



Tending HQ opening - P2



Special school role for Pc - P8



Divers' boost for Matt - P9

Essex officers to get CS spray

ESSEX Police officers are to be issued with CS Spray - possibly from next month.

Essex, together with a further ten forces nationwide, have made their orders for spray canisters and are now awaiting delivery.

The decision to use CS spray in the county has been taken after thorough analysis of the trials carried out last year.

The trials looked at the safety of the sprays and indicated that the public generally welcomed their introduction.

The canisters to be issued resemble small hairspray cans and will be worn on utility belts.

Once the canisters have been delivered a comprehensive training programme, already being planned, will be undertaken.

As with the introduction of batons, officers will be issued with CS spray *only* on the completion of the training programme.

ACC (Operations) Geoffrey Markham said he hopes the spray will become a key defence tool for officers. "It means less force than a baton being used to achieve the same objective" he added. "However, an officer's conversational skill is still the first defence".

He also hopes the spray will continue the decline in the number of assaults on police. In 1996/97 a total of 133 assaults were reported, a considerable reduction on the 214 assaults reported in 1994.

The delivery of sprays is expected around August, subject to commercial pressures.



East meets west and takes a rest. Line dancing and aerobics instructor Pc Derek Sewell takes a breather with Egyptian dance team Spirit of the Nile.

Health Fair puts the fun into being fit

STAYING fit can be fun.

This is the message that went out at the Essex Police Health Fair.

And to prove it, visitors saw a wide range of activities, from aerobics to Egyptian dancing.

The event, staged by the force's Occupational Health Unit at the Essex Police Training Centre, was open to employees and their families.

As well as encouraging fitness by taking part in active pursuits, experts were on hand to explain the back-up services available, such as acupuncture, dietary advice and sports massage.

Five-a-side football and mixed hockey tournaments gave sporting types an opportunity to show their fitness.

WINNERS

Winners were: Men's Five-a-Side Football, Dog Unit; Women's Five-a-Side Football, Tending Division; Mixed Hockey, Witham Hockey Club.

The fair had a charitable spin-off.

More than £400 was raised and this will be divided between the British Heart Foundation and the appeal for Felicity Odell, the teenage daughter of an Essex Police officer, who is being treated for a brain tumour.

The top prize in the fair's draw, a weekend for two at the Henlow Grange Health Resort, Bedfordshire, sponsored by PPP, was won by Mary Smith, of force caterers Gardner Merchant.

Other main prize winners and another picture can be found on page 9.

New appointments in wake of Force review

CHANGES IN COMMAND

by Norman Hicks

NEW faces will be at the helm of many Headquarters and territorial divisions, following the announcement of major changes at command team level.

Explaining the rationale behind the changes, ACC (Support) Charles Clark said: "Acceptance of the main recommendations of the Scoping Study report gave us an opportunity to look at the deployment of Superintendents, taking into account the future needs of Essex Police and, indeed, the development of the individuals.

"The moves are seen as very positive and part of an on-going process to make

best use of the skill and experience of our senior officers," he said.

As reported in the June issue of *The Law*, Supt Lee Weavers, formerly at Harlow, becomes Commander of the new Crime Support Division.

The former head of Community Safety, Supt Andy Hayman, takes over as Divisional Commander at Chelmsford, while his predecessor there, Supt Bob Ward, moves to the new Corporate Support Division.

Supt Graham Furnival leaves the former Corporate Support Department to become Divisional Commander at Harlow. Supt Dennis Sheppard will leave Harlow later this year

to take command of Basildon Division.

Thurrock Divisional Commander Supt Bob Good moves to the Essex Police Training Centre and his place will be taken by Det Supt Mick Gamble, who leaves Corporate Support.

Supt Peter Durr leaves the training centre to move to HQ Personnel (Staff Development).

His predecessor, Supt Doug Adams, moves from Staff Development to become Divisional Commander of Traffic, with Supt Des McGarr leaving that post to join Corporate Support as joint commander with Supt John Rhymes.

The head of Complaints and Discipline, Supt Ian

Gruneberg, becomes Divisional Commander at the Force Information Room and his place will be taken by Supt Graham Dossett, formerly in Management Support.

Supt Mick Hicks moves to Corporate Support from his post as Divisional Commander, Operations.

He will be replaced by Supt Ian Cotgrove, currently Divisional Commander at Basildon.

Promoted to Superintendent are Chief Inspectors John Coyle, moving from Staff Development to become Corporate Support programme manager, and Peter Sheldrake, who takes over as head of HQ Community Safety from his previous role as Operations manager at Colchester.

Continued on page 3.

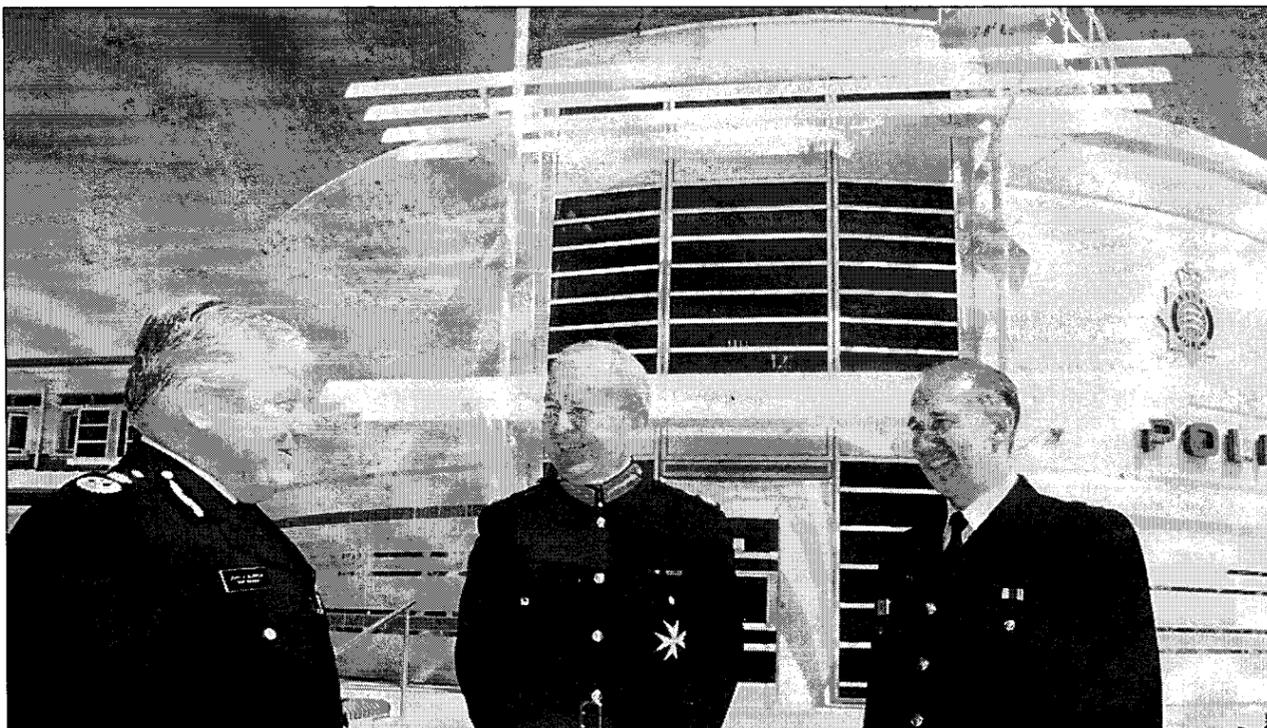
Tendring HQ official opening ceremony

CLACTON'S £4m state-of-the-art police station has been formally opened by the Lord Lieutenant of Essex, Lord Braybrooke.

Welcomed by Chief Constable John Burrow and Divisional Commander, Supt Jim Kynnersley, the Lord Lieutenant unveiled a plaque to mark the occasion and, together with visiting VIPs and representatives of all those who had played a part in its design and construction, were taken on conducted tours of the Beatrice Road building.

The distinctive nautical theme of the new police station, designed to reflect Clacton's maritime history, was the main talking point among those paying their first visit to the premises.

Mr Kynnersley thanked everyone who had played a role in developing the new divisional HQ, which he said was a vast improvement on the former, Victorian building, which had served the local community for almost a century.



●Chief Constable John Burrow and divisional commander Supt Jim Kynnersley welcome the Lord Lieutenant of Essex, Lord Braybrooke, centre, to Clacton's new police station before the official opening ceremony last month.

Photo: Nick Strugnell, courtesy of East Anglian Daily Times.

Safety aim of group's action plan

THE Brentwood Community Safety Group has launched its Action Plan aimed at addressing the concerns of local people.

The group, which includes the local council, Essex Police, Brentwood Chamber of Commerce together with health and education officials, has put together the plan following a survey of residents.

Leaflets

Over 10,000 leaflets were distributed to various groups in the community throughout the borough.

The Community Safety Action Plan is looking in particular to tackle drink driving, burglary, personal safety in the street, drug abuse, car crime and cycling safety.

Conference '97 report

YOUR Branch Board raised two items regarding Special Constables on this year's Conference agenda. They concerned the hours of police duty performed for the purposes of the European Working Time Directive and also whether they would be entitled to perform police duties on days which have already been agreed as rest days with their employer in line with the European Working Time Directive.

It was agreed to remit both motions to the national committee for further consideration as they were still looking at the Directive and how it affected the police service in general.

A motion regarding funding the Special Constabulary from Hampshire, which instructed the central committee to stop Government using funds to increase the Special Constabulary, until the recommended numbers of regular officers is reached and all properly equipped was unanimously carried by Conference.

Two other Essex motions regarding changes to Conference procedures and rules were withdrawn. Your Branch Board has a representative on a regional working group looking for ways of improving our national Conference, which will report to the national committee.

An Essex motion concerning pensions - officers not being caste on ill-health but being retained until they pass six months' half pay and no pay, but are still serving - was lost. The central committee promised any such action would be met by taking the appropriate chief officer to court if they did not comply with the

Federation Newslines

by Brian Pallant



Offers for Members

OUR loan scheme with the Co-operative Bank is proving successful and application forms are available from the Federation office at HQ or you can call the bank direct for a quotation on free phone 0800 591682.

We have again received details of holiday chalets in Pembrokeshire at Llanteg, near Amroth. A 25 per cent reduction on normal prices for self-catering holidays is offered to Essex Federation members. Further details from Marilyn Carr in the Federation Office on extension 54555.

We have just received up-dated information from the Nat West regarding fixed rate mortgages with cash backs for Essex Police employees. They are: 6.75% (7.2% APR), Fixed until 31 May 1999, £400 cash back; 7.89% (8.41% APR), Fixed until 31 July 2002, £500 cash back; 8.09% (8.6% APR), Fixed until 31 July 2004, £500 cash back

For further details, please contact Louise Twiddy, our local Nat West Mortgage Support Officer, on 0171 378 9160.

Subsistence and Refreshments

THE saga over subsistence and refreshment allowances continues. We now have firm legal advice and a letter has been sent to the Chief Constable setting out our views as to how the regulations should be interpreted.

At the time of going to press, we are awaiting a response from the chief officer and also awaiting the response from our Open Meeting on June 23. Hopefully, we will be able to progress the matter forward, either by the Force reaching a decision with us in relation to our views or with us resorting, once again, to legal action through the courts, which we hope it will not come to.

Grievance Procedure: Equal Ops Advice

THE Force Equal Opportunities Adviser is responsible for monitoring all grievances and performs a non-executive role in relation to the grievance procedure.

However, the EO Adviser is available to provide confidential advice, support and guidance to ALL parties. This is true unless such action by the EO Adviser will compromise him or her or the integrity of the grievance procedure itself.

Similarly, he/she is available to advise on policy and procedure for grievance. He/she is not, however, responsible for the resolution of grievances, which is a line management function. The EO Adviser is responsible for monitoring the use and effectiveness of the grievance procedure and for reporting on this to senior management.

When a grievance is resolved, all original documentation and correspondence must be sent to the EO Adviser for confidential retention. Any copies should be destroyed as confidential waste. Under no circumstances should any forms or copies be placed on an individual's personal file.

Before the EO Adviser files the relevant papers, they will be examined to ensure that the grievance procedure

has been complied with and to discover any outstanding issues such as training needs and policy development. The Adviser will then feed back to the Division/Departmental head, outlining any further action which may be necessary. Confidentiality must be maintained in respect of the grievance in general, unless there is an agreement not to do so.

Revised forms with regard to the grievance procedure have recently been circulated via Policy Guidelines.

Concern

The Federation's concern is that the EO Adviser might be in a compromised situation if they are advising both sides in a grievance procedure. For instance, if an officer speaks to the EO Adviser in the first instance and submits an IT1 for an industrial tribunal claim, it is more than likely that the EO Adviser then gives the Force advice and, in some cases, actually writes the response for the Force on the IT3. This is a blatant conflict and, as a result, our members then lose confidence. The Adviser, of course, is employed by the Police Authority and, therefore, has to respond to the demands and wishes of management on grievance matters.

The Force have introduced a voluntary network of

advisers who can give advice to members without the same conflict. Your Joint Branch Board has also set up a sub-committee of nine advisers, three from each rank, under the guidance of the J.B.B. Secretary, Brian Pallant. They will be available to assist members and are being trained to also give advice on matters which could go to an industrial tribunal. Legal advice is always available from our solicitors.

We have kept the officers separate from our discipline panel because we are aware that, sometimes, in a discipline those officers could become respondents and need similar support. Also, it is paramount that, if our solicitors are already representing an officer on discipline who is linked or likely to be a respondent, then the EO sub-committee will go outside to a different firm of solicitors so, again, there is no conflict in the matter.

Mid-week Breaks

WE are pleased to announce the introduction of mid-week breaks at many of the hotels in both the Jarvis and Friendly Groups. Initially this will be for a trial period of 3 months (July and August, but excluding the August Bank Holiday). For further details, please ring Marilyn Carr on extension 54555.

Changes at the top

●From page 1.

The moves involving Superintendents Cotgrove, Sheppard and Furnival will take place over the next three months to allow a hand-over period in the affected divisions. All other moves have taken immediate effect.

WHO IS WHERE?

Basildon:

Supt Dennis Sheppard (Divisional Commander)*

Chelmsford:

Supt Andy Hayman (Div Cmr)

Community Safety:

Supt Peter Sheldrake

Complaints & Discipline:

Supt Graham Dossett

Corporate Support:

Supt Des McGarr

Supt Bob Ward

Supt Mick Hicks

Supt John Coyle (Programme Manager)

Crime Support:

Supt Lee Weavers (Divisional Commander)

EPIC:

Supt Bob Good

FIR:

Supt Ian Gruneberg (Div Cmr)

Harlow:

Supt Graham Furnival (Div Cmr)*

Operations:

Supt Ian Cotgrove (Div Comdr)*

Personnel (Staff Development):

Supt Peter Durr

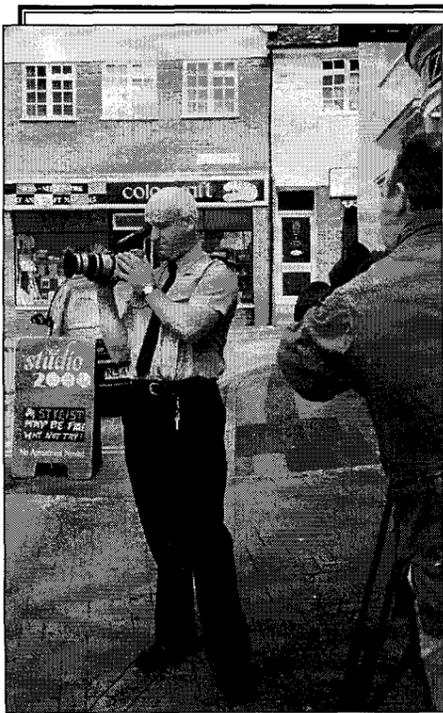
Thurrock:

Supt Mick Gamble (Div Cmr)

Chief Insp Terry Shearn (Operations Manager)

Supt Doug Adams

* with effect from 09.97



●PC Ian O'Sullivan demonstrating the new video camera.

Video scheme aims to deter town's anti-social jobs

THE picturesque town of Saffron Walden is not noted for its criminal activity, but it seems to have more than its fair share of anti-social youngsters.

This is a source of tension with local residents in the town and it was decided to initiate an action plan that had been used successfully in other parts of the country and indeed in the United States.

Uniformed officers are using video cameras to film youngsters who are involved in underage drinking, causing minor criminal damage, noise nuisance or generally misbehaving then this video footage will be taken to the youngsters' homes and their parents will be asked to view the evidence.

Police have been keen to stress that they are talking about a very small minority of youngsters who are causing the problems and it is hoped that the publicity received will, in itself, act as a form of deterrent.

Inspector Nigel Robinson said: "Youth crime is a major challenge for the police and society as a whole and the skill is to apply imaginative solutions to a range of problems.

"Most officers are convinced that parental censure still holds considerable fear for many youngsters. This solution is being based on the principle that most parents are concerned about where their children are and what they are doing. It is hoped that parents of offending youngsters will impose the appropriate sanctions."

The video scheme will run for a period of three months in conjunction with other policing initiatives.

Inspector Robinson says it is too early to comment on the response to date but hopes all the publicity the initiative has received in both the local and national media will influence the youngsters to have a greater respect for other people and their property.

Force prepares for Year 2000 'big bang'

by Ruth Collin

MAJOR plans are underway to prepare Essex Police for the Year 2000.

All computer-based equipment is to be checked by IT to ensure that it is compliant with the new century. Work is already well underway and all departments and divisions will be contacted by IT in the near future.

Any equipment incorporating a micro-chip could be susceptible to the 'millennium problem'. Without advance preparation, it is feared that electrical equipment may misinterpret the date caus-

ing at best printing difficulties and at worst complete failure of the system.

An IT questionnaire sent out earlier this year has provided a vital list of equipment across the force that will need to be checked. Together with MSD and Estates Management, IT will be assessing how best to check all these items. This includes a wide range of products from computer software to car park entry barriers.

However, IT say they are

concerned that some items of software have not been declared. Head of IT, Dave Gosling, said: "There are undoubtedly some PCs running with software not installed by us. We are in the process of checking with all our official software manufacturers, but it is vital that you tell us about any programme you use so that we can make sure it will continue to operate after the year 2000".

IT have already contacted around 35 suppliers to

assess if their product will work beyond the end of the decade. If the system will not cope with the year "00" then staff will be working closely with the manufacturers to either update or replace the item.

Already IT are aware that the Essex Police command and control system, IRIS, will not operate in its current form after the year 2000. IRIS manufacturers have said the current system cannot be updated to cope with the new century, but they have produced an up-to-date version of the system which may be considered.

Dave Gosling said: "This is clearly our main priority at the moment. A decision will be taken over the next few months whether to stick with IRIS or move to another system so that the new service will be up and running by the end of the decade".

In addition, the major incident computer system, HOLMES will also need updating or replacing. HOLMES 2 has already been developed by the manufacturers, but the existing system can also be updated.

It is intended that EPIC will replace the existing crime recording system by the year 2000.

Officer of the year sought

ARE you involved in community policing?

Do you know of any Essex Police officers who deserve recognition for their work in the community?

If so, then you or they could qualify for an award.

Nominations are currently being invited for the 1997 UK Community Police Officer of the Year award, to be presented at a dinner in January 1998.

Nomination forms are available from Nikki

Banyard in the Community Safety Department at Headquarters (extn 54222) and must be completed and returned by August 1.

Chief Constable John Burrow is encouraging officers to take part in the scheme.

He said: "Essex Police has many officers involved in excellent community policing initiatives and it would be pleasing to have these achievements recognised by winning this award."

Vital to keep victims informed

VICTIMS of crime want to be kept informed about their case - that's the response from the latest survey of victims of violent crime carried out by Essex Police.

The key comment received from the victims surveyed is that after the initial crime complaint is made, few are kept informed as to how the investigation is progressing. One victim said: "Even if nothing is happening it would be nice to know my case has not been forgotten." Another said that they would have appreciated more explanation about how the

case would progress.

Overall, this latest round of surveys shows that public opinion of the service remains high. The results showed over 80 per cent of the victims who responded were satisfied, or even very satisfied, with the overall service received from Essex Police. Encouragingly, over 90 per cent of respondents said they found the officers to be helpful and polite. One victim commented: "The police must be commended for their public spiritedness and professionalism".

When asked about the attitude of officers the main theme of complaint was that those dealing showed a lack of interest and compassion. "Officers need to be more sympathetic and understanding" was one opinion.

Support

Commenting on the survey, Assistant Chief Constable (Designate) Jim Dickinson said: "It illustrates a high level of support for our services, but there are people expressing some dissatisfaction and it is important to

listen and act upon their comments.

"Although the officers attending an incident may have several others to deal with, for the victims it may be their first and only contact with the police. It is important at such a traumatic time for every officer to provide the level of sensitivity and reassurance that the victim is entitled to expect."

Of the 533 questionnaires sent out, a total of 120 were returned. The results have been circulated to Divisional Commanders.

her way.

BRAINTREE officers were called to a report of a road accident in the town, a passing driver had seen a motorcyclist by the side of the road with a lot of blood around his face. On arrival, the unit found that in fact a bee had flown into the rider's helmet and stung him on the nose.

* * *

A BURGLAR was caught in Rayleigh after returning to the scene of his crime. Officers were called to an industrial estate to a report

of a theft of some electrical equipment. The suspect had left the scene but officers were called again later that afternoon when he'd returned because one of the items he had stolen didn't work properly.

* * *

A WOMAN in Southend phoned to report a burglary at her premises - her video recorder was missing. Officers attended and could find no sign of a break-in. The mystery was solved when the video was found - it had fallen down the back of the unit.

* * *

AND finally, Saffron Walden officers were called by a local farmer inquiring about a helicopter which was flying low over his land. The caller asked: "Is there anything that can be done, because it's frightening my sugar beet?"

Law letters

Send your letters to:
The Law, Press
Office, Police
Headquarters, PO Box
2, Chelmsford, Essex.

Declining dress standards are sign of times

I WAS very interested to read the letter Don Daldry had written concerning the number of times 'on duty' policemen are to be seen when not correctly dressed.

However I can assure Don that this is not confined to Essex but is prevalent throughout the UK, at least in the parts I have visited.

Is it not just one aspect of the general degeneration of standards and the wide spread slovenliness which has befallen our society?

Whether this slackness in standards of dress permeates into the standards of performance I would not know and I have never yet been accused of saying "when I was in the job".

Respect

As for the general public's lack of respect for the police service, this has been a worry to the service, certainly when I joined in 1959 and no doubt for many years before.

Since my retirement I have been privileged to make the acquaintance of many serving officers and found them not so very much different to officers with whom I served.

I can only admire those young men and the service in general, and hope that the future will bring success to the service and happiness to its members.

Mr S Jeffery

Cancer Appeal seeks your help to serve on committee

I HAVE recently become Chairman of the Macmillan Essex Appeal.

Macmillan Cancer Relief is a national charity devoted to the care of people with cancer and their families.

As part of this work, the Essex Appeal was launched in September of last year to raise £1m which will enable the charity to provide eight additional Macmillan Nurses, a Family Support Worker and provide financial assistance to benefit cancer patients in the county.

I am pleased to say that Her Majesty's Lord Lieutenant of Essex, the Lord Braybrooke, agreed to become our Appeal President.

We are now in the process of setting up a county-wide Appeal Committee consisting of about 15 people who are well known in the area and who are representative of different types of local business, the professions, the county and possibly the

statutory authorities as well as representatives of significant interest and voluntary groups in the county.

Essex Police is, of course, one of the important constituent parts of the county and, to that end, I wonder if there is anyone who is prepared to serve on the committee.

The committee's main role will be to network and to bring to the appeal as much information, personal contact and introduction as possible.

Some six months on, the appeal has reached the £350,000 mark, thanks to the support of many individuals and organisations around the county but obviously we have a very long way to go and any help with fundraising, however small, would be very much appreciated.

I can be contacted during office hours on 01206 562296.

Christopher J Homes
Appeal Chairman
Colchester

Proud that so many paid tribute

I WISH to express my sincere thanks and immense gratitude to the many friends and colleagues who attended the funeral of my dear husband John Bunn, who died on May 19.

I would especially like to thank the members of the Dog Section and the Mounted Section at Southend who paid their respects on his last journey.

I will always remember how proud it made me feel that so many of his friends came to say goodbye to him.

Those who worked with John during his years in the Dog Section will know that he really enjoyed being a member of Essex Police and, even in retirement, there was rarely a day when he did not speak of it.

John was a special man who will be sadly missed.

Mrs Tina Bunn, Hawkwell



Take care on the streets of Essex

I READ with dismay about the two young police officers who were on plain clothes patrol, in an unmarked police car, who upon seeing a crowd of louts fighting, went in to try to break it up and were injured for their efforts.

May I, as an ex police officer, offer a

little advice? If you are out on plain clothes duty, don't go in headlong. Wait for uniform back-up.

One of the young officers received facial injuries, which didn't seem to be too serious, but could have been very serious.

Brave they were, as a senior officer said, but on reflection stupid - no offence intended.

To you young Braves, think before you leap. It's dangerous out there. Good luck.

Doug Richards, Southend

We want your old Police cars!

DO YOU own a preserved police car?

The 1997 International Lledo Show takes place at The Imperial War Museum, Duxford, Cambridgeshire on Sunday, September 14th 1997.

The show celebrates the 60th anniversary of the '999' service and the 15th anniversary of the only British made die-cast model car makers, Lledo PLC. The show is the largest of its type in the world and regularly attracts thousands of visitors from countries far and wide. Arena events will see the various ser-

vices demonstrating their skills plus many more entertaining activities.

We would like your help in locating restored or preserved vehicles from the emergency services including the police, fire, ambulance, mountain rescue, mine rescue and coastguards. If you own, or know anybody with one of these vehicles please contact the organisers.

As well as preserving the past, we are keen to promote the vital work performed by today's emergency services.

The effectiveness and efficiency of the services will also be seen through a series of 'friendly' competitions. If your division has a particular talent or skill and would like to pit themselves against other divisions this could be a great opportunity to show that you are 'simply the best'.

If you can help with any of these requests please call the show organisers on 0121 550 3344 or 0121 550 8855 and ask for Ray or David.

Unhelpful article widens 'Them and Us' divide

I HAVE just read my May issue of *The Law* and was dismayed to read 'Ask a silly question' by Sgt Steve Nuttall. The article poked fun at the responses to a county wide Neighbourhood Watch survey.

Neighbourhood Watch co-ordinators are unpaid volunteers and, generally, thin on the ground.

Divided

Publishing comments like Sgt Nuttall's disgruntles co-ordinators like me and alienates any not-so

active co-ordinators even further. Even more, such articles reinforce the 'Them and Us' divide that prevails between the police and civilians, rather than showing mutual support and encouraging better ways of working together.

The comments may not have been what Sgt Nuttall was looking for and may seem petty but they are responses that people have taken the time to make.

Neighbourhood Watch co-ordinators are not often asked by the police for our

opinion so, given the opportunity on this occasion, no wonder people used it as an opportunity to get things off their chest

Maybe Sgt Nuttall forgot that Neighbourhood Watch co-ordinators receive *The Law* and so would read his sarcastic asides.

Daphne Carter
N/Watch co-ordinator,
Stansted

PS The relationship between the police and Neighbourhood Watch in Stansted is brilliant.

Thanks for helping Felicity

MAY I through *The Law*, and on behalf of the Odell family, express our sincere thanks and gratitude to all those readers who have made donations to the Felicity Odell Appeal Fund.

A special thanks goes out to Pc Laurie Rampling who donated most of the sponsorship money he received for running in the recent London Marathon to our appeal.

I have also received a number of individual cheques, some of which I cannot reply to, as those donating wished to remain anonymous, so to those again thanks.

Felicity has now received initial treatment in Canada, but it is too early to say whether there has been an improvement in her condition. However, we all remain hopeful.

The fund now stands at £25,352.62 with money still coming in through various sources. Any money which is not used for Felicity's treatment will be donated to the Macmillan Nursing Trust and the Little Haven Children's Hospice at Rayleigh.

Sgt Gordon Muir, Fund Liaison
Grays Police Station

Booklet in aid of widows

IN conjunction with Pineburn Press, of Hockley, I have produced a booklet: *The memories of an ordinary man*, which is a personal account of my life as a Cathedral chorister, peacetime Grenadier, young and old policeman, fighting in Churchill tanks etc.

It has been described as a frank, fascinating, good read and is available from me at £10 a copy, with part of any profits going to the Former Southend-on-Sea Constabulary Widows and Children's Fund.

I was a member of the Southend-on-Sea Constabulary from 1938 to 1968, retiring as an inspector.

In those days we were virtually an efficient family affair, in that most officers knew each other, which led to good comradeship.

I can be contacted at the address or phone number below. Cheques should be made payable to A. Rickwood.

Ex-Insp Archie Rickwood,
29 Alton Gardens, Southend-on-Sea, Essex
tel. 01702 248150

Driving School's diamond jubilee

THE Essex Police Driving School celebrates its 60th Anniversary this year.

As part of the celebration, a driving competition is to be held. Notices are being circulated to police stations.

An application form and set of competition rules will be available by phoning the Driving School administration office Ext 53625/8.

Prizes will be awarded at the Driving School on September 12. Final arrangements are still in hand.

In addition an Open Day is planned for Saturday, September 13 for all employees of the Essex Police and close members of family.

Food/drinks (soft of course) will be available and possibly an ice cream vendor.

Go karts are being negotiated for the (cleaned) skid pan (adults) and in front of Garage Services (under 12s). Proceeds from food, drinks and go karts will be in aid of the "Dial-a-Dream" charity.

Classrooms will be open with various displays and computer presentations.

There will be an air bag demonstration and a display of cars and motorcycles through the ages.

Entry is by ticket only. To obtain yours, please fill in the application form on this page and send it to the Driving School administration office, at the HQ Driving School.

**DRIVING SCHOOL
OPEN DAY
Application Form
Saturday September 13, 1997**

NAME:

STATION:

TEL NO:

PLEASE SEND ME.....TICKETS

Points from the past

25 YEARS AGO
Charles Kelly was appointed ACC (Personnel).

20 YEARS AGO
A new division - Rayleigh - was formed, complete with new Divisional HQ.

15 YEARS AGO
Pc Peter Wringe was killed when he fell from the roof of a warehouse where he was investigating an alarm call. Pc Wringe was 23 years old and had been with Essex Police just 6 months.

TEN YEARS AGO
The first ever Force Fun Day was held to raise money for Special Olympics UK.



●Visiting Essex Police HQ, the group of officers from the Slovak Republic, with retired DCC Peter Simpson, right, and Essex Pc John Mertl, third from right.

Czech visitors

ESSEX Police played host to a group of officers from the Ministry of Interior in the Slovak Republic last month.

They were accompanied by retired Deputy Chief Constable Peter Simpson and Essex Pc John Mertl, who has Czech origins and who is currently seconded to Humberside Police, from where he arranges exchange visits between his home land and the UK.

The visitors, accompa-

nied by an interpreter, spent time with Complaints and Discipline, Colchester DHQ, Stanway Traffic, the Police Complaints Authority and the office of Her Majesty's Inspector of Constabulary, in London.

They were also given a tour of Police HQ at Springfield.

Mr Simpson visited the Slovak Republic in April and this was the return.

Grievance procedure to be streamlined

THE Essex Police grievance procedure is being streamlined.

The administration of formal grievances has been adapted to include all stages of the procedure on a single form.

Once a formal grievance is invoked an initial 'Registration Form' will be completed.

This sheet now also includes questions relating to Equal Opportunities monitoring, for example sex and ethnic origin.

As the grievance procedure develops, a single form follows the action through its three stages.

Equal Opportunities Officer, Jan Woodhouse, says this will reduce the administration neces-

sary.

She said: "The aim was to simplify the completion of the forms and also to encourage their completion. In addition, the new registration form also allows us to carry out equal opportunities monitoring and keep a check on what the main areas of grievance are."

Conduct

A total of 44 grievances were recorded by Essex Police staff last year.

The majority were reported by officers. Nine support staff instigated proceedings. The majority

of complaints related to conduct and attitude issues.

Equal Opportunities say they believe this shows a healthy increase in awareness of issues and the increasing confidence of staff to report such problems.

They also say they believe grievances are still taking too long to resolve and feel that there is a need to grasp matters more effectively at the initial stages of complaint.

Encouragingly, last year did show a steady increase in the number of staff making contact with the network of Voluntary

Grievance Advisers.

Equal Opportunities say this service, together with other groups such as the Maternity Support Networks, continue to provide valuable support to staff.

Assistant Chief Constable, Charles Clark said: "The recent review of grievances has shown encouraging trends, but Essex Police intends to be even more pro-active to ensure staff are treated properly, whilst ensuring equal opportunities issues are resolved by clear and vigorous, early action.

"Equal opportunities is one of the most important issues and we will continue to take a very positive stance in this area," said Mr Clark.

Campaign to bring harvest home safely

ESSEX Police, on behalf of ACPO Traffic Committee, is endorsing a National Farmers' Union road safety initiative, as part of its commitment to reduce death and injury on the county's roads.

The NFU underlined its "Country Road Code" ahead of this year's harvest at a launch at its London headquarters last month, addressed by NFU Deputy President Tony Pexton.

The code lists eight steps farmers and growers must take to help make country roads safer.

- They are:-
- Pull in - avoid queues behind you
 - Ensure your vehicle is

roadworthy - it is the law

- Check brakes, lights and steering before use
- Secure any load
- Guard/reposition safely sharp edges and spikes
- Do not overload any vehicle
- Use your lights and amber beacons
- Keep the road clean

There have been 16 death or injury accidents involving agricultural vehicles in Essex in the past two years.

Four involved agricultural vehicles turning right, four were on narrow roads, one vehicle was unlit and another

accident involved a trailer toppling over.

Drivers often fail to appreciate the slow speed of agricultural vehicles or simply fail to see their approach.

Endorse

Sgt John Sones, of Essex Police Traffic Division's traffic management unit, said: "We are happy to endorse the NFU initiative and would emphasise the need for road users to be aware at all times of the year of the potential hazards posed by agricultural vehicles."

He urged farmers and growers to follow the "Country Road Code" and to make their vehicles

more visible, positioning amber flashing beacons high on their vehicles so that they can be seen above hedgerows.

Loads of hay, for example, should not be allowed to obscure tractor or trailer lighting.

Other road users should maintain a safe distance from agricultural vehicles and always be on the alert for their approach, especially at this time of year.

"We would also urge drivers of agricultural vehicles to try to avoid peak times for travelling where they could cause delays for other traffic," he added.

Flag tribute to colonial friends

ON Monday, June 30, to mark the handover to the People's Republic of China of the former British colony of Hong Kong, Essex Police flew the flag of the Hong Kong Police at its Springfield Headquarters.

Over many years links have been forged between the two Forces and there have been especially strong friendships formed between the Essex Police Choir and officers of the colonial Force.

Operation Mermaid nets 79

OPERATION Mermaid, a national multi-agency road safety initiative, took place on Tuesday, June 10, when traffic police stop-checked light and heavy goods vehicles as part of an initiative to enhance road safety.

In Essex 79 vehicles were stopped and nine issued with prohibition notices. Of these four were with immediate effect and five were deferred.

Fifty of the 79 vehicles were dealt with for offences, including breaches of tachograph regulations and weight restrictions.

One vehicle was found to be a stolen Ford Transit van, which had been converted into an ice cream van.

Other agencies involved included the Department of Transport, Benefits Agency, Customs and Excise and Trading Standards.

Specialist team

Drug on d

DRUGS have become more or less a daily topic for... was reported that a 13-year-old schoolboy had become... the club drug Ecstasy.

Locally we have seen the death of schoolgirl Leah Betts, the brutal murders of three known dealers and huge efforts by Essex Police to crack down on the problem through drug education and proactive policing.

One of the units helping to make an impact by way of proactive investigations, is the drugs squad based at Headquarters.

Ten years ago the unit comprised 12 officers. Now, despite a phenomenal rise in drug dealing, there are only ten. However, by working closely with uniformed officers and detectives on

division, they have achieved some excellent results.

The majority of the unit's work is surveillance and the cultivation of informants and as such enquiries can be very long and

drawn out. Some operations have gone on for years, many for months at a time, but dealing with the more established criminals the results can eventually prove very rewarding.

Dc David Bates, who has been with the unit for a number of years, explained that working with the 'higher class' of criminal can in some respects make the job easier.

He said: "Almost all of our work is based around good quality informants, so you have a starter for ten immediately. That's where we score as opposed to officers just drawing a warrant on the say so of someone on the lower tier. In that respect we are able to take our time by building on intelligence and information."

But time and money ploughed into a protracted enquiry makes it all the more important to get the strike right.

David explained: "You can blow a whole operation by getting the eventual hit wrong. Hopefully when we are out on surveillance the experience of the officers leads to good judgment and a good result. If the opportunity doesn't arise you have to learn to walk away and hope that you can fight another day."

As frustrating as this waiting may seem drug dealers tend to be creatures of habit with a supply and demand to maintain.

Pattern

"You can sit on a dealer, on two particular days in a week and see that he is busy in a particular commodity, be it Es, or cocaine, and know that next week he is likely to be following exactly the same pattern," said David.

And of course, the higher the 'quality' of criminal the higher the 'quality' of informant. When you reach the leagues of multi-hundreds and multi-thousands of Ecstasy tablets and you take into account the courts' hatred for Class A drugs, you could be looking at a ten-year sentence on a guilty plea. This in turn leads to a higher quality of informant and usually, when caught, full admissions.

David explained: "Because of the nature of our work, most of them are guilty pleas. The only jobs where the pleas tend to be not guilty are manufacturing jobs when those arrested know they could be looking at sentences well into double figures. It's then they try to fight it all the way."

The day I joined the drugs unit on a surveillance we unfortunately had to pull out and "fight another day".

But the wait paid off with a seizure of 700 Ecstasy tablets with a current street value of about £7,000 and one arrest. The court result is pending.

Most major league drug dealers began their criminal 'careers' as thieves and burglars, graduating on to perhaps

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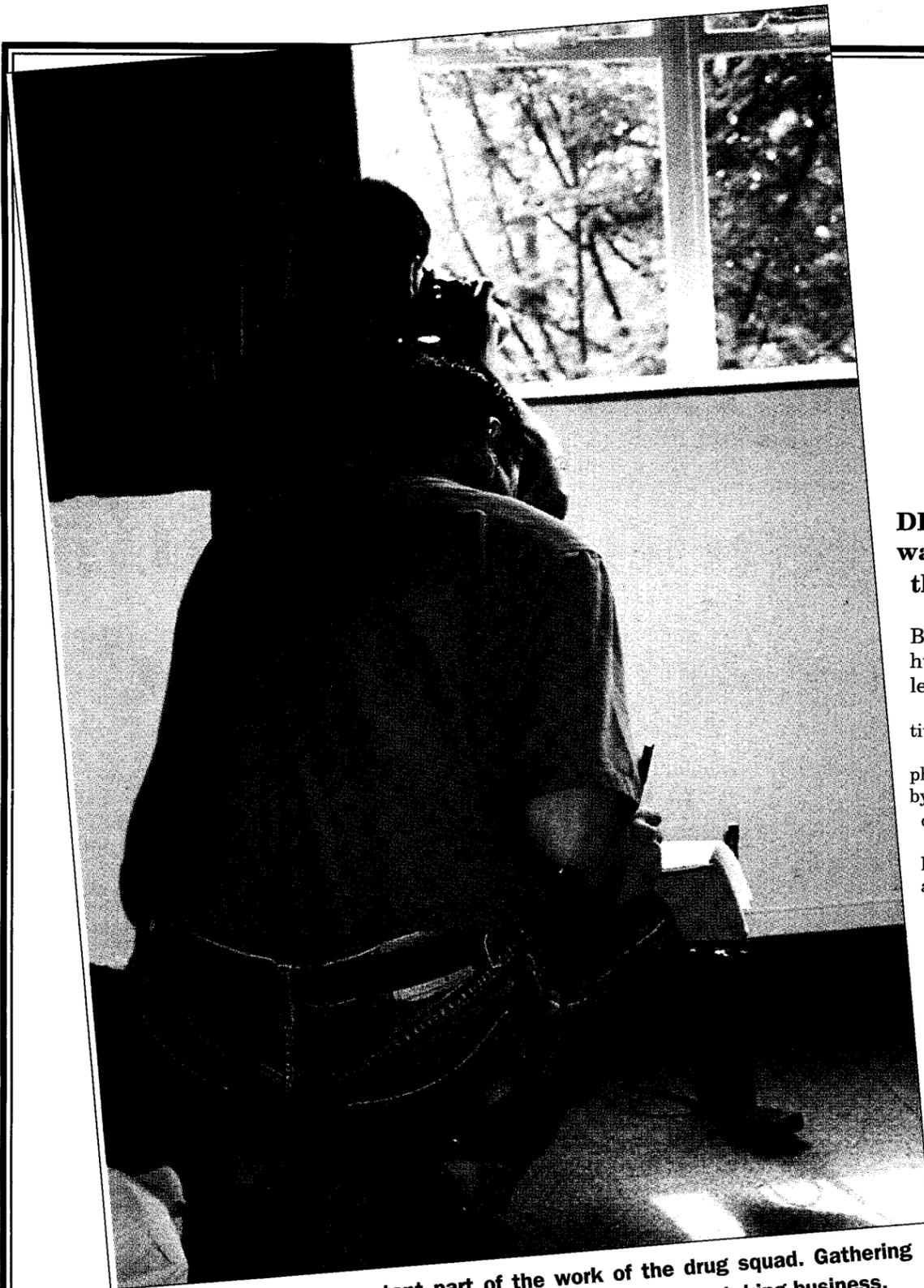
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●Surveillance is an important part of the work of the drug squad. Gathering evidence which will be acceptable to a court can be a painstaking business.

Putting a price on seizures not easy

PUTTING a price to seizures is never an easy task as it depends greatly on the purity of the drug being sold.

There is a national guideline of current prices but large seizures will be worth more, once broken down into street size deals. In turn, the purer the wholesale the greater the chances of cutting the drug with something else, such as caffeine or glucose, again allowing a greater number of individual 'fixes'.

As a result at least once a week a drug squad officer is required in court by the CPS to give valuation statements regarding seizures on division.

Just some of the larger seizures in the last 12 months are outlined below.

December 14, 1996 - Essex officers joined forces with Scottish officers to smash a manufactur-

ing operation in Scotland. Component parts of the laboratory were purchased in Essex. Eight people were arrested and the potential resale value of the drugs being produced was £8m.

July 17, 1996 - One man was arrested for importing 80 kilos of cannabis resin through Stansted Airport. The shipment was valued at £174,000.

September 21, 1996 - Three men were arrested for possession with intent to supply 13 kilos of amphetamine sulphate, valued at £1m. The drugs had an exceptionally high purity level of 39 per cent.

December 21, 1996 - Seven people were arrested for being involved in the importation of six kilos of cocaine, 50 kilos of ecstasy and 20 kilos of amphetamine sulphate, valued at £8m.

Officers praised

SUPT David Bright, ultimately responsible for the work of the drug squad, is concerned at the rise in seizures.

He Said: "For all the good work being done by the drug squad and the divisions, both in attacking drug dealers and in educating youngsters of the perils, the amount of drugs seized is rising, the values are becoming greater and its happening more often.

"The problem is still there because the rewards for those trading are so high. There is a ready list of customers and those customers often commit crime to pay for their habit. Not only is there the sadness and despair of relatives and friends of an addict, it also affects victims of other crimes committed by users.

"I think they have done an outstanding job over the last couple of years. The successes have never been greater and I applaud those undertaking this type of work."

at the forefront of the battle against drugs

Squad homes in dealers in death

media. Only a few weeks ago it
the latest and youngest victim of

port by **KIM WHITE**

as and eventually to supply and trafficking, so
ers on division who may have detailed knowl-
duals, is an asset.

ntyre, head of the Drugs Squad on a day to
that a lot of the credit must go to those work-
unity.

"Drug squad officers have a good knowl-
edge of a lot of good quality dealers in the
county. But there are others dealing in big
quantities that divisions are going to know
more about and we look to them to provide us
with intelligence.

"Unless you have an informant very close to
the dealer it's often difficult to know exactly
the quantities being dealt. Obviously drug
squad isn't interested in grams of this and
grams of that but anything from an ounce of
heroin or cocaine upwards and divisions
should be liaising with drugs squad."

Bordering onto the Metropolitan Police area
with easy access to the Thames Corridor,
Essex is susceptible to big time dealers.
Whilst you can buy a fix in almost every area,
it's the larger towns like Basildon, Southend
and Grays where dealing is concentrated and
it's also in these areas where there are other
risks to officers.

David explained: "More and more our infor-
mants are telling us that our targets have
arms and a lot of drug dealers can be very
. One of their biggest fears is being robbed
they lose 2,000 Es they've, in effect, lost

ere's a specific risk we will do a firearms
1 the back up of a tactical firearms team.

rearms trained but we often have to put it
ur minds and take a chance."

ower scale the drug squad will work with
as test purchasers, going undercover into
intelligence on regular dealers. Club deal-
ll fry but they are usually employed by a
y target. In one recent case the arrests and
led the drug squad to two bigger targets.

aid: "We have had some very good sen-
t of test purchasing. It's a very cost effec-
in the fight against crime."

operational tactic is that of
which the drugs squad sees as

the day it's our children who
subject to dealers preying on
g money from them," said DI
can convince from an early age
ugs are a bad thing it can only
ults.

7, Saturday and Sunday the
full of people wanting Ecstasy.
0 per cent of those youngsters
hen there is an advantage to
. The demand is there and we
to solve the whole problem but
a worthwhile impression."



●The number of drugs
seizures is rising annu-
ally. Here, above, a
Drugs Squad officer
shows part of a recent
haul of 32kg of
amphetamine, togeth-
er with a number of
9oz bars of cannabis
resin.

What every parent should know

A FREE information booklet advising fam-
ilies about drugs was launched last
month.

'The Family Factfile - What every parent
should know about drugs' has been devel-
oped by the Essex County Drugs Action
Team, chaired by the Chief Constable,
John Burrow.

The file gives parents information about
different types of drug and details drugs
education initiatives which are taking
place in the county.

It also contains a comprehensive list of
organisations for families to contact with
any further enquiries.

The factfile, launched in Chelmsford by
Essex boxer, Frank Bruno, is available
free to any parent, by dialling 0800 174 441.

THE AVERAGE STREET PRICE

Cannabis	£80/150 (oz)
Resin/herbal	£1,600/2,400 (kg)
Amphetamines	£10/12 (gram)
Av purity 4%	£90/150 (oz)
	£1,500/2,600 (kg)
Heroin	£80/100 (gram)
	£900/1,350 (oz)
	£25,000/£30,000 (kg)
LSD	£3/5 (per unit)
Ecstasy	£10 (per unit)
Crack	£26 (0.2gram)
Hash oil	£15 (gram)



●Another haul - thousands of tamazapan tablets, otherwise known as jellies.

Another record year for PMAS

DELEGATES to the annual conference of the Police Mutual Assurance Society were told of another record year in 1996, during which 50,000 policies were issued in a year for the first time.

Outgoing President Sir Trefor Morris paid tribute to the PMAS authorised officers in each Force, whom he described as "the lifeblood of the Society".

He is succeeded as President by David O'Dowd, HM Chief Inspector of Constabulary for England and Wales.

Ronald Flanagan, RUC Chief Constable; Peter Hermitage, National Director of Police Training; John Hoddinott, Chief Constable of Hampshire; and Sir William Sutherland, HM Chief Inspector of Constabulary for Scotland, join David Blakey, West Mercia Chief Constable, as Vice Presidents of the Society.

A year after first being admitted to the Society, support staff and officers' adult children can now take out any policy with the PMAS, following an overwhelming vote in favour by delegates at the conference.

Support staff employed on a contract of more than 12 months and the adult children of serving and retired officers are now eligible for all the Society's policies and services, without limit.

Their spouses can be included as the second life assured on a joint life policy.

For further information, contact authorised officer for Essex Police Brian Boon (extn 50805), or the Society direct on 01543 414191.



●PMAS President David O'Dowd, left, with outgoing President Sir Trefor Morris.

Unison aims to boost membership in Essex

UNISON has launched a national recruitment drive to increase members within the police forces across the country.

In the county, Essex Police members have all recently had to re-authorise their membership and branch secretary Lee Robson is taking the opportunity to attract more staff to join.

He said: "The Essex Police branch of Unison is an integral part of Essex Police and our members take great pride in being part of the organisation. Trade Unions are not all about conflict - we have a vested interest in keeping Essex at the forefront of the service and our resources and members are available to management in both a positive and constructive

way as well as in representation or defence of our members."

He says the union can offer staff its own welfare department as well as other services. But he added that these services are only available to members and, in his experience, staff often leave joining the union until it's too late.

Currently, Unison have just agreed the national assimilation policy on pay and are working towards the next pay deal which is due in September.

They're also negotiating the new terms and conditions of service which will be implemented in August.

Mr Robson said that if you are a member, now is the time to say your piece - non members

have no say in the issues and will have to accept what is agreed.

Other issues being monitored by the union include the EU Working Time Directive, parental leave, the Disability Discrimination Act and personal pensions.

For any more information please contact Lee Robson on extension 54995. He will be happy to speak to you directly or put you in touch with your Divisional Unison Steward. He said: "Unison is the trade union for police support staff throughout the nation. Join your colleagues and help us take our service into the next century. Support staff are not second class citizens within the service - we are a partnership."

Paul's special link with school

Governor Pc devotes spare time to severely handicapped children

THE Windsor School near Holland on Sea has a very special link with Essex Police at Clacton.

The 68-pupil school for severely handicapped children is run by a board of Governors headed by 31-year-old Pc Paul Rowlen, who works at the resort's new Divisional Headquarters in Beatrice Road.

Believed to be the youngest chairman of a school's Governors in the county, Pc Rowlen has just overseen a £1f million refurbishment of the former Edwardian children's home.

Catering for pupils aged from three to 19, all of whom have more than one mental or physical handicap, the school has a full-time staff of 11, helped by 22 teaching assistants, giving a teaching ratio of approximately 2:1.

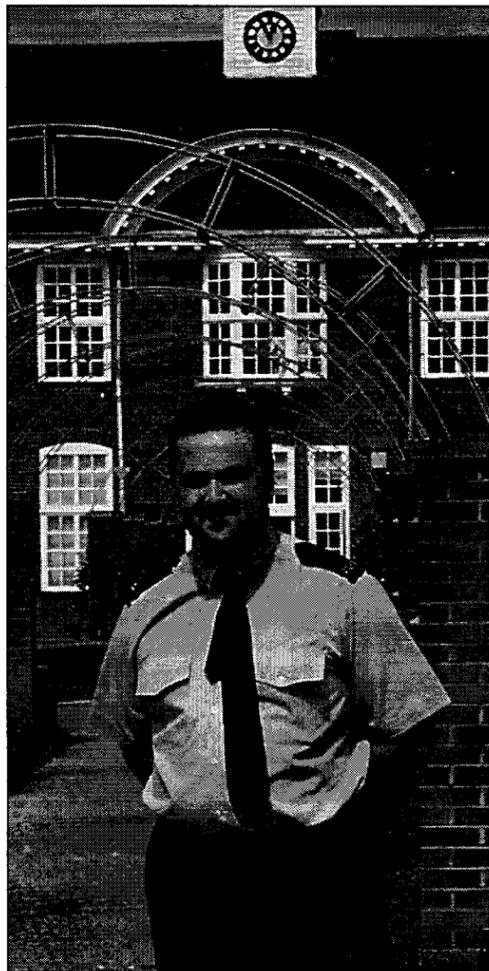
Advanced

It has some of the most advanced facilities of any school of its type and so impressed new Harwich MP Ivan Henderson on a recent visit that he is planning to return with some of his colleagues.

Paul Rowlen first became involved with the school through Clacton Round Table, one of several local organisations to have supported it over the years.

"I ended up becoming a Governor and got more involved as time went by," he said.

The Governors manage the award-



●Pc Paul Rowlen outside the Windsor School at Holland on Sea.

winning school's £650,000 to £700,000 annual budget and are responsible for staff appointments, pay rises and disciplinary issues.

As well as his voluntary work as a Governor Paul and his partner Kim have taken on responsibility for offering respite care to parents of some of the Windsor School's pupils, to give them a short break from looking after their children.

"It is very important to get the balance right. It is very important to make sure it doesn't take over everything else, but having said that, the involvement with the school and its pupils is very rewarding," said Paul.

Health Check

Swim or cycle to keep fit, healthy

THE months of May and June brought National Swim Week and National Bike Week.

If there is an ideal activity for strength, stamina and suppleness, then swimming is an excellent choice. It's a great way to get fit and stay fit.

It is especially good if you are overweight or have backache, stiffness or a disability, because your body is supported by water.

Anyone of any age can learn - it's never too late.

Ask about lessons at your local swimming pool. Many pools have special sessions for over 50s, adults only, parent and babies, or parents and toddlers.

You can swim alone, or with friends or family. Swimming doesn't cost much. Most pools have season tickets and special rates for lunch time or early morning sessions.

Swimming can often lead onto other watersports like windsurfing or sub aqua diving.

Stamina

Cycling is great for stamina and leg strength. It won't do much for suppleness if you're young, but if you're older it will really help to keep you moving.

Once you have spent out the initial cost of a bike, cycling is a cheap and easy way to get about.

You can cycle alone or with family or friends. There are lots of groups and clubs who organise day trips, weekends away and holidays.

So cycling can be a very sociable activity, as well as keeping you fit.

Always wear a cycle helmet and wear light coloured clothing and a reflective chest band.

Ensure your lights and brakes are in good working order and once you are happy with the Highway Code, cycling should be a fun and enjoyable way to keep fit and healthy.

Choir's hectic month ends on a high note

JUNE was a hectic whirl of rehearsals and concerts for members of Essex Police Choir, with three separate concerts around the county.

First venue was the lovely village church in Great Bromley, where £300 was raised for restoration work.

The next was at choirmaster Norman Eastbrook's parish church of St Luke's, Tiptree, where the choir was joined by the three singing policemen from Sible Hedingham, TCP - Pcs John Taylor, Steve Card and John Pheby - together with their pianist Marion Thompson.

The final event of the month was a gala concert at Christ Church, Chelmsford, in aid of Farleigh Hospice.

Essex Police Choir was joined by Suffolk Constabulary Male Voice

Choir and Hertfordshire Police Choir, a total of almost 100 singers.

The show was given a professional touch with Etholle Pegrum, of BBC Essex, compering the entire evening.

Although the choirs had never performed together until that day's rehearsal, the combination of voices appeared to blend very well and the 300-plus audience went home extremely satisfied.

The friends of the choir performed culinary miracles by providing a buffet and drinks for the 100 performers.

Although there are no more concerts planned until September, rehearsals will continue on most Tuesday evenings throughout the summer, with only short breaks in July.

The next concert is on Saturday, September 13 at St Mary's Church, Wivenhoe.



●Cerebral Palsy sufferer Matthew Urch, receiving a cheque from the Underwater Search Unit with his sister Jennifer (10), brother Jamie (8) and one-year-old Craig.

Divers' £3,000 boost for Matthew's appeal

LITTLE Matthew Urch is on his way to Cardiff for treatment for his cerebral palsy - thanks to the Essex Police Underwater Search Unit.

The force divers held a charity cycle ride from Whitehaven in Cumbria to Sunderland earlier this year to raise money for Matthew's appeal. The 140 mile trip took the squad three days to complete and their efforts raised over £3,000.

Matthew, who's nearly five, has already received some treatment from the specialists at the Peto Institute in Hungary who travel to Wales each year to treat British children. The family, from Chelmsford, say that thanks to the efforts of all the fundraisers they can now afford to send Matthew to Cardiff next year as well.

The Unit would like to thank the following for their support and assistance: Mr Ison, Bridge Stores, Chelmsford; John Iveson, Viaduct Cycles, Chelmsford; Mark Young, Walkers Snack Foods Ltd; B. Markscheffel, Universal Cycles, Rayleigh; N. Themistocleous and J. Knight of Fords, Brentwood; P. Pask, Britvic Soft Drinks, Chelmsford; Insp S. Hughes, The National Diving and Marine School, Newcastle; M. Parker, Hexham General Hospital; Supt G. Horlacher, Whitehaven Police HQ; Supt T. Wilkinson, Penrith Police HQ; Lt M. Campbell, Royal Marine Reserve, Newcastle; Leigh Rotary Club; Harwich and Dovercourt Rotary Club; Insp P. Culligan and Pc K. Blackman of Essex Police HQ.

Orchestra seeks top musicians

CALLING all musicians...the British Police Symphony Orchestra is looking for new members.

The orchestra, which was formed eight years ago, performs around 10 concerts a year at venues such as Birmingham Symphony Hall and the Barbican in London.

The BPSO is a self-financing, charitable association and to date has donated over £50,000 to various charities.

The 75 members are currently preparing for a grand UK tour in 1999 to mark the orchestra's 10th anniversary.

They're looking for musicians - either serving officers, civilians or close family - of Grade 8 standard and above.

For more details contact the Secretary, Alex Roe at Woodbine House, 148 Crewe Road, Alsager, Stoke on Trent, ST7 2JA. Tel/fax 01270 884347.

Dedicated work and brave acts rewarded

DEDICATED police work and the courageous actions of several Essex officers have been recognised by the award of commendations from both the Chief Constable and the High Sheriff.

Ds Kay Meiklejohn, of the Centre Detective Unit (Fraud), at HQ, received the High Sheriff's commendation from Mr Robert Erith, for her painstaking preparation of a complex and sustained fraud case.

A man who owned a house in Brentwood for 25 years, but rarely occupied it, found the house demolished and developers, who thought

by Helen Cook

they had bought the site from him, in the process of erecting a new house.

A man later pleaded guilty to three charges of deception at Basildon Crown Court in September 1996.

Chief Constable's commendations were presented by Mr John Burrow at the HQ ceremony on June 30 to the following officers:

Pc Rachel Hornsby and Pc Keith Nichols, Basildon, for their courageous actions on November 23, 1996, at a multi-storey car park, where a woman was threatening to jump. They talked to her for over an hour, caught her when she attempted to jump

and held on to her until assistance arrived.

Dc Ian Gennery and Pc Rachel Hornsby, Basildon, for their tenacity and professionalism, displayed at the scene of a murder on November 16, 1996, when they performed emergency resuscitation on an elderly woman until the ambulance arrived. Unfortunately the woman later died in hospital.

Pc Robert Race, Chelmsford Traffic, for his actions at a road death at Rettendon, on September 16, 1995, in which a man and his two children had died and his wife was seriously

injured. He displayed professionalism and empathy during the incident and throughout the protracted investigation.

Pc Andrew Simpson, Chelmsford, Pc Brendon Cox, Colchester and Pc Terry Astbury, West Bergholt, for their brave actions at Marks Tey on August 13, 1995. On entering the house, the officers were confronted by a man throwing petrol around the property and then at the officers, before attempting to ignite it with a lighter. After a brief struggle the man was arrested and received a custodial sentence.

Pc Gary Walczak and Dc Mark Harrison, also commended for the Marks Tey incident, were not able to be

present for the ceremony and will receive their certificates at a later date.

Pc Ian Yorke-Wade, Canvey, for his prompt and effective actions on December 30, 1996, when a man at Rayleigh rail station, who had cut both his wrists, was threatening to jump from a parapet onto electrified overhead cables and the track below. After an hour talking to him, Pc Yorke-Wade persuaded the man to climb down.

Pc Scott Stevens, South Ockendon, for his brave and courageous actions at an incident at South Ockendon on July 5, 1996, when he pursued a suspect, armed with a 4ft inch bladed knife, who threatened Pc Stevens with the weapon. The man was able to escape, but was later arrested and sentenced to two-and-a-half years' jail.

Health Fair winners

●From Page 1.

Other main prize winners at the Essex Police Health Fair were:

Weekend at Five Lakes Golf and Country Club, Karen Ellington; British Rally Championship car ride with Gwyndaf Evans, Michael Brown; sports goods from Ford Motors, Gary Dean; meal for four at Pontlands Park, James Browning-

Smith; membership to Scorpius at Brentwood Park, Steve Harvey; membership to Jarvis Rivenhall Hotel Health Club, A.Cook; membership to Fitness Health Club, Southend, Jan Pyner; Autoclenz car valeting service, Paul Keable and Steve McLean; picnic hamper from Lynfield Motors, Witham, Helen Hartley.



●A LOOK at reflexology for the Occupational Health Unit team who put on the fair. Pictured left to right are Carole Anness, Evelyn Hickey, Wendy Morrissey and Debbie Gulleford with reflexologist Lynne Pringle.

What's new in Policy Guidelines

POLICE now have the power to stop and search anyone known to them as members of a gang or group, who habitually carry knives or weapons or controlled drugs.

They can also stop those people not known to them but who are identifiable as a member of such a gang or group by the wearing of some distinctive item of dress.

Further details are in Policy Guideline Issue 25/97.

The same guideline confirms the appointment of a full-time E-fit operator in FIB - Photofits are now obsolete - and also introduces a more prescriptive guide to standards of dress and appearance for police and support personnel.

Further guidance on the Criminal Procedure and Investigations Act of 1996, covering disclosure of unused material etc, is contained in Issue 26/97.

There is amended guidance on the definition of a serious crime relating to interviews with people serving custodial sentences in Issue 27/97, which also covers the latest motor

vehicle allowances, effective from April 1.

Computer crime is covered in Issue 28/97, outlining specific responsibilities for the Fraud Squad, FIB and TSU.

Other topics covered in this issue include specific identification procedures to be carried out when interviewing disqualified drivers and the annual review of grievance procedures for 1996.

Issue 29/97 outlines procedures for dealing with homicides - unnatural and violent deaths - reviews of investigations and case reports.

New guidance from ACPO on the use of handcuffs is contained in Issue 30/97, which also details three recent case decisions on the controversial subject of the definition of "road" and "public place".

●Further information may be obtained from John E Johnson and Christine Claypole in the Publication Unit, EPTC, Headquarters (extn 55815 and 55816).

Summer campaign

A SUMMER campaign against the lethal combination of drinking and driving will run throughout Essex during the whole of July.

The objective of the campaign is to deter drivers from dicing with death and disfigurement. Those who ignore the warning also face the prospect of courts exercising their power to order forfeiture of offenders' vehicles.

Police officers will be making full use of their power to request a breath sample from motorists involved in crashes, seen committing a moving traffic offence or driving in a manner which gives rise to suspicion that they have consumed alcohol.



Chelmsford Branch
AT the A.G.M. on May 10, 1997 all officers and members of the committee were re-elected to serve for a further year.

Branch membership had been slightly reduced during the year. Seventeen new members had joined while 31 had been lost. Of these, 10 had their memberships terminated through non payment of subs.

The treasurer presented the audited balance sheet/statement of accounts showing healthy funds.

The secretary reported that he was hopeful that the pre-Christmas get together would be run again this year also that he was looking to run a trip through the Channel Tunnel in October.

The Home Service: This organisation which provides temporary live in caretakers/guardians for clients who prefer to have their homes occupied while they are away, are seeking mature individuals/couples aged 45 or over with impeccable backgrounds to join this expanding service.

Pay and travelling expenses are daily.

If you would like further details you can contact the Home Service on 01394 450865.

Doug Rampling

Police dog Arrow dies

AN Essex Police dog had to be destroyed last month following a road accident. Three year old german shepherd, Arrow, had been in service in March 1995.

He was injured in a road accident in Colchester. Arrow and his handler, Pc Steve Hutley were responding to an emergency call in the town.

Arrow was one of the first litter of puppies bred 'in house' at the Sandon Dog Unit.

Birthday honour recognises Police and charity work

MBE for Mike Jackson

SUPERINTENDENT Mike Jackson has been awarded the MBE in the Queen's Birthday Honours.

Supt Jackson, currently heading the EPICS project team, has been honoured for his services to the police and to the community in Harlow.

His police career has seen him based at Ongar, Harlow, Epping, Saffron Walden and with the Regional Crime Squad.

Outside his police work, Supt Jackson is a founder member of the President's Sporting Club, which is now part of the Harlow Handicapped Sports Foundation.

Since the club was formed £400,000 has been raised and donated to local special schools and organisations such as Riding for the Disabled and the National

Names in the news

Handicapped Skiers Association.

Supt Jackson said: "I am obviously honoured and delighted to receive this award. Although it is a personal award, it reflects a lot of hard work by a lot of people."

Retirements

Pc Edward Cochran retires this month from Criminal Justice at Chelmsford Crown Court. He joined Essex Police in 1966.

Pc Rodney Walker has retired after just over 31 years service. He joined the force in 1965 and his final post was with FIB.

Sgt Leslie Theobald of Colchester retires after 30 years service.

Pc David Ware has retired on medical grounds after 20 years service.

And the singing policeman, **Pc John Pheby** - part of the TCP entertainers - retires on medical grounds. He is currently based at Saffron Walden.

Obituaries

Ex Ch Insp Leslie Watts has died at the age of 83. He served from 1937 to 1964 and worked at Epping, Harlow, Braintree, HQ and Clacton.

Retired Sgt Richard Collins has died at the age of 67. He retired in 1976 after 26 years service based at Rochford.

And former Essex Pc turned actor **Don Henderson**, has died at the

age of 64. Don Henderson served with the county constabulary between 1952 and 1954. In the 1960s he joined the Royal

Shakespeare Company before forging a career on TV. His most famous role was as eccentric detective George Bulman.

Inquiry launched

THE independent Police Complaints Authority, at the request of Essex Police, is supervising the investigation into the death of a prisoner at Basildon Police Station.

Barry Schofield, 44, of no fixed address, was arrested on June 12, on suspicion of a drugs-related offence and collapsed whilst awaiting process in the custody area of the police station.

Despite the immediate efforts of police officers, a paramedic ambulance crew and a police surgeon to resuscitate Mr Schofield, he was pronounced dead on arrival at Basildon Hospital.

A post mortem examination showed evidence of heart disease, but the cause of death was not conclusive and the results of further tests are currently awaited.

The PCA has agreed to the appointment of Det Supt Brian Storey, of Crime Support Division at Headquarters as the investigating officer.

ACPO to call for better deal for victims

THE Chief Constable will be meeting with other chief officers this month at the annual ACPO Summer Conference.

The three-day event will address many of the issues at the forefront of policing including use of communications technology and the need for the criminal justice system to take more account of the needs of crime victims.

The delegates will also be discussing the use of DNA analysis in detect-

ing serious crime and possible future trends.

The future of Police Air Support, following the successes of the last 10 years here in Essex and across the country will also be discussed.

Two senior officers from the police service in Canada will also be attending the conference to share their experiences of policing.

The conference runs from July 1 to 3 at the Cardiff International Arena.

Project wins research award



● Inspector Steve Currell, based at South Ockendon, pictured with Essex University post graduate student Kathy Gill receiving their Police Research Scheme Innovation Awards from Home Secretary Jack Straw.

The presentation, which took place at the Home Office last month, was also attended by the Chief Constable of Essex, John Burrow.

Market Place

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and Rank
Station Home Tel
Date Signed

AIRMATE direct drive compressor, for paint spraying and other uses. Large tank. As new. Cost £215, will sell for £150 ono. Dc Ailward, Clacton, tel. 01255 665968.

ANTI virus software, PC-Cillen for Windows 95, £20. Peter Brown, Stansted Airport 01371 873878.

AUSTIN Maestro Mayfair, auto, E reg, power steering, sunroof £550 ono. Contact Julie Prior CID Admin Chelmsford, ext 60600, or 01621 819708 (evenings).

BAILEY Senator 2000 luxury twin-berth, twin axle luxury caravan 1988, plus new awning and all extras; very clean, non smokers; price £4,750. Contact Pc Ian Frakes 61140, or 01621 776520.

CHESS software; Chess Master 5000. CD version for Windows 95, £25, Peter Brown, Stansted Airport, 01371 873878.

CHESSINGTON World of

Adventures, four adult tickets for Tuesday, October 7, 1997, £25, Jan Pyner, extn 58601.

ELDDIS Whirlwind GTX23 limited edition; cassette toilet; shower; central heating; stereo; alarm; Isabella awning; IXL frame; double inner tent; no smokers, pets; vgc 1989, £4,900; Pc Gardner, Extn 61140.

COMPUTER Ram. 2x4 meg EDO Ram Simms (8 meg total) £30 the pair. Peter Brown, Stansted Airport, 01371 873878.

COREL Word Perfect Suite 7, CD version for Windows 95, £60, Peter Brown, Stansted Airport 01371 872878.

FOR SALE Panasonic printer, dot matrix, very good condition, £45 ono; Panasonic colour TV 20ins (50cm) screen, with stand, good condition £25; Tomy train set, large track, many features, complete and in good condition £15. For more informa-

tion, contact Lyn Mynott on 01255 821733.

FOR SALE P reg Nissan Micra Vibe 1.0 16 valve, £7,000 ono; phone Lindsey on 01245 442818.

HIGHLAND Holidays. B&B and evening meal in the beautiful Highlands of Scotland. En suite, shooting, fishing, walking, ski-ing, bird watching, many other pursuits, or just relax in the comfort of our Austrian-style home set in its own grounds. A 20 per cent discount for all Essex Police personnel past and present. Call Andrew Nunn on 01479 841717, ex Chelmsford Traffic.

ISLE of Wight, Thorness Bay caravan park, luxury three-bedroomed caravan, sleeps up to eight. Up to 60 per cent off brochure prices. Enjoy all the facilities of a Haven holiday site at a fraction of the cost. Extra five per cent discount for police and support staff. Tel 0161 291 1034.

MODEM, Hayes Accura 144, all leads and software, £50, Peter Brown, Stansted Airport, 01371 873878.

TOYOTA Carina Kudos saloon, M reg, 15,500 miles, 16 valve, Helios blue metallic, pwr steering, cent lockg, elec windows, elec sun roof, cas/radio, velour interior, under man/fac warranty, immac condition, one non-smoking owner, fsh, £8,900, M Rainey, 01268 726687.

TRACE Elliot PA 400w stereo amplifier, various inputs, outputs, plus two Trace Elliot speakers, ideal for rock band, big and loud, £650 the lot; Dave Lawrence, Harwich, extn 19126.

TWO U2 tickets, Friday, August 22, £60 the pair, contact Sam on extn 55238.

YPRES Belgium, town house to rent, sleeps 4/6, fully modernised, ideal base for exploring Great War battlefields. Bruges, coast and Calais within one hour. For brochure please contact Dave Bartlett 01507 523128.

Having a wonderful time at Disney World



●One for the album - pausing for a breather at Disney World.

NEWPORT Traffic Pc Michael Spink has just returned from a trip to Florida, but as he reports here, it wasn't all sun, sea and sand.

"Well, I've never been to America before and I got picked to go for an all expenses paid trip to see all the sights.

Sounds easy doesn't it? Well, not quite. I was selected to go there with the National Holiday Fund, a charity which sends terminally ill children on a holiday of a lifetime.

My role was as a helper. This involved me looking after a child for the whole holiday, 24 hours a day, from the morning chores to feeding and pushing him around in a wheelchair.

My experience was to last for two weeks.

We went to all the main attractions -

Disney, Sea World, Kennedy Space Centre, Epcot, MGM, Universal Studios and Bush Gardens.

We were also lucky enough to spend a day with the Sherrif's department of Orange County.

We were shown the different vehicles that they use, from mountain bikes to mini hovercraft.

We even had a barbecue which was prepared by the prisoners from the county jail!

The children loved the holiday. For some of them it might be their last.

This is a very worthwhile cause and if anyone would like to know more about the charity there are sponsorship events throughout the year."

For more information contact Pc Spink at Newport Traffic, on 01799 542188.

Marathon race for 999 runners

IF you're feeling fit - the Liverpool International Half Marathon could be just up your street.

This year's event is the 4th of its kind and takes place on Sunday, August 31.

This year, the marathon includes the "Services Challenge" - a special section for teams from the emergency services.

Groups of at least four runners - with the first four home going towards the final placing - are invited to join in.

There will be an entry fee of £8 per team member.

If you want further details contact the organisers on 0151 650 6989.

This month's lottery winners

THE result of this month's Force lottery is as follows:

£1,500 Jennifer Grinter, HQ; £1,000 Det Insp Lorenzo Austin, Harlow CPU; £500 Julie Ellis, pensioner; £300 Pc Tracey Gower, Benfleet; £200 Pc Darren Beer, Southend; £100 Pc Dean Finn, Stansted Airport.

The following will receive £50 consolation prizes:

Maureen Taplin, Harlow; Insp Philip Baxter, Rochford; Pc Graham Banks, Stanway Traffic; Lesley Girkin, Grays; Robert Cameron, pensioner; Pc Roy Bush, Stansted Airport; Pc Ann Poulter, Harlow; Dc Ian Wilding, Grays; Dc Joseph Middleton, Canvey; Sgt Raymond Hill, Basildon.

Lifesavers finish 4th

ESSEX Police Women's Lifesavers qualified to compete in the ACPO Police National Lifesaving Championship in London.

They competed at Hendon swimming pool on Saturday, June 7 and open water at Cheshunt the next day.

They were place 4th out of 14 finalist competitors. The team was:

Sarah Pike (Halstead), Sarah Wadforth (Braintree), Paddy O'Toole (Clacton), Mel Bainbridge (Southend), Sue Payton (Leigh).

Any officers keen to compete contact Pc Phil Dodd, Hedingham Tel 01787 460550 Fax 01787 462542.

Peddalling to Paris - in a good cause

CHARITY cycle ride stalwarts Ken Baptist and Shane Higgins will be setting off in September on their most ambitious venture yet.

Ken, a constable in the Force Information Room at Headquarters and Shane - married to Witham SOA Debbie - will be cycling from Greenwich to Paris, to raise funds for the Royal British Legion.

Previous charity rides undertaken by the Essex pair include London to Brighton, London to Southend and a circuit of Oxford.

Said Ken: "Our previous outings have been about 70 miles in length and are covered in one day. The Paris ride is a total of 450 kilometres over four days, ending under the Arc de Triumph in the centre of Paris."

Families

The Royal British Legion supports ex-Servicemen and women and their families, not only from the two world wars, but also from more recent conflicts, including Northern Ireland, the Falklands War, the Gulf War and the civil war in Bosnia.

It also helps those who have been made redundant from the Armed forces to set up in civvie street.

"We have all seen those proud men and women at the Cenotaph each November," said Ken. "I look on this as my chance to give something back to those who have fought to keep our country free and enabling us to carry on our lives in the way we do."

Anyone prepared to sponsor Ken or Shane can do so by contacting Ken at FIR (Ednet 55210) or Debbie at Witham Police Station (extn 66135).

QED schools finals are keenly fought

It was a very wet Finals Day in this years Essex Police/QED Tournament for Schools - but the rain didn't dampen the teams' spirits and a good day was had by all.

The tournament finals were held at HQ on June 22 and featured schools teams in football and netball from across the county.

Having already won their divisional area contests, the finals were hard fought matches.

Once again the tournament was sponsored by Halstead-based firm Quality Environmental Design Ltd and this year raised money for Childline.

On the day, entertainment was provided for players and their sup-

porters - including some excellent music laid on by Pc Stuart Burrells from Tilbury.

The results were: Junior Football won by Crays Hill, Billericay who beat Roydon 2-1 on penalties; Senior Football was won by Takeley who beat Winter Gardens, Canvey 2-0; the Junior Netball was won by Lee Chapel, Basildon who beat Nabbotts, Chelmsford by 12-7; and the Senior Netball was also won by Lee Chapel beating Deneholm, Grays by 13-10.

All the teams had already won a selection of foot and/or net balls for winning their area contest.

The overall winning schools were presented with £250 sports vouchers and trophies.

PAA representatives

PC John Anderson, Harlow Traffic, and Dc John Stewart, HQ, have both been selected to represent the P.A.A. at bowls in matches at Newcastle upon Tyne on July 2 and

3 and at Wendover on August 6.

Pc Lee Harron, Epping, has been selected to represent the British Police Judo squad in a series of events during 1997.



●Thurrock beat officers Gareth Williams, Tim Hills, Paul Holford and John Staines, who added some fun to the QED divisional finals at Aveley.

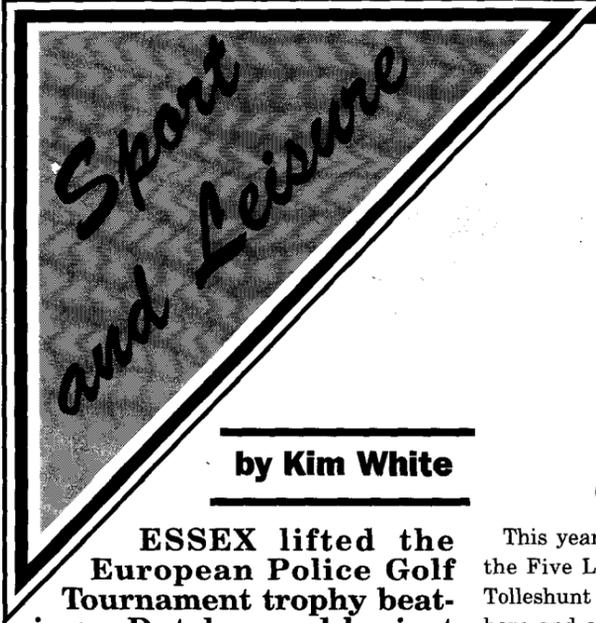
ESSEX POLICE FOOTBALL CLUB

1997/98 SEASON

Yes, the new season is nearly with us. There really were complaints last year that we didn't work hard enough pre-season. Don't let that worry you. We have a happy, buoyant club after last year's success. And we want to continue the progress.

We are always looking for new talent particularly as the average age of players has crept a little too high.

Take note: We are already knocking a ball about on Tuesday nights at 7pm just to keep what touch we had and Tuesday 22nd July 6.30 for 7pm start, we really begin the build up. Then it's each Tuesday and Thursday. Present players or new players see you at the clubhouse and let's get fit.



by Kim White

European trophy for host force by one point

Essex grab golfing glory

ESSEX lifted the European Police Golf Tournament trophy beating a Dutch squad by just four points.

The annual event, which brought together officers from five nations, also raised a substantial sum of money for a local charity.

The competition is in its 6th year with France, Holland, Denmark, Finland and Essex each taking a turn as host. As well as some fairly competitive golf, it is a chance to build cross channel relationships.

This year the team's based themselves at the Five Lakes Golf and Country Club in Tolleshunt Knights. Two practise days both here and at Brentwood's Warley Park was followed by an 18-hole competition at Benton Hall in Witham.

On all three courses there were chances to win prizes for the longest drive and nearest the pin. But there was particular pressure at the 6th tee at Benton hole. Sponsored by Telewest Communications anyone sinking a hole in one would lead to a £20,000 donation to the nominated charity.

Unfortunately for the charity, PARC (Play and Resource Centre) some players came very close but failed to achieve the goal. PARC, which is setting up a centre and adventure playground for disabled children at Great Leighs, are expected to receive over £1,000 towards their project thanks to the tournament.

The event was rounded off with a banquet dinner over looking the lake at Benton Hall and a prize giving ceremony. Director of Finance and Administration for Essex Police Philip Onions gave an after dinner speech

and had the pleasure of presenting the prizes, including the winners trophy to the Essex captain.

Tournament secretary Tony Kitching said: "The week was a huge success. Everybody was pleased with the arrangements, the weather was fine and the courses excellent. We have received letters from some of our guests all expressing praise and thanks. It is a great chance to play some golf and get to know some of our European colleagues."

Next year the tournament is to be held in Paris.

Essex to host 10th PAA volleyball contest

ESSEX Police will be hosting the tenth National Police Athletic Association volleyball competition this year.

The event will take place at the Five Lakes Golf and Country Club, Tolleshunt Knights, on the weekend of October 3-5.

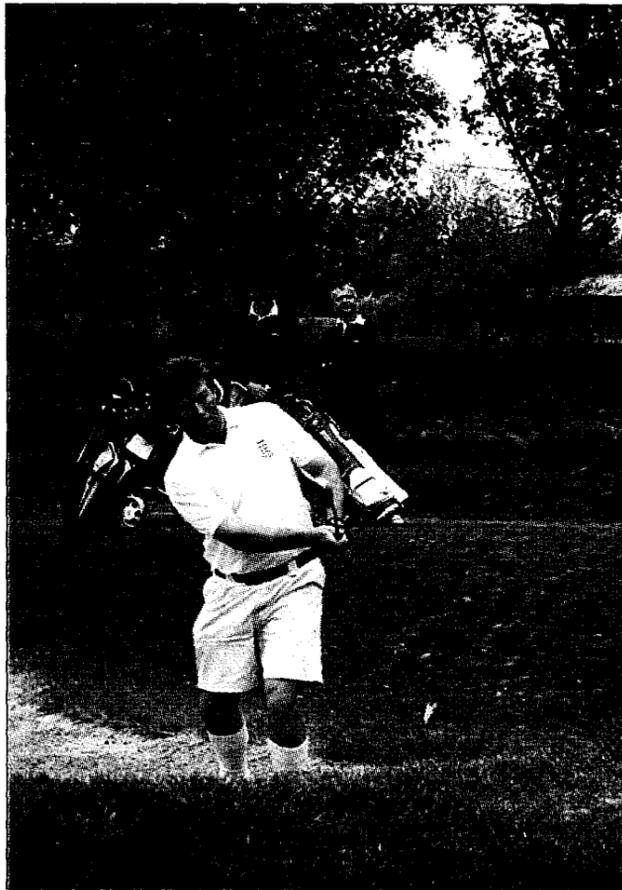
All 56 UK Police forces are invited - 20 have accepted to date - and the event normally attracts 250 players from all around Britain, including international players and those who represent British Police in competitions all over the country.

Senior officers from several Forces will also be attending and Essex Chief Constable John Burrow and ACC (Support) Charles Clark will be attending the Friday night function and will also present the winners' trophies after the finals on the Sunday.

Further information is available from Sgt Mick Banks at South Woodham Ferrers Police Station (tel. 01245 320333).

Badminton secretary

FOLLOWING the recent ballot to elect a secretary for the badminton section, the secretary for the 1997-1998 season will be Pc Michael Thorp, Southend.



●SGT Doug Bedford, from Harwich, in action, watched by Daniel Baur and Dominique Crepeau, from France.

Sam leads way in PAA athletics

THE regional P.A.A. athletics championships were held in Thurrock.

Essex winners were: Pc Samantha Barr, Basildon, first in the ladies' 100 metres, 200 metres and long jump; Pc Michael Bond, Copford, first in the veterans' 1,500

metres and 5,000 metres; Pc Tanya Payton, Brentwood, first in the ladies' javelin and shot putt; Sgt Victor Murphy, Harlow, first in the veterans' triple jump.

Essex also won both the men's and ladies' 100 metres relays.

CID Gents meet Gower's old pals

THE Gentlemen of Essex CID cricket team, scorer and supporters travelled to Canterbury, Kent, to play St Lawrence and Highland CC.

The journey to the Garden of England was made on a beautiful day for the match in the orchards in the grounds of Hylands.

Photographs of players from the past century

adorned the walls of the pavilion, including former schoolboy player David Gower.

The opposition was as good today as then.

Club chairman David James, team manager of the British Universities, captained for the day and elected to bat.

Fielding proved hard work for the CID side and

Jones and Lawrence were the only bowlers to make any impact, taking 2-43 and 2-45 respectively.

Azizi not out 68 and Relf n.o. 59 took the Kentish men to 237-4.

The CID responded with Butcher (85) and Lawrence (30) helping them to a total of 189-6 to clinch the draw in a tough fixture enjoyed by all.

Croker Cup latest results

THE Croker Cup hockey was held at Headquarters on Sunday, June 1, with the following results:

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

Rayleigh, Tendring and Thurrock were not represented at these championship.

In the first round of the Croker bowls, Headquarters beat Southend (1 point).

The Croker Cup athletics is due to take place at Garrons Park Athletic track, Eastern Avenue, Southend on Wednesday, July 2, starting at 12 noon.

Doubles winners

THE No 5 Region P.A.A. Tennis Championships were held in Oxford on Wednesday June 4.

Winners of the mixed doubles were Essex pairing of Dc Mark Wheeler, Southend, and Pc Sara Hewing, Basildon.

Ladies' doubles winners were Sara Hewing and Dc Nina Fletcher, Harlow.

Chance for Judo stars

THE P.A.A. Judo championships will be held at the Cwmbrian Athletic Stadium, Wales between September 17 and 19.

Anyone interested in representing the Force at these championships, please contact the Force Sports Secretary, Chris Jacob, on 58888.

Diary date

The P.A.A. Marathon championships will be held on Sunday 12th October 1997 in conjunction with the Manchester Marathon.

Anyone interested in entering this event please contact either the cross country secretary, Pc Michael Bond at Copford Police station or the Force Sports Secretary, Chris Jacob, on 58888.



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