upper managers, team building and technical competence.

"It is recognised that there is a need to accurately identify the skills needed by our managers. The survey will identify these skills which will be addressed with appropriate training," said Chf. Insp Hayman.

In reality it has been proven that workers will, to a certain extent, mirror the image of their managers.

It is this theory that has been applied to the current management skills programme working from the top down, assuming that behavioural changes throughout the top ranks will subconsciously rub off on other managers.

Said Chf. Insp. Hayman: "If you apply the same theory to skills, managers will begin to learn that the skills applied by their seniors are those which are valued by the organisation."

Chief officers, senior managers and operational commanders are the first to participate in the programme, followed by first line managers and supervisors.

WE DON'T LANCE BOILS

by Ian Deal

THE days of the 1940s style factory nurse are well gone and a new age of Occupational Health has dawned in Essex Police.

October last year saw the creation of an in-house Occupational Health Department based at the Headquarters Training Centre, well equipped in both equipment and staff.

Carole Anness who heads the department said, "Occupational Health has moved on from sticking plasters on injured knees and lancing boils, it's all about living in the real world".

Essex Police has showed its commitment by immediately investing £100,000 in it. Prior to setting up the new department, officers travelled to Basildon Hospital for treatment.

According to Carole Anness Occupational Health relates to anything that upsets the balance between good health and a good working environment. "Essex Police has a host of different jobs and a whole host of different problems associated with them", she said.

Occupational Health covers

Training to travel alone

TENDRING schools' liaison officer, P.c. Dick Jones was taken for a ride by British Rail recently - but all in a good cause.

Dick, accompanied by BR's schools' safety liaison officer Graham Jackson took 11 adults with learning difficulties on an educational trip

from Walton-on-Naze to Colchester and back last month.

The group was given advice on how to buy tickets and on personal safety when travelling on the rail network.

Dick said the day had been extremely successful and had boosted the group's confidence about travelling alone by train.



ALL ABOARD: P.C. Dick Jones and British Rail's Graham Jackson take the group on a learning experience. Picture courtesy of the East Anglian Daily Times.

Crumbs! What a cracking idea

A CRACKING idea from the Halstead Crime Prevention panel has soared to success at this year's High Sheriff's Annual Awards.

'Jacob The Crime Cracker' came tops in the 'Crime Prevention Panels' category and won £500 in prize money from the Woolwich Building Society.

Jacob is a cartoon character designed to publicise the Panel's campaigns and

has proved a great aid in teaching Crime Prevention ideas to children.

Junior

A junior club was launched last June which now has a following of 350 members.

"Lock it or Lose it" car stickers and posters carry

by Ian Deal

the Jacob logo and fortnightly articles under the 'Jacob the Crime Cracker' heading appear to supplement the Crime Panel's regular column.

David Finch, Halstead Crime Prevention Panel's Chairman said, "We are over the moon to have won this award, it will act as a great motivator to our members and will encourage us to look for further initiatives in crime prevention."

Winners

Other winners at the High Sheriff's Essex Against Crime Awards include:

Basildon Youth Action Group, which performs plays in schools to show the effects of a range of subjects including bullying, drugs and vandalism.

Brentwood Council and



THIS TAKES THE BISCUIT! Chairman of Halstead Crime Prevention Panel, David Finch (right) receives the "Strovers" Cup at the High Sheriff's annual awards.

Picture: David Bartram, Essex County Council.

Crime Panel for various initiatives including the installation of Close Circuit Television in the town centre and Car Parks.

Thurrock Gazette which

Chorus Lines

FEW of us realised that in the heart of Clacton Town Hall is the Prince's Theatre.

Why this should be such a closely guarded secret is surprising when you discover the excellent facilities available.

This was the venue for a concert on March 25 together with the Boxted Methodist Silver Band, Folklore and guest soloist Derek Lee.

Despite the efforts of vice president, Peter Simpson, to promote the concert in a BBC interview, numbers in the audience were disappointing, but we still made a good profit for our festival funds.

This was our first venture into the Tendring area and we are confident that a good foundation has been laid.

Our vice chairman Bob Hayes, celebrated a birthday

recently. He didn't want to reveal his age, but if he lives twice as long he will get a message from the Queen.

May looks set to be a busy month with a concert at All Saints Church, Springfield, on the 13th and the next day a trip to sing at Dersingham, Norfolk, at the invitation of former Deputy Chief Constable, Ron Stone.

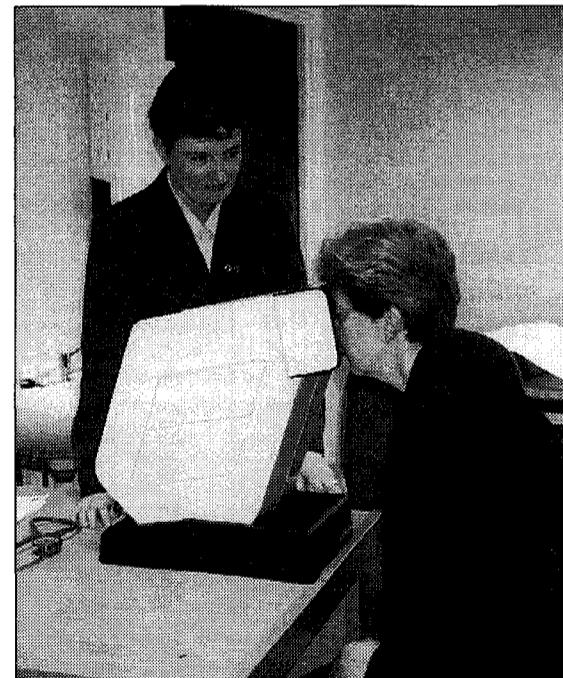
The following weekend sees a concert at Little Waltham on the 20th and at Rivenhall on Saturday 21st.

Choir membership now stands close to our 60 maximum, but a handful of places have been reserved for serving personnel, so if interested, join us on Tuesdays at 7.30pm in the Training Centre.

Comrades

THE COMRADES Association Spring Buffet will be held on Saturday, May 14 at Police HQ in Chelmsford. The bar will be open from noon, the meal is served at 1pm.

The cost is £8, book with Honorary Secretary Dave Jones asap.



Carol Anness from the new Essex Police Occupational Health department gives a VDU user an eyesight test.

police officer has moved on, they have the same emotions as everyone else. Marriages and relationships have suffered too much in the past with officers suffering from post traumatic stress and keeping their emotions bottled up", added Carole.

"I can assure anyone, the service we offer is confidential. And thankfully the era of the macho, super human

Quite often just sharing the problem with someone can take away half the stress.

Chief Inspector survives a capsized yacht and frost-bitten foot to fly the flag for

POLAR CONQUEST

A CHILLING adventure of bravery, luck and determination unfolded for an Essex Police officer as he successfully conquered the North Pole.

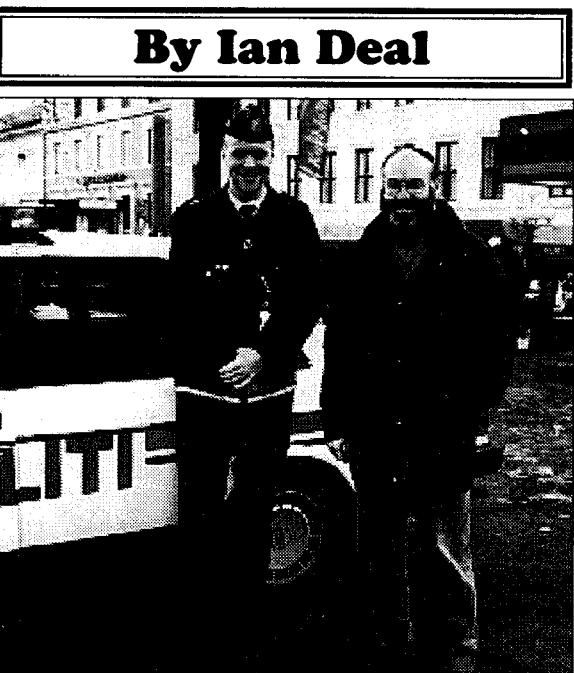
Chelmsford's Chief Inspector Dennis Rensch and his fellow team of six Essex men have raised more than £50,000 for the NSPCC.

The trip has been hailed a success, but looked like it was going to go tragically wrong before the crew had even crossed the North Sea.

It was approaching midnight at Burnham-On-Crouch on Friday March 11 as the excited crew boarded the yacht "Moonboots", waved off from the pontoon by 170 emotional guests. But tears turned to laughter as the pontoon began to sink.

Laughter was not on the agenda for the crew two nights later when the yacht was capsized by a massive wave. Crew member Charles Norris was thrown overboard but was saved by his double life harness.

Several hours later, another freak wave hit the yacht. Dennis, who had been sitting on the toilet, was catapulted toboggan-



A helping hand: Norwegian constable Tommy Arras thanks Dennis Rensch for arresting a drunken youth who had assaulted him in an Oslo shopping street

style down the length of the boat still attached to the toilet seat. The crew limped shell shocked and sea-sick into Kristiansand, Southern Norway two days later.

Bad weather meant that, rather than sail to Oslo, Dennis was forced to go by train to the Norwegian Polar Institute where he was given advice and navigational equipment.



The saying 'You are never off duty' came true when Dennis arrested a drunk Norwegian who had assaulted a local officer in an Oslo shopping centre. Having successfully rugby tackled the youth to the ground the Chief Inspector produced his warrant card and announced he was a British Police Officer - he was then kicked in the ribs by a second youth. Four youths were arrested in all.

Next the team flew to the Arctic Circle and base camp one at Resolute Bay. Eyelashes and eyebrows froze in seconds as the seven stepped from the plane and breathing became difficult in the minus 33 degree Celsius temperatures.

The approaching bad weather meant an abandoned walk to base camp two and again a four hour flight was needed to the Eureka Ice Station, the last base before the North Pole. Accommodation consisted of a wooden hut with snow coming through every crack, the men used camping stoves to keep warm. Time was spent acclimatizing to the conditions. The team traversed the polar cap, encountering wolves, musk ox, and foxes - but were told to keep clear because of rabies.

The last leg of their journey was a 700 Km flight, lasting nearly seven hours over mountain ranges and across the icy fields of the Arctic Ocean to reach the North Pole..

Several crashed planes from previous expeditions could be seen as the team

Hardly plane sailing: Dennis Rensch with his transport to the North Pole



Mission accomplished. A triumphant Dennis Rensch plants the flag at the North Pole

approached their goal. Thankfully they landed safely, breaking a 20 year record by landing within 300 yards of the North Pole.

The walk took half-an-hour to complete as they repeatedly tested the thickness of the ice. And at 3.15pm local time the challenge was complete as Dennis placed the Union Jack and Essex Police Flag in the ice of the North Pole.

The Arctic Challenge team became the first and only expedition to reach the pole in 1994.

However the excitement was far from over as the journey home started. After a smooth take-off, anxiety set in when the on-board navigational equipment failed.

For 20 minutes the pilot flew the plane in the wrong direction. Eventually the malfunction corrected but the plane had only enough fuel left for 15 minutes.

Worse still, the signal from the nearby fuel supply dump could not be

received. After several low sweeps the fuel dump was successfully sighted, but there was further trouble on take off when one of the plane's skis broke.

The aircraft had to make an emergency landing using wheels on a dry ice runway at Grise Fiord, a small eskimo village in the north west Canadian territories.

As it was going to be sometime before repairs could be made, the team decided to walk the estimated 200Km back to Eureka. Eskimos acted as guides and together with a team of dogs the walk which was to last about one week began.

On this trek, the team witnessed the awe-inspiring sight of seven polar bears, including a mother and two cubs.

Chief Inspector Rensch believed they would be eating whale-meat to survive - and was a touch disappointed when the eskimos produced 'Mr Tasty's Irish Stew' TV dinners. Musk ox did



Traversing the Hart, Dennis Rensch close to Eureka

eventually appear on the menu one evening, then it was time to return to the igloo which the eskimo had built in a hour.

The eskimo guides to the rescue again when Dennis suffered frost bite for the second time during the trip, this time on his right foot after previously being afflicted by a frostbitten nose. The seal fat remedy prevented the condition worsening.

The journey home was problem free except for one thing. The beard Dennis had grown ha

School playground shooting highlights US drugs



Insp Dave Perry (right) with Drugs Education (DARE) officer Sgt Tom Smith of Egg Harbour City Police Department

ESSEX Police Drugs Prevention Officer, Inspector Dave Perry, has returned from the United States after attending a six-day World Drug Conference in Philadelphia.

The invitation to the conference came from another Essex officer, Detective Superintendent Geoff Payne, who is currently on secondment as a Drugs Liaison Officer for the National Criminal Intelligence Service.

In addition to attending the conference,

which centered on the subjects of prevention and education of drug abuse, Inspector Perry was able to spend time with officers from the New Jersey Police Departments. Dave was particularly interested in the many ways that the 'Say No To Drugs' message is put across in American schools. He said that he saw many

initiatives to help combat the problem including one known as DARE - Drugs Abuse Resistance Education. He said that it was great to see children showing such a positive attitude against drugs.

Positive

Although there is a lot of positive work in progress to help combat drugs in the USA, Inspector Perry felt that their prevention initiatives had started too late. He said, "Thankfully in the UK

we don't have such a drug problem as the States, we continue to expand our education and prevention programs as we have been for the last three years.

Violence

Violence and drug hand-in-hand in America and age is no exception. Only hours before a shooting at one school in Washington D.C. a pupil in the school was shot dead by another pupil in the school related incident.

the NSPCC

Where mobile patrol means armoured Landrovers and an Army escort

Living on nerves - on the Belfast beat

TWO Neighbourhood Beat Officers were on patrol in a quiet side road carrying out their everyday policing duties.

What marked them out as different from the normal British bobby was the 16 armed foot soldiers giving them cover. For the street was in troubled West Belfast, where routine police work still has to be carried out.

Armoured

Mobile patrols in the Shankhill Road and Falls Road area go out in three-strong convoys of two heavily armoured police Landrovers, and one Army vehicle.

It was an eye opener for Sgt. Dave Jones of Essex Police Federation who travelled to Northern Ireland with colleague Brian Pallant to visit the Royal Ulster Constabulary.

"Until you have been there and experienced it, you can't appreciate the enormity of it," said Dave.

"They must be living on their nerves constantly. Yet we talked to the guys and they are as sane as we are," he added.

"We expected them to be on the verge of

SIX officers of the Royal Ulster Constabulary were killed and 147 injured as a result of terrorist activity last year. Policing in the Province is a world apart from the job as we know it on the mainland, but everyday police work still has to go on. DAVE JONES and BRIAN PALLANT from the Essex Police Federation recently visited Belfast as guests of Northern Ireland Federation Secretary David McClurg to learn more about the problems faced by their RUC colleagues.

JENNY GRINTER spoke to Dave Jones about the trip

cracking up, but been fired upon from the Republic, and we were shown some of the bullet marks on the walls."

Because of the security situation, officers will, for example, do a late turn followed by an early turn, staying overnight in bunk beds to reduce the number of journeys in and out of the station.

Officers based at Middletown, less than 100 yards from the border with the Republic, was the first operational station Dave and Brian visited. As they approached, they were driven through an Army checkpoint. The station was located behind high barricaded fences and walls.

At the back of the complex, was a tall lookout tower manned by soldiers with machine guns.

"It was more like an Army base than a police station," said Dave. "They have

routine police patrols are virtually non-existent in this area. "It is like 'fire-brigade' policing," said Dave, "Even if you have got a summons or

a warrant, you have to check with the Army and may have to leave it for a week. It is very difficult even to do day to day policing jobs."

Investment

Virtually all of the RUC's 11,000-plus full-time officers are armed, which amounts to a huge investment in firearms training. "New recruits receive firearms training straight away."

On the first day of their visit, Dave and Brian were shown round the Firearms Training Centre and ranges.

During their stay, the Essex officers were also taken to Keady police station, deep in border territory, again passing through an Army checkpoint. A recent mortar attack had killed a workman engaged on building work there.

Luxury

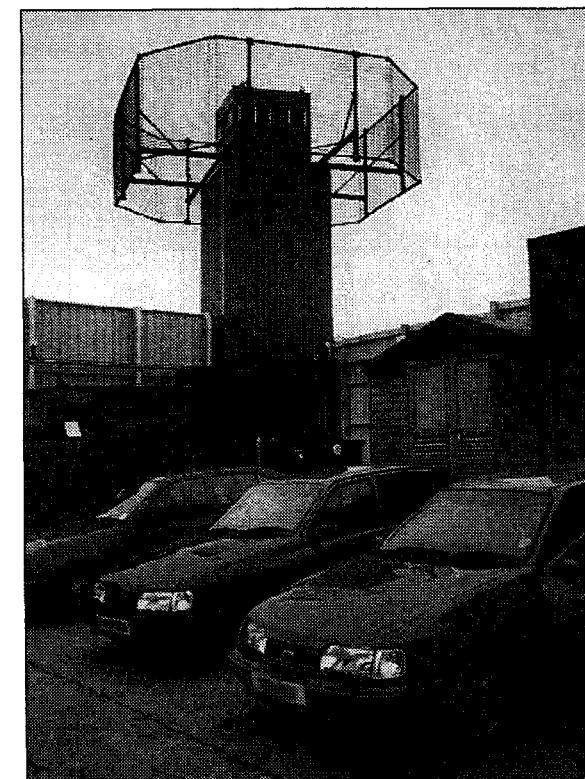
The building was in need of repair. "We really don't appreciate the luxury we work in over here," said Dave. "They work in abysmal conditions. They have to give spending priority to operational needs."

Dave spoke of the constant need to be aware what part of the city you were in.

For RUC officers, it doesn't end when a duty finishes. They always have to be on their guard, and careful what they say, and tend to socialise with each other. They carry their guns off duty.

Dave spoke to one Reservist at Middletown, whose wife was also in the RUC. They have not told their five-year-old daughter what they do for a living.

The threat they face means the officers must work as a close knit team. "When your life depends on trusting your colleagues, you have got to feel totally



A watch tower at one of the RUC stations

secure with them," Dave said.

On their final day, the Essex officers were taken to Grosvenor Road Police Station, and from there were driven to a station in the Falls Road area. It was here the NBOs went out with a platoon of soldiers to guard them.

Landrovers

Dave and Brian were taken out on patrol in one of the convoy of armoured Landrovers, tightly packed into the back with just an eye slit to look out.

"Here the gun could come out of any window, at any time," said Dave. "We were shown the peace line between Catholic and Protestant areas which was rough with barricades and roads sealed off. We also saw the 'Brits Out' and other pro-IRA murals."

The experience was quite unnerving, Dave said. Although no incidents actually happened on that day, there was the constant "on-edge" feeling of wondering what might happen.

Essex officers donate to fund

THE MAJORITY of Essex Police officers, a total of 2,260, make a monthly contribution to the RUC Benevolent Fund through a deduction from their salary.

Around 840 civilian staff also contribute.

In fact, Essex was one of the first forces, after the City of London, to become subscribers to the fund.

Half of the money contributed in Essex is sent immediately as a monthly cheque to the Fund, to be distributed to help injured officers, widows, and orphans. The other half is used to provide a special day out for groups of injured officers or RUC orphans when they visit Essex.

Essex officers currently contribute 50 pence a month, raising more than £1,000 per month for the Fund. Civilians pay 5 pence a month.

Check your pay slip to see if you are contributing. If not, and you wish to do so, contact Irene Black in the Federation Office on Ednet 2798.



Armoured Landrovers for patrolling West Belfast

Union Jack at the



cap: from left, Roy Crouch and Keith Bonsor

come off, it was irritating him immensely. As the yacht approached the River Crouch he used some salty sea water and soap and sheared off the offending fuzz - with bloody, stinging cuts on his face he put on a balaclava to face the assembled media. TV viewers were perplexed but Dennis just wanted a bath.

*From frostbite to sunburn - plans for Dennis' next charity challenge, a 1,300-mile solo expedition across the Sahara Desert are already underway.

problem

said, "Sadly drugs are so accessible in most states, Crack Cocaine can be bought for only £2 a 'fix', in the UK you would expect to pay around £20."

Drug abuse has been a considerable problem in the United States for around 30 years we are only just waking up to it in this country. Inspector Perry said he would like to see more training available for officers in Essex, but he added that he is here to advise officers on how to handle problems in their area



Chief Constable John Burrow presents a certificate to Sgt. Ronald Ricks.

Award for brave officers



BRAVE Epping constables Tony Smith and Jeanette Silcock who helped rescue a man from a blazing car.

Photo courtesy of the West Essex Gazette.

A MAN trapped in his burning car could have died if it had not been for the actions of two Essex Police officers from Epping.

Both officers were recently awarded the 'Wilson Trophy' for the outstanding bravery and courage they showed at the incident.

Pc.s Jeanette Silcock, 24 and Tony Smith, 36, were on routine patrol on the A414 at North Weald, when they came across the accident involving two cars.

One of the drivers had already died and the other car was well alight in the engine compartment. Jeanette Silcock said, "The man who had survived was still conscious and I just kept him talking and tried to keep him calm".

Exploding

As the risk of the car exploding increased the two officers attempted to put out the fire with their patrol car extinguisher. Jeanette said, "This had little effect, by now there was lots of smoke, we needed more extinguishers". The two officers then managed to flag down other motorists including two Tesco lorries and used their extinguishers, by the time Fire and Rescue Services arrived the fire was out.

Jeanette said she was shocked to receive the award but was very pleased. "It's nice to feel appreciated for what we did but the award totally came out of the blue" she added.

Tony Smith won the award once before in 1981 when he rescued a four month old baby from a drunk man threatening to kill it. Tony said he was delighted to be presented with the award again. He said he also tremendously values the letter of thanks received from the motorist whom he and Pc. Silcock saved from death.

THE BREATH OF LIFE

TWO quick thinking officers have been awarded Royal Humane Society Resuscitation Certificates after saving the lives of two men in separate incidents.

Sergeant Ronald Ricks from Braintree gave mouth to mouth resuscitation to a prisoner who had collapsed and stopped breathing in the station's Exercise Yard last year.

The man started to recover and was then taken to hospital where he made a full recovery.

And former Cadet, P.C. Lee Bowen, saved a sport enthusiast's life after he collapsed while using a running machine at the Ardleigh Hall Fitness Centre.

The Colchester P.C. worked with another person at the centre on reviving the man for 20 minutes. Lee gave the unconscious man

by Ian Deal

mouth to mouth resuscitation and cardiac compression, again the man made a full recovery.

Both officers were commended for their actions in a ceremony held at Police HQ, when Chief Constable John Burrow presented them with their certificates.



P.C. Lee Bowen receives his Royal Humane Society Certificate from Chief Constable John Burrow.

Skilled team prepares to meet the challenge

VEHICLE fleet maintenance staff in Essex Police have just twelve months to prepare themselves to compete with the private sector for the force's repair and maintenance contract.

The Local Government Act 1988 introduced, CCT - 'Compulsory Competitive Tendering'. The legislation was brought about in public sector organisations to change management thinking to operate a more commercial regime and to become more accountable.

Catering services have already seen changes under CCT and other in-house departments may also come under scrutiny in time.

But CCT does not mean an instant redundancy letter for every worker. Since the scheme has been introduced, 80% of public sector fleet maintenance contracts have been won in-house.

A firm of consultants was called in last year to decide whether Essex Police was up to scratch in meeting the requirements laid down by CCT guidelines. The findings were successful and from this month the vehicle maintenance section is being run as a separate business unit.

To achieve this, the Vehicle Fleet has split into client and contractor functions - now known as Essex Police Vehicle Fleet and Essex Police Vehicle Services.

Vehicle Fleet, the client, deals with vehicle purchase, licensing, insurance, fuelling and the development of the vehicle maintenance specification.

Vehicle Services, the contractor, works to the client's specification and deals with vehicle maintenance, accident repair and new vehicle preparation.

Contract bidders will have to measure up to the client specification.

Speedy progress is being made by Essex Police managers to conform to the guidelines by January next year, when a three month monitoring period will begin. The changes have included a slimming down in staff numbers. Redundancy is being avoided where possible, with nine staff having taken posts elsewhere in

Essex Police.

Business Unit Manager, Chris Biggs, said, "Essex Police are taking a lot of time and care to re-deploy staff, where other companies would instantly make people redundant". He added, "We are keeping workers informed on the progression of CCT by holding regular meetings and publishing newsletters". CCT specialists recently ran seminars for workers where questions and anxieties were addressed.

The new set-up will mean changes for customers. No longer will police vehicles be able to miss servicing days and expect to be fitted in at the last moment. Chris Biggs said, "Our staff levels have been reduced, we are now running a far leaner operation and will lose some of the flexibility that we had, we now have to pre-schedule as much as we can.

"This is already annoying many of our customers - but improved scheduling will enable vehicles to be back in service promptly.

Last year the vehicle fleet team ensured Essex was the first force in

the UK to be awarded the quality assurance standard BS5750, and is hoping for a further 'feather in the cap' later this year when they aim to achieve the environmental award BS7750. Mr. Biggs said, "We have a highly skilled and dedicated team. Our destiny is in our own hands, if we lose the contract, at the end of the day we only have ourselves to blame."

Cleaning of Essex Police buildings is also likely to be put out to competitive tendering. Various options are being looked at including transferring existing staff to Essex County Council's Commercial Services Department.

A steering group headed by ACC (Support) is acting as a consultative body for all CCT issues. Chief Administration Officer, Peter Crook, said, "We are negotiating and consulting with trade unions and representatives before any decision is made in the interests of our staff".

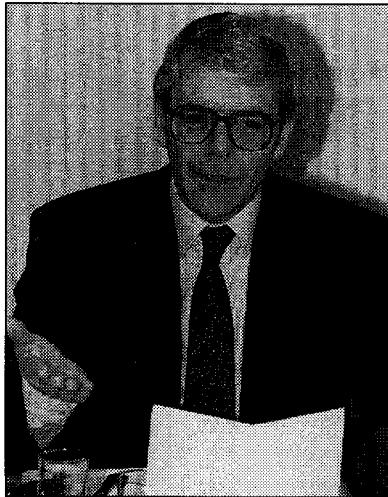
A CCT Helpline has been set up for anyone concerned with competitive tendering. Staff should call Angela Coote on extension 2793.

Major's media

TORRENTIAL rain did not keep away the national media when Prime Minister, John Major, visited Essex earlier this month.

Essex Police Special Branch and Press Officers were kept on their toes, controlling around 40 news gathering organisations who attended the first of his two visits at Basildon Hospital. - Mr Major was at the hospital to open a new maternity ward - but the Press were more eager to get reaction from him regarding recent leadership speculation.

Television and Radio outside broadcast vehicles lit-



Out of the rain, but not out of the woods - John Major in Harlow.

Picture: East Anglian Daily Times.

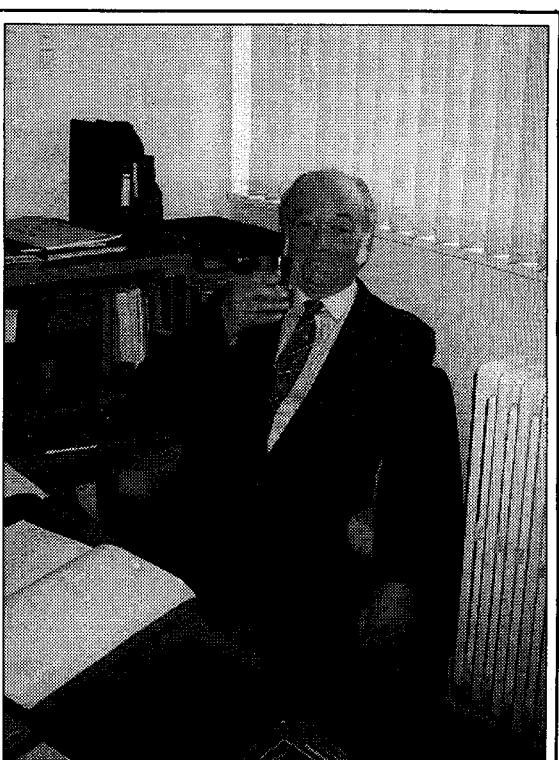
tered the Moat House Hotel car park in Harlow where John Major's visit concluded. Here he addressed local business owners on the current financial climate.

Doug's back behind his desk

MEMORIES came flooding back for ex Detective Sergeant Doug Heuer when he paid a return visit to Harlow Police Station after 28 years.

The visit came after Doug wrote a letter to *The Law* in January saying he hoped he would have the chance to visit again one day.

Doug was the first CID officer to be based at the new Harlow Police Station which opened in September 1957.



CHEERS! Doug is back behind the CID desk, with, allegedly, a glass of orange juice in hand.

All change at the restaurant with an appetising appeal



Two satisfied customers, Chief Constable John Burrow and ACC Jim Conlan, cook up a surprise send-off for Joan Van-Der-Kwast.

Good-Pie to Joan

A FAMILIAR friendly face will be missing from the freshly souped-up canteen at Police HQ with the retirement of assistant cook Joan Van-Der-Kwast after 13 years of dishing up dinners.

Chief Constable John Burrow and ACC Jim Conlan were surprise guests as Joan's colleagues laid on a stylish send-off earlier this month.

And Mr Conlan revealed Joan's hitherto unknown interest in uniformed service, telling of her wartime service in the Royal Navy and her six years on control at Essex

Fire Service headquarters.

Joan, 68, who was born in South Wales, served as a Naval petty officer decoding German messages during the Second World War. She met her future husband during a month aboard a Dutch liner on an overseas posting.

"I didn't see him again for over five years," Joan recalled. "When he came home, I went over to Holland and we were married there." She has been married for 48 years.

Her husband is a member of the Chelmsford-based Bavarian Oompah Band and Joan was also in the band for 15 years.

Joan applied to work for Essex Police after being encouraged to do so by her daughter-in-law Yvonne, who then worked in the Information Room.

For her first five years she worked in the Training School canteen, before moving across to the Headquarters canteen.

Although she is looking forward to spending time with her two grandchildren and decorating her home, she said she would miss all her colleagues and customers.

"I've loved it here. I have always worked with lots of people, and I love dealing with people," she said.

Digested

Changes to the restaurant have digested £76,000 of the Essex Police budget, which may seem hard to swallow, but Food Services Adviser, Sandra Halsey, said work was way over due. Estates Management started planning the refurbishment two years ago, the 5 weeks disruption has been worthwhile, people have given very favourable comments," she said.

The old canteen has been transformed into a 120 seater restaurant with a relaxing pink look, new carpets, blinds, partition screens, comfy chairs, beechwood tables and plants.

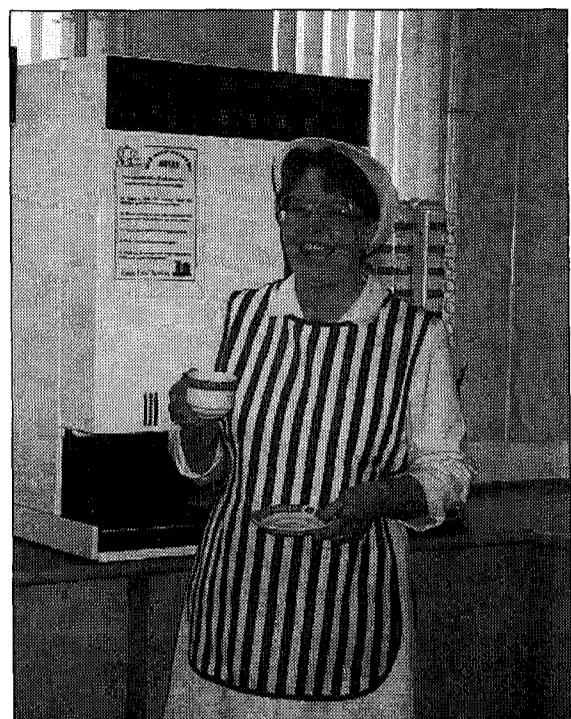
Essex Food Services boss, Graham Martin said, "When you walk out of your office you're no longer taking a step back in time."

Other changes include a smoking ban in the restaurant and coffee lounge during peak times.

Fewer customer compliments have been received about the new '24 hour hot beverage service'. No longer can people have their individual pot of tea from their favourite afternoon tea lady.

One disgruntled customer complained, "At times the queue for the drinks machines has been worse than the Post Office." Occasional machine breakdowns have also left customers thirsty.

Graham Martin admitted, "There were teething problems with the



MARY GOES ROBOTIC: Mary Smith tests a fresh-brewed cuppa from one of the much-talked about new hot drink machines.

machines initially but these have now been sorted. People have generally responded favourably to the quality of the drinks. At peak times the three machines serve around 160 people per hour."

be on island three. Work to brighten up the bar area is also planned.

Elsewhere 'behind the scenes' work is taking place to bring kitchens up to scratch with The Food Safety Act 1990.

Old wooden food preparation surfaces are being replaced with easier to clean and more hygienic stainless steel. And tighter control on prisoner food is being enforced.

Meanwhile, students at the Training Centre will be eating meals from the mobile canteen for the next three weeks while cooking equipment changes from electricity to gas.

Help Rhys back to health

A HARLOW traffic officer is at the centre of a campaign to find a compatible bone marrow donor for Epping toddler Rhys Daniels and is asking for help from Essex Police staff.

PC Tom Tomkins was driving to work when he heard an appeal on local radio for donors to come forward. Tom said "With over 4,000 staff across the county we must be able to help".

by Ian Deal

Since hearing the appeal Tom has been in contact with 'The Anthony Nolan Bone Marrow Trust' and together they have set the wheels in motion to help three year old Rhys and 7,000 other patients in the UK like him.

In June, Essex Police staff will be given the opportunity to attend sessions at six locations around the county to see if they can be bone marrow donors.

Donors are needed for adults and children whose own bone marrow is defective and is failing to produce some, or all of the blood cells necessary to maintain health. Many of

these people suffer from Leukaemia, aplastic anaemia and similar bone marrow related diseases.

To ensure that a donor's bone marrow is compatible, volunteers will be asked to have a blood test. The blood will then be analysed at laboratories in London and the donor's tissue-type will be identified.

Men are urgently needed to come forward for testing, as currently, of all donors, only 30% are male and the balance needs to be redressed. Volunteers should be aged between 18 - 40 years old, be in excellent health and weigh at least eight stone.

Kay Carroll from The Anthony Nolan Bone Marrow Trust, said "People must remain committed to give bone marrow, it can be devastating if they decide to drop out at the last moment.

Normally a donor giving bone marrow would stay in hospital for two nights and

would be able to go back to work in one week. Anyone who would like to know more about becoming a donor is invited to attend any of the six sessions when their questions can be answered.

Kay Carroll commented on PC Tom Tomkins enthusiasm, she said, "If it wasn't for the effort of people like Tom, Rhys and the other people waiting for bone marrow transplants wouldn't have a chance of being healthy again". And thanks too have come from Rhys's father Barry, speaking to *The Law* he said, "We are so grateful for Tom coming forward and for his perseverance, these large scale donor sessions are not easy to organise".

The six 'Anthony Nolan Trust' donor sessions will be at the following venues:

GRAYS - June 6.
HEADQUARTERS (Training Centre) - June 10.
SOUTHEND - June 20.
HARLOW - June 24.

BASILDON - to be confirmed.

COLCHESTER - To be confirmed.

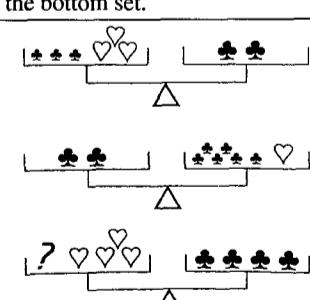


EPPING TODDLER RHYS DANIELS, whose plight inspired Tom's campaign.

Current blood donors may alternatively wish to contact the British Bone Marrow Donors Appeal. Details are available from PC Ken Elliot at Rayleigh - Ednet 6522. Fund-raisers needed too.

Mindbender

IN the diagram below we know that the top and bottom scales are perfectly balanced. You have to tell us how many small cubes are needed to balance the bottom set.



This month's trivia question is:
What is the slang name given to a boxer who leads with his right hand?

The answers to last month's puzzles are:

1. PACES
CESPA
SPACE
ACESP
ESPAC
2. Hibernia.

Phoenix brings new life to PNC

CHANGES to the Police National Computer have come at a hectic time for planners of the new Essex Police computer system, due to be introduced next year.

EPICS (Essex Police Integrated Computer System), will bring all the existing computer systems used in Essex Police together on one computer.

The Police National Computer (PNC), serves all police forces in the UK and the Driver and Vehicle Licensing Agency. The computer is split into two sections, one side deals with details of vehicles and the other convicted people, this part is known as 'the names application'.

The names application part of PNC is to be expanded under a national project known as 'Phoenix'. Every police force in the UK will be required to feed vast amounts of information into the system. Once EPICS is up and running the data will easily transfer to PNC at Hendon. However EPICS will not be ready for the new PNC launch on July 25 this year.

To fill the gap, the EPICS project team is busy inventing ICD, 'The Interim Corporate Database'.

Sty Rock-it



SINGING THE BLUES: PCs Steve Bentley, Peter Carter and Andy MacFarlane with SOA Craig Garwood. Picture courtesy of Essex County Newspapers.

A POT - bellied pig is behind the name of a new band formed by a group of Essex Police officers from Colchester.

The group, 'Rocking The Pig' is made up of three policeman and one civilian. Bass player, PC Andrew MacFarlane, said they chose the band's name after his pet Vietnamese pot-bellied pig Percy who enjoys hearing Andrew practice.

The blues/rock band, who say they are too law-abiding to become full-time rock stars, have already had one successful gig at a local pub. Guitarist Craig Garwood said, "I think people were surprised at how good we are, we've taken lots of bookings for barbeques and parties".

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



Kim, Angie and Jean get warmed up for the Aerobathon.

Step to the beat

CHILDREN'S Charities are to benefit after three Essex Police employees stepped out in style at Earls Court last weekend.

Headquarters Information Room staff Angie Self and Jean Mariner, together with Kim White from the Press Office travelled to London to take part in the 1994 Flora National 24-hour Aerobathon.

Guidance

The threesome had been in training for several weeks prior to the event under the guidance of Chelmsford Coroner's Officer, Derek Sewell.

Celebrities and live music added to the day.

Force Sports Association

APRIL LOTTERY

The result of the April lottery is as follows:

£1,500 Pc Ian Howitt, Grays; £1,000 Pc Jenifer Cooke, Chelmsford; £500 Pc John Hoborough, Colchester, £300 Pc Geoffrey Butler, Braintree; £200 Ds Patrick Cannon, Harwich, £100 Mrs Patricia Brennan, Colchester.

Runners-Up

The following will receive £50 consolation prizes:

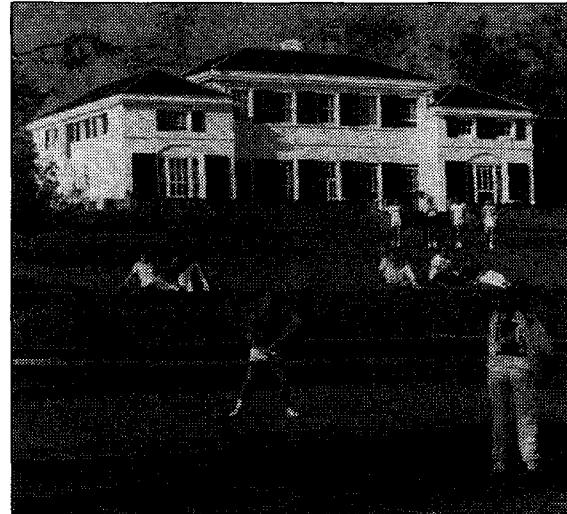
Dc Barry Johnson, Braintree; Ds Albert Morhall, Harlow; Pc Duncan Horner, Rayleigh; Sgt Jeremy Morgan, Witham; Dc Sally Brown, Chelmsford; Pamela Spacey, Southend; C/Insp John Brown, Southend; Eileen Elliot, Basildon; Ds Malcolm Turner, RCS Brentwood; DI Winston Bernard, HQ; Sgt Keth Beechener, HQ; Pc Ian Coleman, Colchester.

TICKETS FOR OLIVER

THE Essex Police Sports Association has obtained discounted tickets for the show Oliver at the London Palladium on Wednesday, December 7.

Coach

The cost of these tickets, which also includes a coach from headquarters, will be £16 each. Anyone interested please contact Sgt Peter Layzell at Burnham-on-Crouch. These tickets will be issued on a first come first served basis.



Windmill Hill Place tennis and golf resort.

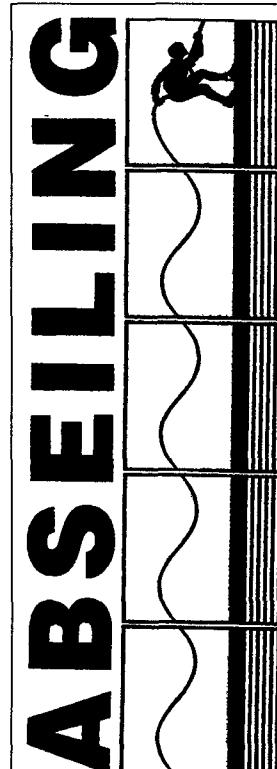
price of two nights.

On other bookings, the centre is offering a 10 per cent discount to all employees of Essex Police and their families. Prices start from £140 per weekend, and £220 for four night (five day) midweek packages.

QUESTIONS

- How many tennis courts are there at Windmill Hill Place?
- Who is the resident golf professional?

Phone (0323) 832552 for brochure and further details.



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

**Trophy for veterans
200m**

THIS year's Force Athletics Championships on Wednesday, June 1, are to be dedicated to the memory of Maurice Brazier, who died in December.

The event will count towards the Croker Cup Competition and a new silver trophy will in future be presented to the holder of the 200 metres veterans championship, held last year by Maurice.

Overall winners of last year's championships were Southend. For more information contact Dc Laurie Rampling on 0376 391212, Ednet 4872.

Regional

This year's regional competition will also be held at the Thurrock Stadium on Wednesday, June 15.

Team selection has already been made for this event but it is anticipated that additional entries can be submitted after the Force Championships if the Athletics Secretary feels it necessary. So if you win an event on June 1 and wish to represent Essex on June 15, it's possible it can be arranged.

Again information is available from Dc Rampling.

10-mile cycle race

THE Police National 10-mile cycling championship will take place on Saturday, June 18 beginning from Leaden Roding at 3pm.

Anyone wanting to enter should contact Gary Matthews at Rayleigh CSB on Ednet 6685.

Essex Police's magnificent ten raise thousands for children's hospice

Marathon madness

by Jenny Grinter

THE MAGNIFICENT ten of the Essex Police team braved blustery conditions to complete the gruelling London Marathon together in a creditable time of just under 4hrs 40 mins.

The team, which included two women runners for the first time, ran the 26.2 mile course in uniform in a bid to raise more than £5,000 for the Little Haven Essex Children's Hospice Appeal.

And among the 30,000-plus competitors were at least a dozen other Essex Police runners raising money for several different charities.

Completed

First home was P.C. Alex Vowles of Billericay, who completed the course in 2hrs 56mins to take 1,453rd place. Top woman was Dc. Alison Stewart of Epping in 4hrs 15 mins.

Other Essex Police runners included Ps. Pete Bryan, P.C. Kevin Rowe, Dc. Paul Bower, P.C. Wendy Brown, P.C. Steve Wynn, Ps. Joel Henderson, P.C. Paul Watson, P.C. Simon Williams, and the veteran Ps. Dave Starr, alias Batman.

The Essex Police Marathon team, taking part for the fourth consecutive year, was made up this year of Pcs Jan Adcock, Jenna Watts, Allan Barley, Steve King, Chris Green, Dcs Laurie Rampling and Ian Rayner, Ds. Graham Hadley, Det. Insp. Steve Bright and Insp. Mervyn Fairweather.

Veteran runner Dc Rampling, a member of the Essex Police team in all four London outings,

said the wind and cold made the 1994 event the toughest yet. "It was ever so windy, especially round Docklands. Had there not been that wind, we could have had a sub 4hrs 30 mins time," he said.

Despite this, the team kept together as a unit throughout the race, and was proud to finish some 15 seconds ahead of the team from the Army's crack Parachute Regiment - who admittedly were carrying 40lb packs!

The team were TV stars for a few seconds when the BBC's roving reporter Sue Barker interviewed them live as they crossed Tower Bridge. And throughout the course they were egged on by enthusiastic crowds, who raised a special cheer for the boys and girls in blue.

Dedicated

The team dedicated its run to the memory of Inspector Maurice Brazier, who bravely ran with them in last year's marathon in the middle of his personal fight against cancer. He died late last year.

He was a keen supporter of The Children's Hospice Appeal, based at Southend, for which the team hopes to have raised £5,000.

Poised for action: The Essex Police Marathon team at Tower Bridge. Picture courtesy of THE ESSEX CHRONICLE.



Sussex sunk by Heffer hat-trick

WITH the Essex Police football team lying just below mid-table in the league, but with some games in hand, this season has proved to be a lot more encouraging with some good performances and great results.

Returns to the boot room from Mick Allen and Dave Bloxham and the addition of Justin Beecher have given the team the boost it needed.

Although having already gone out of other police cups, Dave Murthwaite was only able to take a bare eleven to

visit Sussex Police in the semi-final of the No 5 Region Cup.

With persistent wet weather making it soft under foot and a strong cross wind, Essex found it hard to produce any quality ball at first.

After 10 minutes Sussex took the lead, but with the chance of another final slipping away the Essex lads gritted their teeth, held their heads up and stuck to the task.

Reward was soon to come with Joel Henderson rising like a spring salmon at the far post and heading back across goal a Clive Day cross, allowing

Gerry Stopher to hit the equaliser.

Neither team gained any ground for a while, but then a strong defensive header allowed Stopher to flick on, forcing an error, which let in Daryl Heffer, who in turn gave the keeper no chance.

With their half-time lead (2-1) Essex came out with renewed vigour and with only eight minutes gone in the second half Daryl Heffer and Cliff Haines combined down the right wing enabling Heffer to get his second and Essex's third. With great defensive teamwork and persistent and

passionate midfield play, Sussex seemed to have nowhere to go except the long wind assisted ball which was soon cut out.

With a long throw from Heffer into Henderson for the flick on, a goal-mouth scramble ensued with the ball coming out to Chris Green who finished with a low drive into the far corner, stretching Sussex further.

Another great piece of work down the right allowed Green to put Heffer in for his hat-trick.

With only one real mistake in the game this allowed

Sussex a consolation goal.

Essex replied immediately with a far post header by Stopher for his second and Essex's sixth. He may have had a third if it were not for an awkward bounce and a keen

linesman's eye, who saw the hand of God play its little part.

Although Sussex looked and were out played, a mention must go to Paul 'The Rab' Nicholls who kept goal in fine fashion.

With some good games coming up before the end of the season, it is always nice to see new faces. If you're interested, training is on Tuesdays between 7 and 8.30pm behind the training school gym.

Next Issue

MAY

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