

The Law

including Essex Police Magazine



**Crime in Essex
has fallen
- see page 3**

The Newspaper of the Essex Police

April 1996

No 270

Management refute rumours that refreshment allowances are being withdrawn

Food claims will not be axed!

RUMOURS that food and refreshment claims are to be axed are being refuted by senior officers, with the added assurance that genuine allowances will continue to be paid to all ranks and support staff.

However, managers handling subsistence and refreshment claims ARE being asked to tighten the reins after Essex Police were found to be the third highest spending police force in the country.

To qualify for an allowance police officers need to meet a number of criteria - that is to say they must be prevented from eating in "the usual way" and incur "additional expense".

By Kim White

Civilians meet similar criteria. However, while the police regulations are an Act of Parliament the civilian rules are negotiated locally. From now on they will include the 50 per cent rule, which means that any civilian who spends 50 per cent of his time away from his base cannot claim.

Superintendent John Rhymes, who has been looking at budget cuts though his work at Central Review, said: "The police regulations leave themselves open to a fair amount of interpretation and there's no doubt that Essex Police over the years has generally been regarded as taking a very liberal approach to refreshment and subsistence allowances for civilians and regulars."

Following discussions over the last 12 months, it has been agreed across the board, including the Federation, that better management is the key.

Guidance as to how the regulations should be interpreted, followed by a more controlled approach, should reduce costs.

Said Mr Rhymes: "We are trying to address areas where individuals are unsure whether they are within the regulations. We do not wish to deter those who have a genuine claim. It may seem like a backward step but all we are really doing is retreating to a position which other forces have historical-

ly held and is laid down in police regulations."

Other forces have already shown that stricter management works. One force, for instance, saved over £100,000 over a 12 month period through tighter controls on the supplying of free meals.

The new policy of Essex Police will see the instigation of the 50 per cent rule for civilians, the need to supply receipts in certain circumstances and slight amendments to the Gold Forms along with the consistent management approach.

Others who will be affected by the changes are Special Constables. At the moment they receive a refreshment allowance after two hours work, as long as they have incurred expenses.

A recommendation that this be changed to four hours is being considered in the light of a national report on the Special Constabulary. After five hours work Specials come under the same criteria as regulars.

See page 2 for Federation view.

A quacking tale



● Eddie hangs his head in shame as Pc Terry Astbury feeds him on the village pond at West Bergholt.

Cash boost for special crime crackdown

A BID for cash to recruit and train over 200 additional Special Constables in Essex has been agreed by the Home Office.

Forces up and down the country applied for a portion of the £4m cash pool set aside by the Government back in January, but unlike many forces, Essex had its request for £146,674 met in full.

The success of the bid means Essex Police are now in a position to recruit 225 volunteers in addition to the annual recruitment of 200. With 622 already in post this will bring establishment to over 1,000 by Spring 1998.

Chief Constable John Burrow said, this week, he was "delighted" by the announcement.

He said: "£146,000 has been made available which together with funding from local authori-

ties and the business community will enable us to provide greater re-assurance by an increasing presence of uniform officers on patrol duties.

"I have long advocated that we will only be able to sustain the current fall in crime across the county by working together in partnership with the public and there is no better example of such co-operation as the Special Constabulary."

The funding, along with financial support received from local authorities and businesses, will initially be used to employ two new civilian members of staff to help co-ordinate the recruitment. The surplus cash will give a significant boost to the training programme and ensure each Special is fully equipped.

At a conference earlier this year Essex Police re-confirmed its commitment to a partnership approach and a safer community. One aim, the conference revealed, was to increase the number of Specials with particular emphasis on Parish and Neighbourhood constables.

Appeals are being made to existing Special Constables to take on these roles, whereby they will be allocated a specific rural or urban area and work closely with its residents and local groups to forge greater links between the community and the police.

A pilot scheme in Hockley has already proved a success.

Supt Andy Hayman, head of the newly created Community Safety Department, said: "The funding is great news for the people of Essex. The Special Constabulary play a crucial role in our aim to create safer communities in Essex. We will now be able to recruit, train, equip and deploy extra Special Constables in the areas where they will have most benefit to the community."

As the Government released the success of the various bids, Home Office Minister David Maclean also announced that an additional £6m cash pot will follow. Depending on the success of the current recruitment drive, it is likely that Essex Police will take advantage of a further bid.

Muster Parade cancelled. See page 3.

WHEN a constable went beyond the call of duty and rescued an orphaned duck, he didn't quite anticipate the problems it would cause.

Eddie was adopted by Pc Terry Astbury when his owner died suddenly at his West Bergholt farm.

Locals were more than happy for him to take up residence on the village pond, opposite the Queen's Head pub, where there was a pair of white farm ducks and a host of Mallards.

All was quiet until the mating season when angry residents began knocking on Terry's door.

Terry explained: "It seems Eddie was doing the natural thing and mating with his female feathered friends. Unfortunately because he's so big he's already drowned two Mallards."

Now all the other ducks chase poor Eddie off when he gets too close and he can be seen swimming around all his own.

Said Terry: "We've had to find him an alternative pond on a farm where he can pick on someone his own size."

FEDERATION NOTES . . . FEDERATION NOTES . . .

AFTER considering tenders from major consultancies, the Central Committee has appointed Hay Management Consultants Ltd to conduct Part 1 of the survey into constables' roles and competencies.

Hay are the foremost consultants in the area of job analysis, job evaluation and the identification and evaluation of competencies.

Following discussions with Hay, there will now be 16 focus groups, rather than the 30 originally envisaged. These will be supplemented by 20 extended personal interviews during which issues about roles and competencies raised in the focus groups will be examined in greater depth.

There will be one focus group in each selected force including Essex, with the exception of the Metropolitan Police where there will be three. The focus groups will also take account of gender balance as well as the principal roles fulfilled by constables.

Pay level checks

In PLC update NO 1, we explained that there were two main methods for carrying out PLCs - constructing a pay league or an approach based on job evaluation. The Official Side of the PNB favoured the job evaluation approach, whereas the Staff Side preferred the pay league method.

Despite the Staff Side's determined defence it has become apparent that this position is untenable. The Home Secretary has come down firmly in favour of the job evaluation approach insisting that the exercise must compare levels of pay as opposed to pay movements.

At an extraordinary meeting of the Staff Side of the PNB, it was agreed that the Staff Side would accept a job evaluation based PLC, subject to a scoping study to determine

which approach to evaluating roles and competencies would be the most appropriate.

One important effect of the Staff Side decision is that Stage 2 of the CCC survey (structured interview programme) is now on.

To assist members I have set out below what the focus groups are and what is an extended personal interview and structured interview.

Focus group - meetings of around 10 people assisted by a facilitator to identify key issues.

Extended personal interviews - a means of exploring, in greater depth, the key issues through one-to-one interviews between a job analyst and a job holder.

Structured interviews - the interviewer asks each interviewee exactly the same questions in exactly the same sequence to obtain research data which is statistically sound or provides case study material.

Allaying fears over refreshment claims

OVER the past few weeks we have received many phone calls in the Federation Office concerning the rumours throughout the Force with regard to possible changes in subsistence and refreshment payments from April 1.

To allay members' fears with regard to these regulations, I have set out below what has taken place over the past few months and what action your Joint Branch Board has been taking.

At a Corporate Consultative Group meeting we received a presentation concerning ways of cutting back on, what the Force saw, as high expenditure on these allowance budgets. A paper was presented which indicated that Essex were one of the highest

spenders on subsistence and refreshments of the 43 Forces in England and Wales. We make the following responses.

1. The figures were based on estimates for 1995, including Brightlingsea, which we felt gave a false position.

2. Essex have one of the highest overtime budgets per officer in the country which could reflect on high claims.

3. Special constables were also included in the equation and Essex again has one of the highest numbers of Specials pro rata, again reflecting a high figure.

4. We pointed out that in our view better management of regulations would lead to a reduction in expenditure. We reiterated that we had raised this point some three years ago and reached the same conclusion. Nothing has changed our view that better management is the answer. I am not necessarily criticising managers but feel there is a lack of understanding of what the regulations are and the interpretation of them. We put this down to lack of training when people are put in to posts and then have to make decisions with regard to expenditure, especially now we have gone down the line of devolved budgets.

The Federation view was reiterated to the Chief Constable. We felt that in the first instance, better management should be looked at ensuring that officers entitled to a claim and within the criteria should be paid their claim.

Some queries received by our office have highlighted the above points. For example, we were told that officers in one division were led to believe allowances were finished and they can no longer submit Gold forms. This is totally untrue. Others believe they can only claim the amount shown on submitted receipts. This again is untrue.

What the Force has been trying to do with regard to better management is to make sure that people authorising expenditure do so within Police Regulations. We understand that in some areas people will be asking for

receipts and looking at officers' usual way of eating. When the new regulations came in to being in the latter part of the 80s the Federation sought advice with regard to the definition of "the usual way" and was told quite simply "the habitual way". Not the way the supervisor thinks the officer should eat.

If you normally bring sandwiches and go from one station to another then you take your sandwiches with you. If, because of operational needs, you are unable to eat them and have to purchase additional items of food, a claim should be permissible within your eight hour tour of duty. It is clear you don't have to eat the same way each day.

There appears to be no problem with officers on extended duty. That is to say once you have done two hours overtime and up to five hours you could claim a refreshment allowance and over five hours - a subsistence allowance, provided there is additional expenditure.

The two areas of concern for us at the moment are with regard to "the usual way" and whether the Force can ask the officer to declare on the Gold form "the usual way" of eating and demand receipts.

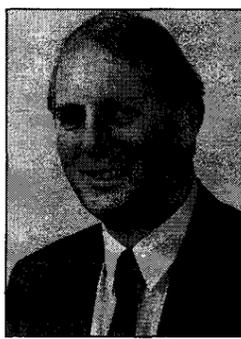
I have written to our solicitors for legal advice on both items and when I have that advice I will use it in any negotiations that are necessary with chief officers. You will be informed.

Here's a reminder to officers what the regulations are:

- An officer of Superintendent rank or below, retained beyond his normal period of duty or away from his usual place of duty, certifies that he has been able to obtain a meal in the usual way and has incurred additional expenditure to obtain food and shall:

- a) be paid a refreshment allowance between two and five hours
- b) be paid a subsistence allowance over five hours

- A member of a police force of rank Superintendent or below, who satisfies the Chief Constable that, although in his usual place of duty, has been prevented by duty from obtaining a meal in the usual way and incurred additional expenditure, may be paid a refreshment allowance.



● By Brian Pallant

Mortgage scheme

WE are pleased to report the offer of fixed rate mortgages from Nat West Mortgage Service at preferential rates exclusive to the Essex Police Force. In addition to their existing fixed and variable offers, the following are available with immediate effect to Police and Civilian staff, whether moving home or remortgaging:

6.99 per cent fixed until 31.1.99 (with no tie-in period thereafter)

7.69 per cent fixed until 31.3.02 (with no tie-in period thereafter)

Further benefits are: arrangement fees reduced by £100 for the above rates; a cash back of £100 will be paid to all applicants on drawdown of the mortgage (excluding existing Nat West Mortgage customers not moving home); an extra £50 cashback is offered when arranging Buildings and Contents insurance through Nat West.

A direct contact line is available through Michael Burgin, Personal Mortgage Advisor, on 01268 272926.

Rail travel

THE prices for 1996 are: adult £8, child £4, adult and child £10, senior citizen £6.

This discount is only available through this offer and not by production of an identity card or membership card. In order to qualify for the discount the ticket must be obtained in advance through the Ffestiniog Railway Travel Offer.

If applying by post, cheques should be made payable to Ffestiniog Railway. Credit cards accepted. Ffestiniog Railway Travel Offer, PO Box 1832, Warrington WA4 2LZ. Tel: 01925 602760.

The Law OPINION

NOT since Mystic Meg first gazed into her crystal ball and intoned her predictions for the National Lottery has so much hung upon so few words.

But unlike the star-gazing Meg, graphologist Jacqui Mansfield has not built her solid reputation on snatching improbable generalisations out of the ether.

Hers is a more precise science, which has now been harnessed to the task of finding the oddball arsonist with a grudge against developers, known universally as the Barling Bomber.

Whether or not such a technique as graphology is a valid weapon in the fight against crime is a debate we could argue to infinity, and the use of such specialised skills for this purpose is certain to generate a degree of scepticism among those of a more traditional persuasion.

But, as we have seen through offender profiles, valuable information can be gained through the consultation of psychiatrists and psychologists, so why not graphologists?

The key is to use any information gleaned from these 'experts' purely as a guide and not as evidence. It is assistance which is, and should remain, police led.

While it may be the first time Essex Police has embarked on such a line of enquiry it is not the first force to have turned to a practitioner of the mystic arts to track down an elusive offender.

Mediums and psychics are no strangers to the work of detection and there are many examples of their skills being put to use on murder or missing person inquiries, albeit with limited success.

Jacqui Mansfield's contribution to the investigation at Barling has been to focus public attention on the one real clue the bomber has left behind - his or her handwriting.

If, as a result, the perpetrator is caught, then who is to say it was not a worthwhile exercise? Certainly not us!

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.

Swing your partner

DIG out those dungarees and cowboy boots - it's barn dance time, and all for a good cause.

The event, to be held at Elms Farm, West Hanningfield, is on Saturday, April 20.

For £10, guests can enjoy a supper and dancing to live band Bushes and Briars. There is also a bar and raffle and tickets are half price for children.

The fun starts at 7.30pm and continues until midnight. For tickets contact Nikki or Nicole on 01245 491491 ext 54443.

This as well the Telly Addicts Quiz to be held tomorrow (Thursday, April 4) will help police colleague Pc Dave Dawes of Crime Prevention whose 17-year-old son is severely handicapped following an operation which went severely wrong.

It is hoped that the events will raise enough money to buy Marcus specially adapted equipment to help make life that bit easier - £6,000 is the target.



Wax works trip

IN conjunction with the Tussaud's Group, the Police Federation of England and Wales are co-promoting discounted tickets to Police Federation members, their families and friends, to visit both Madame Tussaud's and the London Planetarium.

These tickets are valid until the end of December, and the combined ticket prices are as follows: adults - £8.50, children (under 16) - £5.50, senior citizens - £6.75. Children under five go free but the Planetarium is not recommended for this age group.

To purchase tickets write to: Tussaud's Offer, Police Federation of England and Wales, 15/17 Langley Road, Surbiton, Surrey KT6 6LP. State the number and price of tickets required and enclose a SAE and cheque payable to The Police Federation Joint Fund. Ring 0181 399 9960 for more information.

Death benefit

THE Joint Central Committee has recently reviewed the level of Death Benefit currently standing at £1,800 and has decided that the level should be increased to £1,875 with effect from January 1, 1996.

Off Beat

Bigamy at its best

ONE Information Room controller received some ribbing following a rather amusing conversation with the operator of a traffic car.

It went:

VG: VG to FT20.

FT20: Go ahead

VG: Can you ring your wife?

FT: Which one?

VG: (Thoughtful hesitation) I'll leave that to your discretion.

FT: No VG! Which one of us has got to ring the wife?

Caught short

A SOUTHEND officer thought he was on the trail of a criminal as he pursued a speeding vehicle.

And when the driver appeared to decamp from the vehicle and run into a house he thought his suspicions were confirmed.

On further investigation, however, it seemed the driver had simply been in rather a desperate hurry due to "loose bowel problems".

Dead loss

THERE is such a thing as being over-vigilant as officers on the M11 discovered to their dismay.

A report had been received by Cambridge Police of a suspicious black vehicle on the motorway and gunshots.

With ARV's on standby the transit van was eventually stopped and turned out to be full of undertakers with the usual item in the rear of the vehicle.

A backfiring problem omitting black smoke was obviously mistaken for something untoward.

Head-on collision

BEING injured in the line of duty is the concern of many an officer, but it has to be said, some of them can't help but raise a smile.

Such as the time when an officer was patrolling the streets when he walked head first into a road sign.

And then, of course there was the incident when a constable got his foot trapped in the runner of a carwash whilst, ironically, he was trying to free a police vehicle which was also stuck in the carwash.

To save any embarrassment to the officers involved the names will not be revealed and the editorial team of *The Law* wish them both well.

Mouse trap

POLICE in Broxted were very concerned for the welfare of the owner of a car in the area after a hose pipe was found connected to it one afternoon.

But all was revealed later when the driver was finally traced and explained that he was trying to gas a mouse which had taken up residence in the boot.

Crime in Essex falls again

RECORDED crime in Essex has fallen for the third successive year with 1995 down 7.1 per cent on the previous 12 months.

Not only does it compare to a national decrease of 2.4 per cent, it is also the lowest figure in Essex since 1990.

A total of 96,552 crimes were reported in 1995 while 1994 saw 103,960. However, while most crime categories were down, Essex did see an increase in reported offences of theft of vehicles, criminal damage, robberies and sex crimes.

Head of CID, Detective Superintendent Ralph Barrington, said: "Another fall in crime is welcome. We would, of course be

happier if crimes in all categories were down. Trends do vary, however, and while big decreases are welcome, a downward trend inevitably bottoms out."

While Mr Barrington understands there will be public concern about the 1.5 per cent increase in offences against the person, he feels it is important that the bald statistics are kept in perspective.

With most of the 133 rapes reported to Essex Police, the offender was known to the victim.

Said Mr Barrington: "While this in no way diminishes the crime, it is important women understand that attacks by strangers

are rare."

He also feels that the sympathetic, understanding response of police officers makes women more confident about coming forward.

Many of the other offences against the person, included in the figure, were those against young men frequenting night spots and involving alcohol.

Other figures include dwelling burglaries down 5.3 per cent, non-dwelling burglaries down 22.4 per cent, theft from vehicles down 5.1 per cent, shoplifting down 24.1 per cent and theft of pedal cycles down 1.3 per cent.

Thieves foiled

THE quick reactions of an off duty officer and his wife foiled the theft of an elderly couple's caravan.

John Seymour, based at HQ, was at his Boreham home when his wife heard a noise in the early hours of the morning.

When John looked out of the window he saw his neighbour's caravan being driven away.

A 999 call led to a quick recovery of the caravan and a reunion with its owners.

Handwriting expert called in to help solve series of arsons

Letters may reveal the Barling bomber

DETECTIVES investigating arson attacks by the so called 'Barling Bomber' have taken the unusual step of enlisting the help of a handwriting analyst.

By Ian Deal

Essex graphologist, Jacqui Mansfield, has been able to provide police with a suggested profile of the person who has sent menacing letters to locals deploring development plans in the village of Barling, near Southend.

Rayleigh Detective Chief Inspector, Ray Newman, hosted a press conference last month at Police Headquarters together with graphologist Jacqui.

Examples of handwriting together with the profile of the person who wrote them, were handed out to journalists for publication, in the hope someone in the village would recognise the writing or person's characteristics.

DCI Newman said: "It's probably the first time Essex Police has used a graphologist to help solve crime, but Jacqui has been able to give us some interesting information."

The letters, which are also undergoing forensic testing, are believed to have been posted locally during October and November 1995.

The handwriting suggests the letter sender is a right handed man, aged probably somewhere in his 40's who is energetic and prefers practical tasks. Graphologist Jacqui Mansfield says the man will appear open and communicative, has a pride in family achievements but is uncompromising and expects others to fit in with him. Although the author of the letters may not be the 'Barling Bomber' it's thought the man may well know his or her identity.

Although information was received at Rayleigh Police Station following the press conference, nothing concrete has so far emerged to take the case forward. Now detectives are taking handwriting samples from people who live close to the scene of the previous arson and bombing attacks in the usually sleepy Essex village.

Past unsolved incidents include: August 1988 - a newly built house, one of a development of three, was blown up and had to be demolished; March 1991 - a 90 ft Thames Lighter floating club house moored at Barling Creek was totally gutted by fire; August 1991 - a 300 year-old barn, in the process of being renovated into residential premises, was burnt out in an arson attack; April 1994 - a £1m worth of earth moving machinery went up in flames at a landfill site owned by Cory Environmental.

Mr Newman said: "Barling is such a small village, all these incidents seem some how related to development and change. I'm sure some, one or all of them are linked to the so called 'Barling Bomber'."

Nearly £10,000 of reward money remains unclaimed for information leading to the arrest and conviction of those responsible for some of the crimes.

Although some years have passed since the start of the arson attacks in the village, detectives are still determined to solve the crimes.



● Graphologist Jacqui Mansfield with a sample of handwriting from a threatening letter. Photo courtesy of Echo Newspapers.

Annual Muster Parade is cancelled

THE annual Muster Parade for the Special Constabulary has been cancelled this year.

A separate ceremony will take place later in the summer for the presentation of long service medals, the Dooley Trophy and other awards normally given out at the parade.

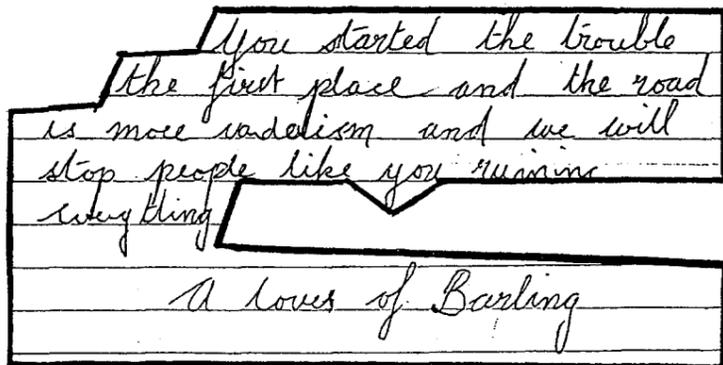
The decision to call off this year's event comes against a background of a major new recruiting drive, funded by extra Government grants, and the need for extra training for existing Specials.

The Law will still be producing *Special Edition*, the extra

supplement devoted to the activities of the Specials during the past year.

This will appear as a separate section of the June issue and will feature the usual divisional reviews, as well as details of the award recipients for 1995-6.

Anyone with news items or offbeat stories for inclusion in *Special Edition* should send them to *Special Edition*, c/o the Press and Information Department, Police Headquarters, PO Box 2, Springfield, Chelmsford, CM2 6DA, to arrive no later than May 6.





NEVER MIND, OVER-CLAIMING SUBSTANCE —
YOU'VE SUCCESSFULLY WIPED OUT THE ENTIRE BUDGETS
FOR TRAVELLING, REFRESHMENTS, INFORMATION TECHNOLOGY,
BUILDINGS AND VEHICLES!!"

Puzzled by complaint over show tickets

I WAS extremely surprised to read the letter in the March edition of *The Law* - 'Loyalty is not repaid' - which complained about ticket allocation for the Musical Society show *Happy as a Sandbag*.

The husband of one of the named complainers phoned a week before the show and I was able to obtain for them four second row seats for the Thursday, February 29, evening performance.

On the 28th I received a message to say that these would not be required

owing to ill health and that the recipients would try to re-allocate these tickets. It would appear that two of these were given to the co-writers of the letter of complaint. I never did hear if the other tickets were re-allocated.

As for publicity for our show I can tell those same people that 12 posters were sent out a month before 'show week', three of which were sent to EPTC for onward transit to the Driving School, HQ Garage and the Training Centre notice boards.

Perhaps it would be

worth checking to see if they were ever displayed.

It may be of interest to note that, due to new Health and Safety Guidelines, our seating capacity in the assembly hall has been cut from 225 each night to 180 and for obvious reasons our ticket allocation has to be done on a first come first served basis. May I suggest that the people who are disappointed place themselves on our mailing list for future productions.

Lynda Barkway
Secretary,

Essex Musical Society

A sad decision for Les after 40 years' service

AFTER 40 years service within Essex Police, Mr Les Howman retires in April. For the past 20 years he has been a civilian instructor at Essex Police Driving School.

To mark his retirement I requested permission to organise a Force collection, but was informed that "he did not meet the criteria".

I feel somewhat saddened that a supposed caring organisation such as ours could make such a decision. Apparently the criteria includes that "he must have had an influence on the Force in general".

I am sure if his name was mentioned in

any police station within the Essex Police district, that several officers within that station would have had pleasant memories of having passed through Les's expert tuition. They will also have perhaps dipped into his ever full bag of mints.

We all wish you a long, happy and healthy retirement Les, and I am sure that this is extended from everyone who has ever met you.

Pc R S Farrow
Welfare Officer
Driving School

Take pride in your police force Essex

I WOULD like to pass on my thanks to everyone through the letters' page of *The Law*.

It has been my privilege over the years to command several major inquiries and I never cease to be amazed at the skill and dedication both of uniform and CID officers who have contributed to the painstaking gathering of evidence to secure a detection.

The investigation of serious

crime doesn't get any easier but the people of Essex should be proud of their police force and the regular successes they achieve under very difficult circumstances.

I know that serious crime investigations are in good hands and I wish you all well in your endeavours for the future.

Ivan Dibley
Broomfield
Chelmsford

● Ivan Dibley.



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A
W

Letters

Time to come clean on civilianisation

AN Australian would probably call me a "whinging Pom". If I was serving in HM Forces I would be branded a trouble-maker.

In reality I am a loyal police officer genuinely concerned about my future, and that of my wife and family.

By now, the majority of us serving within Essex are aware that something is afoot in respect of civilianisation within, what I still believe is, a caring service. However, despite protestations to the contrary, plans for the future are a great deal further ahead than we are allowed to believe. In fact they are set.

I have never been able to understand why, if fundamental decisions are being made on our behalf, when those who are to be directly affected make enquiries to clarify the situation, they are subjected to misguided and cruel charges of disloyalty.

I was always taught that 'the truth will out'. It is ironic that, if you were to ask a police officer what the new

caution was, he would probably struggle, but ask him what the oath is in court and he would rattle it off without any trouble whatsoever.

It would now seem that 'truth' is not a problem 'whole truth' appears to be a tad more difficult.

We are constantly made aware of the dangers to our health caused by stress, indeed, our own force runs a course specifically designed for 'stress management'.

Irony

A roll call on any one of these courses would show a great proportion of those present are none other than those who sit in judgment on our future.

The irony continues when you realise that, at no time during this course, is instruction or advice given on how to prevent causing stress in others. That, it would seem, is a glaring omission.

A close colleague of mine was a

manager in industry way back in 1975 and set up the Japanese system of Quality Circles. This involved close liaison with all staff or representatives within departments that were subject to possible change.

Input from the factory floor to senior management was felt to be imperative to achieve effective change where necessary. It also alleviated frustration, stress and consequent anger in those members of staff most affected by previous management practices of 'Change Without Exchange'.

It also allowed the people previously reluctant to change to realise what prompted the exercise and explain the reasons for it.

All large 'companies' such as ours, need to have a defined way forward. That is achieved by the formulation of a policy. That policy must take into account all relevant factors and WE ARE ONE OF THE FACTORS.

David Knight
Harlow

Thank you for my cards and gifts

MAY I through *The Law*, thank all my friends and colleagues who attended the evening get-together to celebrate my retirement from Essex Police on March 8.

I appreciate their good wishes and thank them for all their cards and gifts.

Team

May I also extend my thanks to all those at Headquarters Crime Prevention where they truly work as a close knit team and wish them well for the future.

I have thoroughly enjoyed my police career, especially the last 10 years working within a section that I hope will be recognised for their expertise and dedication.

Neil Seymour
Canvey Island

It's thirsty work this budget lark!

AS the Police Service is today all about facts, figures, charts, graphs and league tables, here are a few facts about Harlow Police Station B Shift Tea Club, which may be of interest, taken from a period of 138 weeks, May 5, 1992 to November 5, 1995.

The club has been organised for the past three and three-quarter years by PC Ernie Foulds, who took up his stewardship during the week ending May 5, 1992, at which time the weekly subscription was 33 pence a week, based on seven working days.

After a few weeks, the contributions were raised to 50 pence, payable if a member worked half the week or more. This level of payment remains at the present time.

During the period, total income has been £1,042.94; total expenditure £1,039.52; average weekly income £7.56; average expense £7.53.

Membership during the period included five inspectors, 10 sergeants, 43 constables, five SOAs, eight special constables, plus the odd CID officer who has completed a week's night shift with us.

Our funds were swelled on the odd occasion by visiting colleagues and gub'nors, who showed their appreciation. The highest recorded swell was £2 from a Headquarters Support Unit. We have also sold surplus milk to other shifts.

Expenditure has been incurred

in the purchase of tea, coffee, chocolate, milk, sugar, cordial, biscuits, mugs and goodies at the Christmas bash of 1994, at Manor Groves Hotel, near Harlow.

Sixty-three mugs have been purchased, 27 of which were still in use after three-and-a-half years.

The inclusion of goodies came about as the result of a healthy surplus in funds, brought about by an inspector who discouraged the drinking of tea and coffee. During this period of discouragement, two pints of milk would often last three to four days.

Restored

On the arrival of a newly-appointed inspector from the CID stable, tea and coffee drinking was restored to good health and it was not unusual for four pints of milk to be used in a single night.

Good quality tea, coffee, cordial and broken biscuits were always purchased. Any member who, taking over the helm during a period of leave purchased sub-standard supplies, has his or her life made unbearable.

A complete history of the B Shift Tea Club accounts since May 5, 1992 is contained in a red covered book, kept by Ernie Foulds, who can be seen approaching shift members with the time-worn phrase: "Let's see how much you owe."

PC 1293 Foulds
B Shift, Harlow

Drugs haul in gravel pit

CANNABIS with a street value of £215,000 was found at the bottom of a disused gravel pit in Bocking.

The haul was discovered during a routine operation by the diving unit and enquiries are now being made to find out the source of the drugs.

Detective Inspector Peter Orpe, from Braintree, said: "Obviously they weren't quite as well wrapped as whoever put them in there thought, because some has been invaded by the water."

"The point, though is that most of the drugs would be perfectly resaleable once recovered."

Porn raid

CHILD Protection officers this week raided a house in Stanway, near Colchester as part of a co-ordinated operation against child pornography.

A number of videos were seized from the address and enquiries are continuing.

The warrant was executed as part of Operation Aurora, a series of 37 raids across mainland Britain, co-ordinated by West Mercia.

Icy rescue

AN elderly woman is safely back home thanks to two Essex officers who rescued her from a freezing stream.

Constables Mark Osborne and Roy Smith found the woman, who is in her 80s, after she had fallen down a 8ft bank near her Danbury home.

She had been reported missing early in the morning by her care worker.

Mark explained: "When we found her she was suffering from hypothermia and just about conscious but extremely confused."

Standing up to their knees in freezing water they lifted her onto an aluminium ladder and carried her about 30ft to dry land.

Healthy and hygienic

ESSEX Police has won the Heartbeat Award for healthy eating and hygiene from North Essex Health Promotion and Chelmsford Borough Council.

Gardner Merchant Ltd, the catering company which prepares and cooks the food for Essex Police Headquarters canteen, will receive the award on Thursday, April 4 from NEHP manager Anne McEwen.

Jackie Tosic, health promotion adviser for NEHP said: "Many people have been following healthy eating advice for some time now. Caterers too are responding to this trend.

Work for community is rewarded



HARWICH sergeant Peter Wood has been awarded the Millard Trophy for his contribution to community services and public relations in the area. Peter is not only known for his continuous work through fundraising events, but is also the police representative for schools, crime panels and other local groups. Photo courtesy of East Anglian Daily Times.

Protection advice for women

PLANS for Chelmsford's first Crime Awareness Week are now well underway, with the launch at Anglia University on April 19, approaching fast.

Sgt Andy Loveridge, at Moulsham Lodge Police Station, Chelmsford, said the joint venture, being organised by Chelmsford Crime Reduction Group and Chelmsford Police, is attracting a lot of interest.

Among the many topics to be aired during the week will be the protection of women in vulnerable situations, for which the guest speaker will be Mrs Dianne Lamplugh, mother of missing estate agent Suzy Lamplugh.

Admission to this event on, April 23 at King Edward VI Grammar School, will be by ticket (free) from Sgt Loveridge on 01245 490296.

Murder case featured on television

A 12-YEAR-OLD Essex murder inquiry was featured on a recent television casebook.

LWT's *Crime Monthly* featured Veronica Poeltl, whose dismembered body was found on a refuse site at Pitsea in 1984.

It reconstructed the good police work and forensic evidence which helped to convict 31-year-old Veronica's killer, husband Peter Poeltl.

Lab tests for the chop

A NUMBER of laboratory tests are to be axed because they aren't proving value for money.

Last year just under 400 samples of fibre, wood, glass and debris were retrieved, following offences of burglaries, theft and criminal, and sent to Huntingdon for examination. But even the most successful of the tests only proved seven per cent conclusive.

As a result it has been decided that three of the examination techniques will be dropped and the procedure surrounding the fourth is to be tightened up.

Research by Essex Police revealed that while £33,000 was spent in one year on fibre examinations, only five per cent were conclusive and 68 per cent provided little or no evidence. Similarly, £21,000 spent on debris tests, ie brick dust, gave a seven per cent conclusive return and 80

By Kim White

per cent of little or no evidence. No conclusive evidence arose from wood testing, despite costs of £5,000, and again 65 per cent was of little or no help.

It has been sanctioned, however, to retain the glass testing technique by ensuring that only samples taken within six hours of the offence and the seizure of the prisoner's clothing, be submitted.

This particular test, last year, cost Essex Police £170,000 with just seven per cent providing conclusive evidence and 60 per cent, little or none.

Detective Inspector Tom Harper explained: "It was felt that the first three tests could not be improved whatever we did as investigators. Glass, however, was different and a change in practise should improve evidence.

"By making these decisions we not only should save about £100,000 each year but also sharpen up our procedures."

It is made clear that these changes will not apply to the more major crime.

● Statistician, Professor Nick Tilley, of Nottingham Trent University, has agreed to work with Essex. Police to improve its Scenes of Crime procedures at a divisional level.

Evidence has shown that different divisions appear to have particular areas where they obtain good results, be it sex crimes, or burglaries.

Professor Tilley will use data to measure the effectiveness of different divisions and advise on ways of improving procedures.

Discussions with Professor Tilley begin this month.

On the Rayleigh beat

A GROUP of Rayleigh business men and women have joined forces with local police officers to knock crime on the head in the town.

The Central Beat Consultative Group was set up after an initial public meeting at the end of January, attended by business and property owners.

The idea of a consultative group was floated at the meeting, and following the positive response a number of local companies came together.

Already, nearly 20 businesses have signed and pledged to work together with the police to prevent and detect crime, and improve community safety.

The group have identified several areas of concern to be targeted over the coming months, including public order issues such as drunkenness and criminal damage. Theft and deception was an area also addressed.

Group member, Pat Sharman from Tesco, said: "It's a brilliant idea, I've been trying to get as involved as possible. It's good for the town and the shops especially, it's something we've needed for years."

Pc Andrew Meyer, from the

Rayleigh Central Beat, said: "A close working partnership is the key to preventing and detecting crime. I'm pleased the group has been welcomed by so many people in the town."

It is hoped Rochford District Council and The British Transport Police will soon joining up with existing members.

Warning to girls carrying knives

CHELMSFORD Police are concerned about the number of knives young girls are carrying in the town.

It seems more girls have been found with offensive weapons and officers are warning youngsters that they face prosecution.

Pc Allan Barley, of the town's police unit, said: "We know that knives have been carried by young males for some time and this has been highlighted by the recent amnesty.

"But we have identified a new trend that shows it has spread to girls who say they are doing it for protection."

In two recent cases a girl of 17 and one of 14 were found to be carrying Swiss army knives.

Traditions of High Sheriff

THE ancient office of High Sheriff still carries with it many of the traditions dating back to the 10th Century when it was first created.

The role began in 993 when the King of the day needed to have someone in each county, who could be trusted to keep law and order and to collect taxes.

Since then, of course, the job has changed dramatically, but a High Sheriff for each county is still appointed by the Queen every year, with the instruction to look after law and order on her behalf.

Privileged

This covers a very wide circle and includes the police, judges, magistrates, the courts, probation service, the prisons, and the various forms of rehabilitation.

Essex businessman Christopher Pertwee, who has just completed his year in office as High Sheriff, said he regarded his role with the police as the most important of his duties.

Of the role of High Sheriff he commented: "It is a very privileged position, because one is able to see a complete cross section of all aspects of law and order in a way that is only granted to a few people.



● In all his regalia, Christopher Pertwee and wife Carole.

"You have the ear of anybody of influence in the county and you can take part in helping the county to improve its communications.

"There is no direct control, but I would think there are considerable powers of influence for those who want to use them," he said.

"People are very responsive to the High Sheriff ringing up and they like to think they are doing their bit to help," said Mr Pertwee.

"When I took up my office I asked the Chief Constable if he regarded me as a pain in the neck, but he said, on the contrary, it was like having a non-executive chairman and he encouraged me to look at all aspects of the police.

"I was genuinely very impressed with the police as a whole. I had such a warm welcome everywhere, I felt part of a big family, and I would like to thank all those people throughout the force whom I have met during the past year.

"More than anything I was impressed by the keenness to continue to improve all aspects of police life and the initiatives that have been taken during this last few years have been outstanding," he said.

This was in spite of the limitations imposed by budgetary restrictions, which he said affected all walks of life.

Mr Pertwee said it would be wrong to say he had not found some aspects of the force open to criticism.

"In a force the size of Essex Police there are bound to be weaknesses, as well as strengths and I am pleased to say that the Chief Constable has been very happy to receive any contradictory comments I may have and, indeed, has acted on them."

Areas in which he had expressed concern included the speed of answering divisional switchboards, the need for training on the giving of evidence in court and the need to increase the number of identity suites around the county.

"However, although these are important points, they are small ones in relation to the force as a whole and I congratulate you on everything you are achieving," said Mr Pertwee.

One of the traditions which goes with the office of High Sheriff is the dress uniform of morning coat, lacey shirt, stockings, buckled shoes and ceremonial sword, worn on official occasions for the past 250 years.

"Nothing actually prepares you for the first time you walk into a crowded room wearing this outfit," said Mr Pertwee, whose successor, ex-Green Jacket and former ADC to the Chief of the Imperial General Staff, Peter Thistlethwayte, will wear his Army uniform when he performs his duties as High Sheriff.

Accompanied

Mr Pertwee's wife Carole has accompanied him on almost every visit and function he has attended during his year in office.

The family agriculture business, established in 1898, is run by his son Mark, employs 300 people and has an annual turnover of £50m. Four years ago it merged with Willmot to form Willmot Pertwee, and is now the market leader in agrochemicals and associated products.

"Although I am an Essex man born and bred and because my business is in agriculture, I thought that I knew the county pretty well. How wrong I was - I have learned more about the county in the past 12 months than I had learned in the rest of my life," he said.

And in a final message to all Essex Police employees, Mr Pertwee said: "May I repeat not only my personal thanks to you all for your really friendly reception to myself and my wife during this last year, but to say thank you on behalf of the county for all the work you do.

"It is very much appreciated."

Intell vita



Analysing crime patterns

DETAILS of 366 criminals of major significance are currently held in the regional offices of NCIS, with a further 3,378 suspected of serious criminal activity and subject to further attention.

With the use of high-tech equipment such as the recently introduced ALERT computer system developed specifically for NCIS, staff are able to act as a central database to support forces, as well as providing a crime pattern analysis function to identify crime series.

The key to the success of this, the UK division, is regular liaison with other agencies such as Essex Police.

And to show liaison brings results, such intelligence led directly to the first major seizure of drugs at the

Channel Tunnel. Information passed to Customs & Excise led to the arrest of a chauffeur and the seizure of 25,000

Ecstasy tablets with a street value of £400,000. The chauffeur is currently serving a nine-year prison sentence.

In fact, a total of 270 NCIS subjects were arrested in 94/95 with £90,194,884 worth of drugs seized and property, valued at £17,416,180 recovered.

This particular division also houses a photographic unit, providing high quality images for intelligence gathering purposes, and the Scottish/Irish Liaison Office co-ordinating enquiries in these specific countries.

Intelligence is the key ingredient

CRIMINAL intelligence is an essential ingredient in any serious crime investigation and, for once, the United Kingdom is a leader in the field, boasting an organisation which provides liaison both nationally and internationally.

But whilst most police officers and relevant support staff have heard of NCIS and know that it refers to the National Criminal Intelligence service, how many actually know how its work can help Essex Police? Funded by the Home Office, but operating fairly independently, they are often assumed to be part of the Metropolitan Police or Scotland Yard, which is not the case. The staff of 500 are, in fact, drawn from police forces across the country including Essex,

Customs and Excise, local authorities and the Home Office, and are based either at the London HQ or one of the five regional offices.

In short NCIS does not have an operational role, it provides intelligence on major criminals which is then followed up by regional crime squads, police forces and other law enforcement agencies.

Their expertise is based within four divisions - international, headquarters, UK and resources.

While it would take more than this feature to give a true and full picture of the work of NCIS, it should outline the key areas in which they can be of assistance to you as an Essex officer.

is the Headquarters Division, based in London which provides the most frequent support to Essex Police covering a number of areas from organised crime to football hooliganism under the guise of the Strategic and Specialist Intelligence Branch.

Drugs Unit: This is an intelligence-led, not an operational set-up. Staff on the unit monitor the shift methods used by criminals suspected of illegal drug manufacturing.

They issue advice on the trends through a number of individual papers' with subjects ranging from hydroponic cultivation of cannabis to steroid abuse and crack cocaine availability in the UK.

Organised Crime Unit: This unit researches and produces reports on specific aspects of organised crime and of a broad nature including, in the , threat assessments of triads and in European groups.

Enforcement

stering international relations is vital in this area and the staff employed on the use their expertise to aid national and foreign law enforcement agencies to tackle all organised crime.

Economic Crimes Unit: Most serious criminals are in it for the money, so this division of NCIS deals with financial offences, money laundering, gaming and fraud.

Legislation requires anyone who effects a transaction to have a criminal record particularly drug or terrorist-related, report it to NCIS. The unit then allocates investigation to the appropriate police force or agency.

Football Unit: Despite close liaison between the police and football clubs, hooliganism continues. This year in particular, with England hosting Euro '96, NCIS unit is in for a busy time.

The staff provide quality intelligence aimed at hampering pre-planned disorder. This includes the identification of known hooligans to help secure arrests.

While hooliganism is by no means a purely British problem, the London based NCIS unit has a worldwide reputation with only the Dutch and the German's also boasting a football intelligence unit.

Specialist Crimes Unit: This unit comprises four sections. Kidnap and extortion staff receive information on product contamination, demand letters and tape recorded threats.

They then maintain a database of all UK cases and analyse the data for links and trends. The paedophile section controls a computerised index of people known or suspected of child pornography or paedophilia.

The growing problem of organised vehicle crime led to the creation of the third section, which has had its year's pilot period extended to two.

All counterfeit currency in the UK finishes up at the National Central Office for the Suppression of Counterfeit Currency and with a 254 per cent increase in notes received between 1991 and 1994/5 the staff have their work cut out.

But successes are also high with 1,960 prosecutions last year and three counterfeit currency printing operations detected.

Intelligence Co-ordination Unit: An important role here is as a national centre for the management and handling of informants with a specially devised database.

Operations Support Unit: Receives all request from forces in England and Wales for warrant relating to serious crime under the Interception of Communications Act 1985.

Kim White pays a visit to the national centre of criminal intelligence



● Football hooliganism is just one area of intelligence covered by NCIS.

Photos supplied by NCIS.

Criminals aren't just a local threat

WHILST NCIS was set up to focus on major criminals who pose a threat to the UK, the criminals themselves have different ideas.

Rather than seeing national borders, different legal systems and language barriers as a hindrance, they exploit them to their advantage.

As a result NCIS created an International Division incorporating the National Central Bureau of Interpol, the International Projects Unit, Europol, the European Drug Liaison officer network and and plays host to foreign liaison officers.

Interpol, a familiar term with police officers, services 176 member countries around the world and each force has its own liaison officers.

DI Ken Luxford and Ds Ed Toomey of FIB are the 'experts'

for Essex and welcome enquiries from officers around the county.

Ed Toomey explained: "I think there's still quite a lack of awareness among police officers who find themselves faced with an enquiry linked to foreign territory.

"It's very important that any such enquiries are referred to NCIS through this office (FIB)."

This doesn't necessarily take the case out of the original officer's hands. In appropriate enquiries FIB will arrange facilitation between NCIS and the original investigating officer.

The areas covered are drugs, theft, fraud, and wanted or missing persons. NCIS also advises the right course of action for officers seeking extraditions.

Said Ed: "If any officer has any enquiry relating to anywhere in the world, their first port of call is us to discuss the best course of action."

Cancer home's £3,000 boost

A HOLIDAY fund, which helps children suffering from cancer, has been given a cash boost thanks to members of the Colchester Police Sports Club.

The Malcolm Sargent Home, Jaywick, was nominated by the club to be the 1995 recipients of any money raised and a cheque for £3,000 was the result.

Various events were held including the Colchester Cricket Festival and Christmas Carol Concert. A small authorisation fee was also charged for the production of the Sports Club diary.

The club is now in full swing for its 1996 charity which is Stepping Stones Play and Learn Group in Colchester, a charitable group teaching children with learning and behavioural problems.



● Representatives from the Malcolm Sargent Home accept a £3,000 cheque from Supt Jim Kynnersley, Sgt Keith Beechener and Pc John Bolingbroke.

Cautions: new policy to target repeat offenders

A MAJOR shift in emphasis - away from offender profiles and towards profiling instead of the seriousness of the offence - is to be the main thrust of a new cautioning policy for Essex Police.

The change follows a Home Office Circular, issued in 1994, advising all forces that their existing policies were in need of updating.

Nationally, public opinion and the media have highlighted specific cases of repeat offenders receiving a number of cautions for serious offences.

The courts, too, have expressed concern at having to deal with defendants as first offenders, only to discover, when their antecedent histories have been read out, that they could have previously received four or five cautions for similar offences, none of which could be taken into account when sentencing.

ACPO took up the Home Office advice and began a lot of work on examining the current practices and shaping a more acceptable policy.

Much of this work was done in Essex, with Supt Ian Brown of the Criminal Justice Department playing an important part in its development, together with Assistant Chief Constable (Support) Charles Clark, who was then ACC for Leicestershire.

Inappropriate

As a result of their efforts and those of other forces, ACPO guidelines were produced, which have now been adapted to create the Essex policy, given approval by Policy Group in February and due to be published in detail later this month.

The new nationally-agreed policy identifies a number of serious offences (eg murder, incest, robbery etc) where cautioning is deemed inappropriate. These will be termed "excluded offences".

It also seeks to achieve greater consistency, not only between forces, but between force areas, while at the same time ensuring that adjudicators still have some flexibility to assess individual cases on their merits.

The third aim is to promote better recording of cautions. This is a requirement of the Home Office and HM

by Norman Hicks

Inspectors of Constabulary and, in Essex, will give the force the ability to monitor the issuing of cautions and to make divisional comparisons, as well as providing a guide as to how Essex compares with other forces.

The main difference between the existing and proposed policies will be the use of "gravity tables" to assess the appropriateness or otherwise of issuing a caution.

Common offences are scored from 1 to 5. The lower the score, the less serious the offence, with scores of 4 and 5, at the top of the scale, normally resulting in automatic prosecution.

A score of 3 is described in the new policy as "pivotal" and it is these offences which will give adjudicators their greatest flexibility.

Scores of 1 or 2 will probably result in a caution, although this will also depend on individual circumstances.

On top of these basic grades, adjudicators will be able to award pluses and minuses to help them reach a final decision on whether a caution is appropriate.

Examples of a plus - which would result in a higher score and thereby

reduce the likelihood of a caution - are whether any injury has been caused to the public; whether there have been any previous warnings or cautions issued and the potentiality of risk to the public.

Minuses could be given - reducing the final score and increasing the likelihood of a caution - if no danger to the public had been involved in the offence; if it was a genuine oversight, or if some other minimising factors are considered.

Adjudicators

Ch/Insp David Hicks, of Essex CJD, who has worked closely with Mr Clark and Supt Brown on devising the new policy, said adjudicators will need to take a number of other factors into account when assessing what action to take.

First, the police must be able to prove the offence and, secondly, the offender must admit his guilt.

Thirdly, the offender - or, in the case of a juvenile, the person with parental control - must understand the meaning of a caution.

And, fourthly, the adjudicator must be satisfied that a caution is a suitable way of disposal - i.e. that it is going to have the effect of preventing crime.

Written cautions will no longer be

acceptable, because it will not be possible to judge whether or not the above criteria have been met. They will be replaced by written warnings.

Also discouraged by the new policy will be multiple cautioning. If an adult offender re-offends within three years, they are unlikely to receive a second caution.

For those aged between 14 and 17 this policy will apply if they re-offend within 12 months and for those under 14 the timescale is six months.

Although Mr Hicks accepts that this will inevitably lead to an increase in prosecutions, he said the measures were being welcomed by the courts.

"We are trying to divert people away from court, where that is appropriate and previous research has shown that cautioning is an effective way of disposal," he said.

"But not only must it be effective, it must also be appropriate. The big change in this policy is that we are moving away from looking at the offender profile and will in future be looking at the offence profile before deciding what method of disposal is the most appropriate."

'Hoffy' turns back the clock

FORMER Suffolk Superintendent Bernard Riddleston recalls his career so fondly he's turned it into a book which is now on sale.

In 1966 Bernard retired from Suffolk, after more than 40 years service and says: "if it was possible to turn the clock back, and I had to choose a profession I would do exactly the same all over again . . . I can honestly state that my work was one of my pleasures . . ."

Born in 1906 in Polstead, and given his grandfather's nickname 'Hoffy' he applied to joined the police at the age of 19 and so began a career which took him from constable in Woodbridge, to

promotion through the ranks whilst serving at Lowestoft, Ipswich and Eye.

Hoffy is more than just an autobiography. It covers a wide range of subjects, from his rural upbringing and his police work to dog training, and his interest in field trials with the successes of George and his other dogs.

History

It contains local history and even recipes amongst anecdotes and stories from a lifetime that has spanned the century. This is an autobiography that's historical, informative and inspirational.

In Bernard's words: "I invite you to take me by the hand and walk with me down Memory Lane while I tell you in simple words about the way of life in which I was brought up and of which I am very proud . . . I have tried to describe the life of former days truthfully so that my descendants may feel a part of them . . ."

The book is available by sending cheques, payable to Bernard Riddleston, to him at 26 Gunton Drive, Lowestoft, Suffolk, NR32 4QB.

The price of the book is £8.99 plus £1.25 for postage in paperback and £13.99 plus £1.25 postage in hardback.

Mind Your Own Business

The column of the Ex-Essex Police Business Association. RETIREMENT blues? No here.

It is quite remarkable when you see the fresh faces and healthy looks of those who have retired. However, there are those still in an area of no man's land when it comes to occupying time.

Being advised in the right direction to suit the individual needs is one thing the Association has been able to achieve.

By joining the Association you will be able to share your experience good or bad, for the benefit of your colleagues and receive advice and some work sharing, if appropriate, from other members.

The Association does not have all the answers but mixing and talking to each other does highlight problem areas and stimulate ideas for self-improvement.

If you are retired or coming up to it call Dick Bloomfield on 01702 202959 or Bob Craven on 01702 511567.

● It had to come. An informal Association Golf Society playing at various locations will be started this year. Any members wishing to be included in future events contact Bob Craven on 01702 511567.

● One of our members was recently made redundant and is seeking work in security or a similar occupation. Contact the Secretary with any possibilities.

● Each divisional police station will have a notice board which will provide information on the Association promoting its aims and objectives. Individual members will be able to use these exclusively to advertise their own services and skills. Each division (except Stansted at present) will have a nominated Association representative who will be responsible for the upkeep of the board as follows: Rayleigh - Dick Bloomfield, Colchester - Malcolm Hargreaves, Thurrock - Keith Southgate, Southend and Basildon - Bob Craven, Harlow - Martin Thomerson, Chelmsford - Rod Barrett, Braintree - Bill Pirie, Clacton - Bob Naden, HQ - Iain Munro.

● The Association will be commencing a pool of useful outside services to assist members in a number of areas such as accountancy, legal, finance, insurance, skill centres, further education courses, hobbies and any other organisations, company or persons able to provide support or advice to members.

New members and enquiries: contact Dick Bloomfield on 01702 202959

Next meeting: Wednesday, June 5, 7.30pm, Sandon Dog Section.

Bob Craven

Skid pan spoof catches Les!

BEFORE civilian driving instructor Les Howman retired last month, his colleagues at the Driving School caught him with a wind-up, based on his weekly routine of getting a Chinese take-away from Chucks, in Byron Road, Chelmsford.

He was sent a spoof memo, asking him to prepare the HQ skid pan for a special visit by "Deputy Commissioner Kwok of the Royal Hong Kong Police".

Les spent considerable time cleaning the skid pan cars, before cleaning and pressing his uniform for this visit, only to discover that the VIP visitor was Mr Kwok, proprietor of Chucks, who kindly acted the part and thoroughly enjoyed his session on the skid pan!

He is pictured, right, with Les, handing over a copy of the spoof memo.



Minding your coppers

TESSAs and PEPs explained

IN today's investment world, many products are promoted on the basis of their tax efficiency. The most common of these are TESSAs and PEPs.

TESSAs, or Tax Exempt Special Savings Accounts, offer tax free returns from building societies and the like over five years. Like any tax efficient investment, limits apply to the amount to be invested. A maximum of £9,000 can be invested over the five years, subject to a limit of £3,000 in the first year and £1,800 in subsequent years.

Popular

TESSAs have proved extremely popular since their launch in 1991, with many billions of pounds being paid out on the first maturities this year. Indeed, it seems that police officers have been keen on TESSA investors, and this is probably part of the reason for the large increase in investment in the Capital Growth Bond in 1996.

The Capital Growth Bond offers police officers who wish to invest a lump sum the opportunity to enjoy all the traditional benefits of investment in the Police Mutual. It is available for terms of 10 and 15 years, and is also open to retired officers and to spouses.

PEPs, or Personal Equity Plans, have been around for rather longer than TESSAs. They were originally introduced to encourage individuals to invest in the stock market. PEPs offer tax free growth, and tax free benefits on encashment. Again, limits apply to the amount invested, these being a total of £6,000 in any one tax year, and a further £3,000 into a 'single company' PEP.

PEPs are very different in character to TESSAs due to the nature of the underlying investments. As risk investments, they do not usually carry any guaranteed return, unlike a Police Mutual Policy.

Investment

For example, an investment in the Society's Capital Growth Bond will always give a guaranteed profit over the term, and investment in a Police Mutual Endowment Savings plan will give a guarantee higher than typically available elsewhere.

If you would like further information on any of the services the Police Mutual has to offer, please contact the Society at the address below:-

Police Mutual Assurance Society, Alexandra House, Queen Street, Lichfield, Staffordshire, WS13 6QS.

The Police Mutual Assurance Society Limited is an incorporated friendly society regulated by the Personal Investment Authority.

Any investment advice or recommendation given in the article or by one of the Society's representatives relates only to products offered by the PMAS.

Conference boost for drugs team

AN action plan designed to co-ordinate current policy and practice and to encourage joint working on drugs issues across Essex brought together 200 delegates for the first conference of the Essex County Drugs Action Team.

The conference took place at Essex Police Training Centre, Springfield, Chelmsford last month.

Chairman of the Drugs Action Team is John Burrow, the Chief Constable, who told delegates that, while the county's drugs problems were not as severe as in some parts of Britain, it was still important to recognise there was a real problem in Essex.

He said: "It is not too late. We can still win, if we take action, in a co-

by Norman Hicks

ordinated way, to move forward and tackle drugs together."

The multi-agency Drugs Action Team has been created in response to the Government's White Paper Tackling Drugs Together and is one of 105 similar teams across the country, tasked with reducing the menace of drugs, especially among the young.

Expertise

Drawing together the experience and expertise of those already involved in the field, the Essex D.A.T. was praised by Cabinet member, the Rt Hon Roger Freeman MP, Chancellor of the Duchy of Lancaster, who gave the closing address.

He congratulated the Essex team on

the work already done to prepare its Action Plan, which will be submitted later this year to the Ministerial Subcommittee of the Cabinet on the Misuse of Drugs.

Mr Freeman said: "The plan they have put together combines the work of police, customs, health and social services in Essex and will bring real results."

He also paid tribute to Paul and Janet Betts, of Latchingdon, whose daughter Leah died of ecstasy poisoning in November last year.

Mr Betts told delegates: "We must unite and help each other." And he praised the D.A.T. for organising the conference, which he said was a positive step forward in the fight against drugs misuse.

Among other speakers at the conference were Sue Street, director of the

Government Central Drugs Co-ordinating Unit; Paul Lincoln, Director of Education in Essex; Graham Butland and David Johnson, respectively chief executives of the South Essex and North Essex Health Authorities; and Assistant Chief Constable Charles Clark.

Milestone

Mr Burrow said afterwards: "The work of the Action Team has been given a major boost by today's successful conference. We now have to work hard to ensure that we sustain the momentum of this milestone event in bringing people together to tackle drugs."

Although Mr Burrow is the chairman of the D.A.T., it is intended that the chairmanship should rotate around the other agencies involved.

Shops in radio trial

A RADIO system to enable police officers and shop owners to be in constant contact is being trialed in Rayleigh.

The trial involves a number of shop owners in the town with radios placed in various buildings, several in the busy High Street area. The system will work as an early warning to shop owners and the police of any criminality in the town.

Central Beat officer, Pc Andrew Meyer, said: "The radio link will effectively be extra eyes and ears for

the police and will increase security for shop premises and staff. I expect the trial to be a success and hope to see a permanent system eventually in operation.

Safety

"This, in conjunction with other crime prevention and detection initiatives, will ensure a decrease in crime and improved community safety."

The radios are being supplied free of charge by a local company.

Schools tournament will kick off in style

THE Essex Police/QED Tournament is set to involve more than 4,000 children from 350 Essex schools when it kicks off later this month.

The schools' football and netball tournament, sponsored this year for the first time by Halstead-based Quality Environmental Design Ltd, will be formally opened by Chief Constable John Burrow, with the help of QED directors Steve Pearson and Karl O'Brien, on Monday, April 15.

The press launch, at the Southend United FC

training ground, in Eastern Avenue, Southend, will feature a six-a-side football match between last year's soccer winners Winter Gardens Primary School, Canvey and a representative side from the promotion-chasing Endsleigh League Division One Club, including first team players Simon Royce and Steve Tilson.

The match will be refereed by Assistant Chief Constable Charles Clark.

There will follow a netball game between last year's winners Lee Chapel Primary School and the Essex Police netball team with guests.

Jeanette graduates with honours from Open University

SENIOR Welfare Officer Jeanette Poston has been awarded a BSc(Hons) degree in psychology by the Open University, after six years' study.

She will receive her degree at a graduation ceremony later this month.

Jeanette joined the Welfare Department 14 years ago as a clerical assistant, but after four years knew that she would like

to be a welfare officer.

She studied for her welfare officer's certificate with Kent College, Tonbridge, qualifying after a year.

"Part of that course involved a study of psychology and I became very interested in the subject," she said.

The post of assistant welfare officer fell vacant soon afterwards and Jeanette, pictured right, was appointed.

Following the death of her husband from cancer she decided to enrol in the Open University as an associate student, taking the basic psychology course.

"I did not really expect to be able to understand most of it, or to have the motivation or enthusiasm to finish it," she said.

However, she completed the course, passed the examination

and went on to do a social sciences foundation course, followed by an arts foundation course, before embarking on the road to her psychology degree.

With two sons at home in North Fambridge studying for their own degrees, Jeanette was determined to reach her goal.

"It has helped me with my work here, giving me a greater understanding of the problems

we deal with every day," said Jeanette, who became Senior Welfare Officer in May 1992.

It has also helped her in her current post, which often involves her in the preparation of reports, reviews, background papers etc, as part of the course involved learning how to reason an argument.

Now Jeanette hopes to be able to further her studies, to become an MSc.





● Ivan Dibley bids farewell to his CID colleagues

Ivan steps down after 30 years

by Kim White

THE longest serving detective with Essex Police has finally turned in his truncheon for a life of luxury.

Detective Superintendent Ivan Dibley clocked up 30 years within CID, becoming a detective just two years after his appointment as a probationer and he still claims that "it is the greatest job which has ever been created".

In his view the police force is all about working with people and he knew from an early age that it was the career he was destined for.

And it was a career that, although spent almost entirely within CID, offered him a variety of

opportunities including a secondment to New Scotland Yard, a posting on drugs squad and a period in the then Headquarters Criminal Intelligence Service.

His time with Special Branch coincided with the IRA's seaside bombing campaign while Brentwood in the early 80s provided another highlight to his career.

Robberies

Ivan explained: "At Brentwood I ran with a Supergrass who helped clear up in the region of 35 armed robberies in Metropolitan Essex. It taught me a lot about how to manage prisoners prepared to give evidence to the police."

"It's more commonplace now, but in those days there was no real procedure."

In more recent years Ivan has headed up many major inquiries, not least

the murder of pensioner Ron Cousins in Chelmsford, the shooting of security guard Barry Madle in Great Dunmow, and the Rettendon killings.

As well as a variety of inquiries, Ivan's career has also seen a great many changes.

He said: "There have been tremendous changes. At the end of the day the Police Force only reflects what society wants and society want us to be fair and just. PACE has tightened up how we operate and the majority of regulations are for the good. When I first joined CID you might not even start to talk to a prisoner for two days."

"But unfortunately one of the biggest changes I have seen is the rise in violent crime. After 30 years you think you've seen and heard everything, but some of the things that people can do to a fellow man I still find beyond

belief. It's a worrying trend."

Married to Valerie, with a son aged 25 and daughter aged 23, Ivan hasn't quite decided where his future lies but he does know he will miss the work.

"I still can't believe I am going to bed without my pager and Valerie has years making excuses for me not attending family functions. It is quite a novelty for both of us at the moment - she actually knows where I'm going to be for dinner."

Dedication

"But on a more serious note I shall miss not being involved in the serious crime and I shall also miss the dedication, humour and camaraderie of fellow officers, the ability to stand shoulder to shoulder when the chips are down. The officers of the 90s work under more and more difficult circumstances but keep delivering results."

ESSEX Police also extends its good wishes to the following officers who are retiring:

Sgt Dudley Ball, Rayleigh, 31 years (31.3.96).

Sgt John Maloney, Braintree, 30 years (9.3.96).

Pc Alan Bennett, Dunmow, 25 years (31.3.96).

Pc Stewart Collins, Harwich, 30 years (13.4.96).

Pc Dinah Labouchere, Colchester, 12 years (31.3.96).

Pc Peter Pickup, Billericay, 24 years (24.3.96).

Pc Michael Vale, Witham, 26 years (31.3.96).

Pc David Whitehead, Stanway Traffic, 31 years (3.3.96).

Dc Allan Wilkinson, HQ CID Ops, 30 years, (29.4.96).

Obituaries

ESSEX Police extends its sympathies to the families of the following, who have died:

Ex Pc John Noble, who joined the police in 1954, serving at Braintree, HQ Traffic and as the Chief Constable's chauffeur, retiring in 1977. He died on February 27, aged 70.

Dennis Burton, former Southend traffic warden, who joined the police in 1966 and retired in 1990. He died in February, aged 70.

Comrades' buffet date

A FINAL reminder for all members of the Comrades' Association that the Spring buffet will take place on Saturday, May 4, in the canteen at Police HQ, Chelmsford.

The bar will be open from 11.30am and we will be eating at 1pm.

This is an opportunity, not only for you to attend, but also to bring your partners and guests, in order that you can renew old friendships and, hopefully, make some new ones in most convi-

val surroundings.

The cost is £9.50 each, so please let me have your booking forms and cheques as soon as possible.

Limited

The numbers are limited, so please book early to avoid disappointment.

Further information is available from Dave Jones, secretary of the Essex Police Comrades' Association, on 01245 491491, ext 54501.

Market Place . . . Market Place . . . Market Place . . .

AVONDALE Mayfly caravan, 1989, two-berth. Full electrics. Double glazed. Blown air heating. Oven and hob. Cassette toilet. Many extras. Excellent condition. £3,250 ono. Mr G. Sargent (Retd), tel. 01702 293143.

CARAVAN for sale: Abbey 416 GTS Vogue; 1995; 4-berth; end bathroom; Spectrum upholstery; blown air gas electric heating; full awning; many extras; used three times; mint condition; cost new over £14,000; snip at £9,500 ono. DC Keith Bartlett, Rayleigh, tel. 01268 775533. Extn 35811.

CORNWALL, Polperro. Chalet sleeps 4/5; heated indoor and outdoor pools, club and all facilities; £55 to £210 per week. Contact Craig Bailey, 01279 653570, or 01279 832837.

CYPRUS, Limassol. One bedroom apartment, sleeps four. Near sea, all facilities. From £150 inclusive. Tel. 01371 875841.

FOR SALE Britax

Freeway child's car seat, six months to 4ft years, £45. Contact Graham Gurnett on Extn 53201, or 01277 233137.

FOR SALE 1 x 4.5in Danubia Reflector Telescope, incl fully adjustable tripod, sighting scope, assorted lenses, sun filter, moon filter, camera attachment. Barlow x 2 lenses. Erecting prism. Excellent condition. £175 ono. Len Bickford, LIO Maldon, Extn 62835, or 01621 875849.

FOR SALE table lamp plus two shades, £25. Mrs C A Bendall, HQ CPU, Extn 54333, or tel 01245 465807.

FOR SALE two pair curtains, burnt orange, fit 8ft wide window, 57in drop; 6ft wide, 85in drop; £25 per pair. Two cream lampshades, £1 each, or offers. Mrs C A Bendall, HQ CPU, Extn 54333, or tel 01245 465807.

FRENCH cottage to let. Sleeps up to six people, comfortable and fully equipped, in pretty hamlet,

amid lovely rolling countryside of Loire Valley. Easy access to Loire chateaux. John New, Northants Police 01604 703206 or 01604 33144.

GOOD HOMES wanted for cats and kittens. Miss S Parsonson, tel 01206 864284.

GURNARD Pines, Isle of Wight. Attractive holiday bungalow, sleeps five. Fully equipped, sunny position. Large indoor and outdoor pools, gym, sauna, licensed club. Reasonable rates. For brochure tel 01983 295200.

HYUNDAI Stella G-reg, 33,000 miles. MoT, taxed, bargain at £2,250. Tel 01245 466560.

ISLE of Wight, Bonchurch. Cottage to let. Pets, children and police welcome! 10 per cent discount if booked from this ad. Tel John Neagle, 01279 437560.

KAWASAKI KR15 250cc m/cycle, immac condition; 1990 H-reg; 10,500 miles; green/black; MoT and tax; £2,400 ovno. Pc Spink, Harlow Traffic, 01279 641221, or home 01279 812880.

MIJAS Spain, Costa Del Sol. Two-bedroom villa, sleeps 4/5; garden barbecue; swimming pools on site; panoramic views. from £130 - £250 per week. A Rowlands, tel 01277 658031.

NORFOLK, Hemsby, holiday chalet. Sleeps 4. Close to sandy beach and Broads. Site facilities incl heated swimming pool. from £55 to £175 per week. Contact 01268 756169.

POLZEATH, Cornwall. Static 6-berth holiday

home, five mins from safe, sandy beach. Fully self-contained with own toilet and shower. Plus colour TV. Regrettably no dogs. Derek or Zona Turner, tel 01375 846704.

RAYLEIGH, three bed house; gas ch; fully fitted kitchen; nice location; garden; garage; quick sale; no chain, £66,500. Insp Skull, Epping, Extn 28106.

SET of Ford XR wheels and tyres. Fairly new. Cost over £400. Accept £175 ono. Pete Murray, 01702 544375.

THREE old oak and rexin chairs. Need restoration. I need space. £25 ono. Pete Murray, 01702 544375.

TOURING caravan, Abbey Cambridge, fully equipped, fridge, cooker, Calor lights plus mains electricity, spare wheel, new upholstery, many optional extras; £600 no offers. Tel 01245 361988.

WANTED ladies' touring or mountain bike, good cond, at least ten gears. Carol Morris, 01371 876936, or Extn 68190.

WANTED roof box and rack to fit Vauxhall Cavalier. Mrs C A Bendall, HQ CPU, Extn 54333, or tel 01245 465807.

YACHT, Westerly Windrush, 4-berth, bilge keel cruiser, recent survey, VHF, echo sounder, Volvo inboard diesel; £6,000. Tel. 01702 526574.

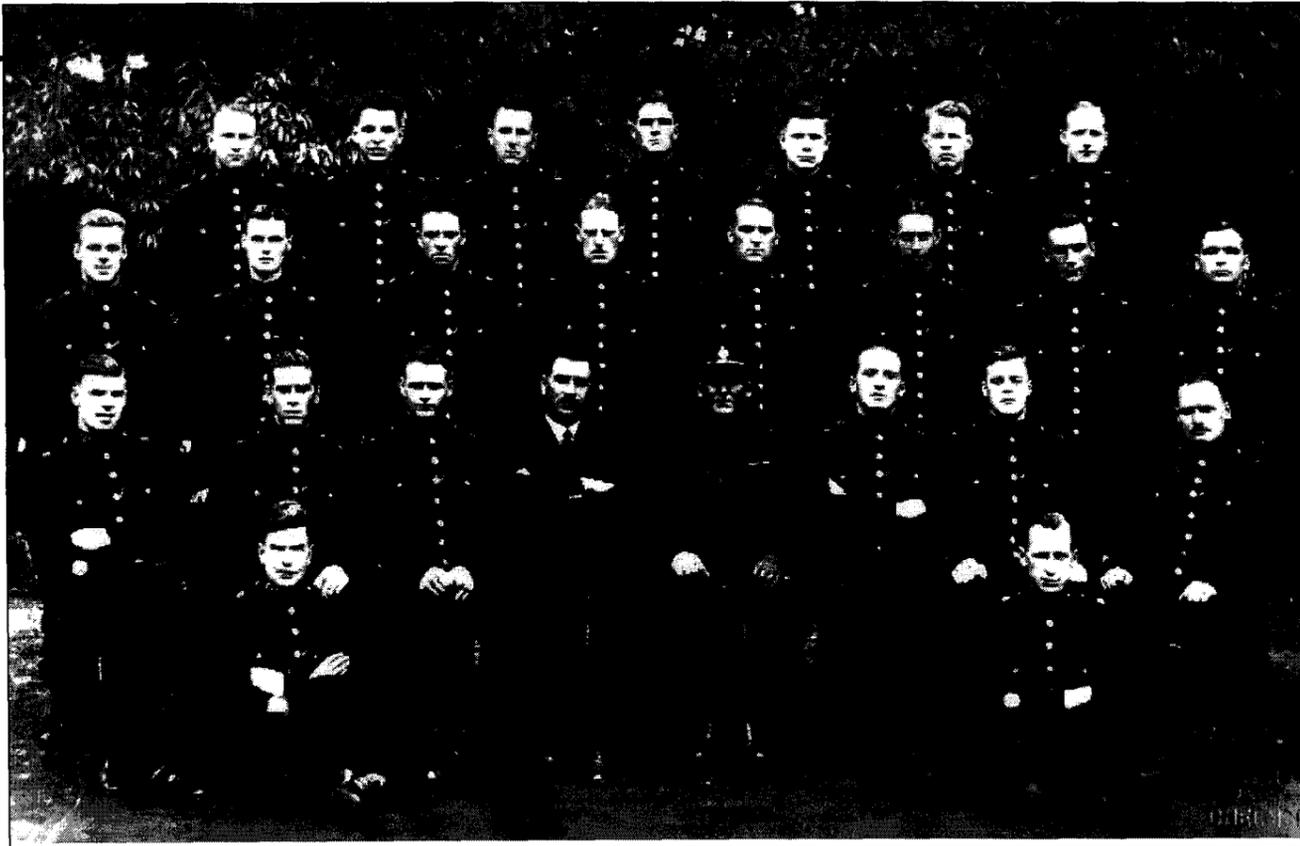
YAMAHA FZ750 m/cycle; F-89; low miles; taxed, year's MoT; vgc; £2,200 ono. Tel Pc Farrer, 01371 876413.

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and Rank

Station Home Tel

Date Signed



● Class of '36 - Back row: Drage, Hood, Coombes, Bryant, Billet, don't know, Farrow. Middle row: Snowling, McHardy, Cummins, Lydiat, Adams, Jones, Wantling, Lacey. Front row: Wallis, Becket, Healy, A/C Crockford, Insp Sutton, Bamford, Wetherall, Petengell. Seated: Walker, Harrison.

WHERE ARE THEY NOW?

EX-Pc 631 M P Healy has sent us in this photograph of the class sworn in by Essex Police on April 8, 1936, with the question: "Where are they now?"

Now living in Cheltenham, Gloucestershire, Mr Healy regrets that he is not able to attend the pensioners' parties, but says he likes to keep in touch with the force through *The Law*.

He has been able to name all but one of the officers in the photograph and tells us that Pc's Coombes, Adams and Jones are all deceased.

Service

Pc's Hood, Farrow, Cummins, Bamford and Wetherall did not complete their service, for various reasons and Mr Healy also believes that Pc Pettengell left Britain to settle in Canada.

As for the rest, can you help locate them? Any replies will be forwarded to Mr Healy and published in future editions of *The Law*.

Anti-drugs campaign pays off in Essex

THE Say No And Phone (SNAP) anti-drugs campaign in Essex has mirrored the outstanding results in the rest of the country.

Since the launch of SNAP in October 1995, there have been 343 calls to Essex Crimestoppers relating to drugs, out of a national total of 6,818.

There have also been 39 arrests for drugs offences as a result.

Calls received on all crimes during

the first two months of this year totalled 196, an increase of 42 per cent over 1995 (138), resulting in 28 arrests, compared to three last year.

The total number of calls for 1995 was 1,057, producing 96 arrests, of which approximately two-thirds were for drugs offences.

The value of drugs recovered as a result of calls to Essex Crimestoppers in 1995 was £9,862.

Dc Mark Heard, Drugs Intelligence

Officer at HQ, said he was delighted with the figures.

"The increased effort Essex Police has put into drug-related crime and the promotion of the SNAP campaign is clearly paying off," he said.

"However, we are still encouraging people to call Crimestoppers on 0800 555111 if they suspect anyone of drug dealing."

Concert to boost drugs education

THE Drug Awareness Programme of Essex Police Drug Education Unit is set to benefit from part of the proceeds of a special concert at Rochford this summer.

Sponsored by Rayleigh Mill Rotary Club, the open air concert and picnic will feature the Royal Philharmonic Concert Orchestra, conducted by John Georgiadis and will finish with a grand fireworks display.

It will take place in the natural

amphitheatre of The Lawn, Hall Road, Rochford on Sunday, June 30, with gates opening at 2.30pm for an 8pm performance.

There is free parking within the grounds and tickets, costing £15 each, are available from Macallen Travel, 30, Spa Road, Hockley. Ticket hotlines are available on 01702 207409 and 01702 203074 and credit card bookings are also available.

Force Sports Association

Croker Cup

CROSS Country: The Croker Cup cross country was held on Sunday March 10 at Hadleigh, with the following results:

Men's: 1 Pc Michael Bond, West Mersea; 2 Pc Martin Phillips, Braintree.

Ladies: 1 Pc Moira Ainsley, HQ; 2 Pc Susanna Payton, Southend.

Veterans: 1 D/Insp Andrew Down, Rayleigh; 2 Pc Stephen Jarvis, Southend.

Team: 1 Southend (12 Croker Cup points), 2 Rayleigh (10), 3 Chelmsford (8), 4 Basildon (7), 5 Harlow (6), 6 Braintree (5), 7 Colchester (4), 8 Headquarters (3), 9 Tendring (2).

Thurrock were not represented at this event.

Squash: In the final Thurrock (12 points) beat Rayleigh (10).

Annual meeting

THE AGM of the Essex Police Sports Association will be held at 2.30pm Friday May 3, in the new Sports Pavilion at Headquarters.

Nearly everyone in the

Force is now a member, so this will be your opportunity to express any opinion you may have on the running of the Association, with regard to Sport, Force Sports Shop or Social activities.

It will also give you an opportunity to vote on who you feel should be the secretary for your sporting section and the wine committee, who are responsible to the management committee for the bars in the new sports pavilion.

Orienteering

THE P.A.A. Orienteering Championships are to be held at Park End in the Forest of Dean, 15 miles from Gloucester on Monday April 22.

Serving Officers, civilian employees and guests are invited to take part.

The courses are: Open, 7km; Veteran Men, 4.5km; Women's Open, 4.5km; Veteran Women, 3km; Novice, 4.5km.

The novice course will follow paths, streams and other line features and will give fit novice orienteers a 35 to 45 minute run.

The aim of this course is

to encourage newcomers to the sport.

The event starts at noon and the entry fee is £4 per competitor. Closing date for entries is April 12.

For further details or an entry form contact Sgt David Birkett at Billericay Police Station (45125).

Shooting

THE No 5 Region P.A.A. shooting championships for 1995 - 1996 were won by a team representing Essex.

This team consisted of Insp Philip Webb, Clacton, Dc David Brooks, Basildon and Pc Alistair Sims, Basildon. The individual title was won by Insp Philip Webb.

Hockey

THE Croker Cup hockey competition was held at Headquarters on Sunday March 24 1996, with the following results:

1 Rayleigh (12 Croker Cup points); 2 Basildon (10); 3 Southend (8); 4 Braintree (7); 5 Chelmsford (5.5); 5 Headquarters (5.5); 7 Colchester (3.5); 7 Harlow (3.5).

Thurrock and Tendring were not represented at these championships.

Force Lottery

THE result of the March lottery is as follows: £1500 Pc Iain McKinnon, Brentwood Traffic; £1000 Sgt Graham Sharman, Stanway Traffic; £500 Edward Cosby, South Ockendon; £300 Christopher Mullin, Billericay; £200 Eric Turnbull, Colchester; £100 D/Insp Trevor Burdett, Colchester.

The following receive £50 consolation prizes: Pc Wayne Ferguson Basildon, Percival Jones Westcliff, Dc Edward Russell Harlow, Anne Smith Rayleigh, Insp Peter Hesketh Epping, Pc Philip Passfield Colchester Dog Section, Pc Andrew Swan Chelmsford Traffic, D/Sgt Michael Williams Clacton, Supt James Kynnersley Clacton, T.W. Ruby Smith Chelmsford.

Discount

THE Dengie Angling Centre, 14 The Street, Latchingdon, will offer all members of EPSPA 10 per cent discount on all sales. For further information contact the Force Sports Secretary.

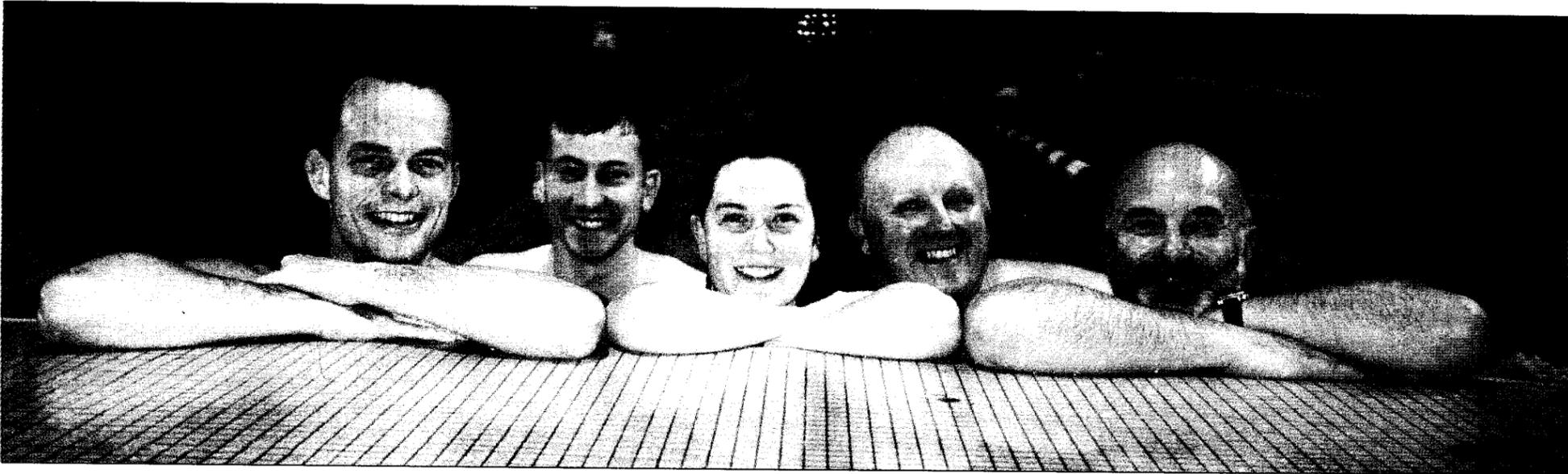
All profits from this event will be donated to Charities including the Drug Awareness Programme

Rayleigh Mill Rotary Club
proudly present
(By arrangement with Mr. & Mrs. D. Keddie)
An open air concert and picnic area in a natural amphitheatre
with
The Royal Philharmonic Concert Orchestra
Conductor: John Georgiadis

A Concert on The Lawn

Admission by Ticket Only Price £15.00
The Lawn, Hall Road, Rochford, Essex.
Tickets available from: Macallen Travel 30, Spa Road, Hockley, Essex

TICKET HOTLINES: 01702 207409 & 01702 203074



● A charitable team effort by Sgt Andy White, and constables Martin Garwood, Tony Ames, Andy Kemp and Linda McCormack.

Poor turnout for squash event

WHILST the county squash team is one of the strongest in the South East region several divisions failed to field a team in this year's Croker championships in Basildon.

Grays and Rayleigh met in the final of the competition at Club Kingswood.

The Rayleigh team of Peter Osborne, Charles Quad, Peter Rawlings, McDougal and Paul Ahmed, had beaten Harlow and Chelmsford after a first round bye.

Grays had beaten Southend and Colchester in the first two rounds and went through to the final after neither Headquarters or Basildon could field a team.

Grays, comprising Graham Carter, Alec Vowles, Nick Treadway, Jerry Ryder, Danny Cooper and reserve Alan Bromley, came out on top beating Rayleigh 15 games to one.

On behalf of those involved this, it is hoped that every division will make the effort to field a team in the next competition.

Jason hindered by injury

A BAD ankle injury hindered Pc Jason Foster when he represented Essex in the Regional Squash Championships.

Having won the men's open for the past two years, he still made it to the final, but after a very close fought match had to eventually admit defeat.

Jason, from Harlow, was one of five Essex officers at the competition held at the Herts Country Club.

Later in the month Essex played Thames Valley Police in a league game winning 4-1. The result means Essex could again win the Regional League for the second year.

A watery wager

A PINT and a curry were the essential ingredients to end an evening of fund-raising by a group of dog handlers.

Andy White and Martin Garwood, from Sandon, Andy Kemp from South Ockendon, Tony Ames, from Rochford and Linda McCormack, from Tilbury all competed in the BT Swimathon with the

main recipient being Childline.

With the free loan of Clements Hall Pool in Hawkwell, the fivesome had three hours put aside to swim 5,000 metres between them. However, they finished ahead of time and on totting up the pennies found they had raised an admirable £300.

And it doesn't stop their, as the group have every intention to train for next year's competition.

Football finale

AS the football season draws to a close Essex Police players are preparing for their annual dinner dance.

The formal occasion is planned for Friday, May 24 and tickets are priced £17.50 per person.

Karaoke will feature at this year's event and all past and present members of the Essex Police Football Club are welcome.

For tickets contact DS Cliff Haines at Basildon.

Can Seaxes be saved?

AN appeal in *The Law* for people to join the ranks of the Seaxes Auto Club, proved in vain, and it looks as though the club has no option but to fold.

Seaxes has been operating for some 28 years and was originally formed by instructors at the Driving School. The club has been very successful over the years with members participating in all forms of motor sport such as rallying, stage rallying, autotests, fun events and marshalling at rallies and races.

In addition Seaxes used to run a motor sports accessory shop at Headquarters. Opening only at lunchtimes, takings were frequently in excess of £1,000 each week. For many years Seaxes were the main organisers of social functions at Headquarters, discos, dances etc, for New Year's Eve and many other occasions.

Unlike the early days when only police staff members, currently the club only functions through the support and commitment of a number of non-police personnel.

With under 10 active police members at the the current time the club can't continue to oper-

ate as the Essex Police Motor Club, when police staff membership does not achieve 20 per cent of overall membership.

Unless there is a sudden influx of 30 plus police staff to participate in driving skill/train-

ing sessions and grass roots motor sports events, the club will fold.

For anyone with a view on the future the AGM will be held in the Headquarters restaurant at 7.30pm on Wednesday, April 24.

Barry creates another win for Colchester

Colchester Police 47, St Osyth 7

THIS was the second victory for Colchester against local opposition, the St Osyth side including a number of players from the Brightlingsea and Clacton rugby clubs.

The game though was dominated by the forward play of Colchester and the incisive passing of Marc Barry, which attributed to the vast number of trys scored by Colchester.

Early into the match Colchester scored three quick trys from the forwards - by Fraser McRae, Reg Palmer, and a superb solo effort from second row George Meaghan.

Further good work by the forwards near

the end of the half, brought two further trys by Tim Johnstone and a one-handed dive into the corner flag by Jason 'Bootsy' Boots.

St Osyth replied with one try before half time, this was then followed in the second by three trys from scrum half, Simon Garston, one of which involved a run from the half way line evading three tackles.

The remainder of the game followed this pattern with continuous breaks and chances being created by Marc Barry. This was a promising result, as the Police face their toughest opposition with a game against Colchester Rugby Club.

Sailing support needed

SAILOR and police officer Dick Houghton is appealing for someone with a vessel suitable to act as a safety escort for a canoe attempt across the Channel in June.

The trip will take place on June 15 and 16 and in return all expenses will be paid including a meal and a few drinks in a nice Calais restaurant.

If you can help contact Dick at the Training Centre on 01245 491491 ext 56144.

THE LAW

The Law was edited this month by Kim White and Norman Hicks.

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Next issue

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