



**Sea safety video launched - page 3**



**A decade of change - page 4**



**Special Edition - pages 5-8**

Major reorganisation begins with recruitment of a principal analyst

# INTELLIGENCE HOLDS THE KEY

**by Kim White**

## C'est magnifique! Le Jog - to Scotland?

IT'S not French, and it's not running, but two Essex Police officers have taken to the road for Le Jog.

The Gallic title stands for Lands End to John O'Groats, a distance of over 1,000 miles which Chief Insp Burman, of Braintree, of David Pike, of Rayleigh, started cycling on May 3.

The intrepid pedal pushers, who have been sponsored by friends, relatives and local businesses, hope to raise over £1,000 for the Foundation for the Study of Infant Deaths, which helps research into cot death.

They are being supported by a back-up vehicle driven by members of the Rotary Club of Chelmer Bridge.



● Pedal power! Chief Insp Burman and PC Pike pictured before setting off.

**BIG changes are afoot within Essex Police and the emphasis is on intelligence.**

A total of 88 recommendations was the result of a recent review of the current process. The introduction of a Crime Division, the recruitment of a Principal Analyst and a total reorganisation of the Force Intelligence Bureau (FIB) are three already being addressed.

Newly promoted Det Supt Mick Payne is now in post as Director of Intelligence having led the review with the help of Ds Phil Jewell. It is his job, over the next 12 months, to implement and oversee further changes.

Supt Payne said: "Quality intelligence is the key to ensuring that police officers are in the right places at the right time, therefore increasing the likelihood of success in prevention and detection. Cross-border crime has been earmarked as a particularly vulnerable area."

The recruitment of Principal Analyst, Allison Bowers, is one of the first significant steps to improve the process.

Responsible for two operational analysts, still to be recruited, she will liaise with officers and support staff of Essex Police and relevant outside agencies, providing expertise on current crime trends and criminals.

The recruitment of further analysts on division, liaising



● **Principal analyst Allison Bowers.**

with a reorganised Force Intelligence Bureau, is another plan in the pipeline.

Miss Bowers, who currently works as an analyst for Kent Police, will be in post with Essex from May 18 and says she is looking forward to the "tremendous challenge".

She said: "Analysis is incredibly helpful. Take patrols for instance. Instead of blanket coverage, good intelligence allows officers to concentrate their efforts in specific areas with a greater impact on detection and reduction in crime. In short it makes the job of policing a lot easier."

Having initially been confronted with scepticism in Kent she is also well prepared for some opposition in Essex.

● *Continued on page 3.*

# Conditions of service proposals clarified

FOLLOWING the publication of details of the Official Side's proposals for conditions of service, there appears to be considerable misunderstanding among our members as to the status of the proposals.

The following message from your General Secretary, Jeff Moseley is intended to inform all members of the present position, including a brief resume of the Official Side's package of proposals.

"On February 12, 1998, the Official Side tabled a claim at the Police Negotiating Board (PNB) covering a wide range of conditions of service, allowances and pay issues. This claim is presented as a package by the Official Side, who unashamedly seek comprehensive agreement upon the package in its entirety. In that event, they are prepared to share part of the savings' and would be 'willing to agree' some increases to basic salaries, namely, an increase in the annual salaries of the federated and superintending ranks of £75 and raising the probationers' salary during initial training to equalise their pay throughout their entire probation. However, this increase would only be worth £1,093 during the 31 weeks of initial training.

In exchange, the Official Side proposals are that:

a) Subsistence, refreshment and lodging payments are significantly altered, with payments only being attributable to overnight stays, with meal payments being capped to maximums of £10, £15 and £20 and then only payable when accompanied by receipts.

b) On overtime, rest day and public holiday working, the proposals seek to end travelling time payments, except when required to work a split shift. A four-hour 'leeway' for management is also sought to enable a requirement on officers to be called in early or retained on duty before or after a scheduled working day when that duty straddles a rostered rest day or public holiday. Plain time payment would apply in certain circumstances as well as the loss of a compensatory day. Further, rostering arrangements should be devolved with consultation, not agreement, with the branch board.

c) In respect of dog handler's allowance, the Official Side propose increasing the current rates of £1,059 for constables and £1,443 for sergeants and above for each dog to £1,500. For each further dog kept (which appears to be the norm) the handler would receive an additional 25 per cent or £375.

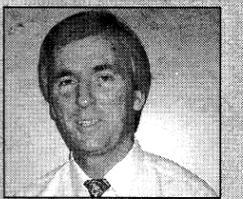
Further, the Official Side seek to abolish mileage allowances paid to those handlers conveying their dogs to and from the workplace and arrangements under which handlers either leave work early or are paid overtime for exercising and grooming their dogs (where such arrangements currently apply).

d) To abolish plain clothes allowance of £258 per annum.

e) To abolish detective expenses allowance set at £3.00 per week for federated ranks and £5.00 per week for superintendents.

## Federation Newsline

by Terry Spelman



f) To abolish the gratuity for searching and finger-printing dead and decomposed bodies, i.e. £25.88 for one officer on a single occasion or £17.28 for different officers or separate occasions.

And finally:

g) To amend regulations affecting reckonable service whilst on temporary promotion that impacts upon incremental pay progression. This proposal being included despite the fact that the existing flawed regulations do not mirror previously negotiated agreements.

Having set out these proposals, I now turn to the statutory requirements which both the Staff Side and the Official Side are obliged to follow whenever negotiable claims are tabled by either side. These matters are addressed through the PNB which has an independent chairman and secretariat. Hence the PNB operates through a process of negotiations or, in the event of failure to agree, to conciliation and, finally, failing all else, to independent and binding arbitration. There is but one exception to that process and that is pension matters are not arbitrable.

In the case of the package of proposals now tabled at the PNB and by the Official Side, I, as the Staff Side secretary and as your general secretary, have taken the following action.

First, to ensure that the package had no impact upon pay discussions which would be normally secured in July for implementation in September. I am pleased to report that I have been assured that the salaries of the federated ranks will be updated in accordance with the usual formula from September 1 this year.

Secondly, to draw from the Official Side a transparent rationale for the proposals on the table and to question how they perceived the package would improve operational efficiency. I also sought what precisely is meant by each element of the claim in terms of cost to our members and savings to the Official Side. In order to assess these costs and savings, we have set up a Joint PNB Technical Working Party to agree research so as to produce accurate and robust details.

In the meantime, we are seeking the additional assistance of branch boards in gathering data as well as holding discussion groups in selected forces which will, so far as possible, reflect the range of members (excluding federation representatives) affected variously by the proposals if they were to be implemented.

Once we have established the costs, taken into account our consultations and constructive feedback, we must then decide if we should explore the

matter further and either attempt to negotiate with the Official Side to try and reach an acceptable settlement or bluntly reject the claim and argue our case on best information at a binding arbitration. In such an event, our case will only be as strong as the justifications for each individual allowance. But let me make our current position plain. The Official Side's proposals have been neither rejected nor accepted. Further, nothing has been negotiated and no part of the package has been agreed.

It is essential that we must all focus our attention and efforts upon the proposals and not allow misdirection or misinformation to blur our purpose."

## Pension tables

THE proposed revised commutation table is reproduced below which, as you can see, gives a higher capital sum for every £100 commuted for male officers age next birthday 52 or over and for female officers age next birthday 56 or over.

This should be ratified on May 4, 1998.

Age Next Birthday	Capital Sum for each £100 of Pension Commuted	
	Men £	Women £
50 and under	1500	1725
51	1500	1725
52	1490	1705
53	1480	1685
54	1465	1660
55	1450	1625
56	1425	1600
57	1390	1575
58	1355	1550
59	1320	1520
60	1300	1500
61	1270	1470
62	1230	1430
63	1190	1400
64	1150	1360
65	1110	1320

## Secondment Q & A

CONTINUING last month's look at issues surrounding secondment to NCIS, here are further questions and answers:-

**Q13. What happens to your pay on returning to your home force?**

**A13.** If you retained your substantive rank during the period of secondment, then that period of secondment will count as reckonable service for determining your pay point. If you are, however, temporarily promoted for the period of the secondment and revert to your substantive rank on return, unless the regulations are amended, the period of secondment will not count as a period of service in the substantive rank. For pay purposes you will, therefore, be treated as if your service with your home force in that rank was up to the date immediately prior to secondment only.

**Q14. What will be my hours of duty?**

**A14.** Following consultation, the service authority has now introduced provision similar to that found in the police regulations.

**Q15. Is overtime payable?**

**A15.** Yes it is payable to constables and sergeants where such overtime has (unless circumstances did not permit) been worked with prior agreement by line management. By agreement with you, there is also scope for time off in lieu of additional hours.

**Q16. What happens in relation to any previously accrued time off in lieu of**

**overtime allowances or rest day or public holiday working allowances before the time of my secondment?**

**A16.** You should seek payment of this from your home force. If time off has not been granted, then you are, on the face of it, entitled to claim the allowance which you would otherwise have received but for your election to enjoy time off.

**Q17. What is the position governing public holidays and rest days?**

**A17.** The same provisions as in the police regulations, depending on your rank, apply as if incorporated into your conditions of service.

**Q18. Are any special allowances potentially payable by reason of me joining NCIS?**

**A18.** NCIS has a discretion to pay additional allowances as compensation for working long hours, domestic disruption or in recognition of particular skills. They can only be introduced, however, following consultation with the Police Negotiating Board.

**Q19. When is London Weighting and London Allowance payable?**

**A19.** Officers seconded from the Metropolitan or City of London police forces will receive London weighting and London allowances regardless of the location of their NCIS unit. Officers from provincial forces seconded to NCIS units in Central London will be entitled to receive as a non-pensionable allowance London weighting but not London allowance.

**Q20. What is the position concerning housing emoluments?**

**A20.** The position is complicated and you are advised to seek specific clarification from the service authority concerning your own particular circumstances and have this confirmed in writing.

**Q21. Will removal allowances be payable?**

**A21.** Again the provisions governing this are complicated. It is strongly suggested that you read carefully the conditions of service governing this provision.

**Q22. Are refreshment, subsistence and lodging allowances payable?**

**A22.** Yes. Broadly speaking they are payable in the same circumstances as if the police regulations applied. However, the service authority have made it clear they reserve discretion to introduce a commuted allowance in place of refreshment and subsistence allowances, but only following consultation with the Police Negotiating Board.

**Q23. What is the position governing motor vehicle allowance?**

**A23.** Broadly speaking, you may be designated either an essential car user or a casual car user.

**Q24. If I want to work part-time within the NCIS, can I do so?**

**A24.** There is provision for part-time working within NCIS.

**Q25. Do the NCIS have an equal opportunities policy?**

**A25.** This is still awaited.

## The key to crime fighting

• From page 1.

"There's no doubt that the introduction of intelligence-led policing in Kent was an enormous culture shock. But as soon as the officers began to see results there was total conversion. I am confident there will be the same success within Essex.

"What has impressed me so far is the attitude and commitment. Essex Police is going in the right direction and clearly wants to get it right."

Regular tasking groups will identify problem areas, in particular cross-border crime, and assess the demands being placed on divisions. In the meantime the IT department is looking at the various technology options available and a specialist unit has been set up to deal with more covert aspects.

Supt Payne said: "This is by no means a new change in policing. It is simply a change in the system which is intended to produce quality, actionable intelligence to help operational officers do what they want to do - catch criminals."

A realignment of roles within the crime division has provided a substantial amount of funding for new posts and the intention is to provide regular progress reports to officers and support staff through *The Law* and other medium.

## Offbeat

A DOOR-to-door vacuum cleaner salesman claimed he was attacked by a dog during a demonstration. Inquiries with the dog's owner revealed that part of the salesman's demonstration involved vacuuming the suspect mutt, who may have been a bit annoyed...

**A stray rabbit found wandering on Southend seafront was recognised by an officer as a resident of Never Never Land, and was duly returned there. Fortunately there were no crocodiles around to smile at.**

A report of an accidental shooting at 3.30am turned out to be, luckily, the caller's bad dream...

## Widening net

THE BBC has launched the Crimewatch website to broaden its crime appeals on the internet.

The address for the site is [www.bbc.co.uk/crimewatch](http://www.bbc.co.uk/crimewatch).

Officers who use the site to put out an appeal are asked to inform the BBC as soon as there are any developments - such as an arrest - to minimise the risk of being held in contempt of court.

# Liaison officers ease the burden

by Alyson Mountney

**TRAFFIC officers will soon be trained to become family liaison officers in a move designed to help families of road death victims and ease the burden on investigating officers.**

Until now, in most road deaths the investigating officer has had, together with the coroner's officer, the responsibility of dealing with the victim's family.

However, family liaison officers have been involved successfully in some cases in the

last 18 months, most notably in the death of three members of the same family at Chadwell St Mary.

The first stage will be to find the best training package for officers, before finding suitable candidates on traffic division. Groundwork for the initiative has been carried out by Chief Insp Tom Diment of headquarters traffic.

## Milestones

Family liaison officers are currently used in major crime investigations, such as murder.

Chief Insp Mick Thwaites, operations manager for traffic division, said dealing with a victim's family was involved and often long-term.

"Contact doesn't just end once the agony is delivered after the actual crash," he said.

"There are the other milestones like the inquest. If there's a court case on top of that it could be months away, then there could be civil litigation which could be years away.

"Between ourselves and the coroner's officer, we try to make the path as smooth as we possibly can. It can be extremely difficult. The effects on the family can be the same as if their relative was murdered."

The recent annual review of the service delivery standard on dealing with road deaths highlighted the importance of liaising with the family of the victim.

In the review year, the division received 22 letters of appreciation - a high proportion relating to the number of road deaths - including one thanking officers for their professionalism and sympathy 17 years after the tragedy.

Sgt Simon Morgan, who reviewed the SDS, said introducing designated family liaison officers would help improve that professionalism.

"At the moment one officer deals with the incident from start to finish. He has support, but at the moment he's the investigating officer and the main liaison point for the next of kin," he said.

"It does put an additional burden on the officers because they do have a

workload as well as being the officer in the case. We could take the pressure off by having a family liaison officer."

## Surveys

The SDS review has also reinforced the division's belief that families of road death victims should not be surveyed about the service they received from the police.

A questionnaire sent out to nearly 10,000 bereaved families in nine members states by the European Federation of Road Traffic Victims attracted a return of just 10 to 20 per cent.

One of the main reasons given by many relatives for not completing the survey was because it required them to relive, or remember, traumatic events.

It is felt that letters of appreciation are a good indicator of how the force is doing. Sgt Morgan added: "It is probably harder for people to take the time to write a letter in these cases as they have so much to think about and come to terms with."

## Results of PSRCP consultation due in the summer

NEARLY 1,500 officers have taken part in a forcewide consultation exercise to see whether the Public Safety Radio Communications Project will meet the needs of operational police.

Results from user workshops and questionnaires - one of the most extensive consultation exercises ever carried out in the force - are currently being analysed with the help of a specially designed computer database.

The findings will be set out in a document which will be circulated for comment during the summer.

## Features

The project aims to provide a national replacement system for all existing police radio communications systems.

The new system will be built to the new TETRA digital standard and will provide encrypted transmissions.

Other features include mobile data, automatic location, access to external telephone systems, and the ability to hold one-to-one conversations with other radio users without affecting other operational policing in the same area.

A key feature is an

emergency button on each radio which will enhance officer safety in the future.

Insp Iain Logan, project team leader, said: "Despite the fact that this may appear to be a technical issue the PSRCP is more concerned with operational policing than technology. The technology is simply there to allow officers to do their job.

"We have worked hard to understand exactly what information staff require, where they require it and when.

"Similarly, it is important to find out which officers actually need to communicate to do their job, and not simply reproduce what happens now because of the limitations of our existing systems.

## Tailored

"The work we have done acknowledges that different roles within the force have different needs, and that the new system needs to be tailored to meet the individual requirements of, for example, a constable on shift, ARV crews, and the duty inspector."

Anyone who wants an information pack on the PSRCP should contact the project team on ednet 51073.

## Seaside safety with Otis



● Stars of the video, from left to right Mark Marvin, Richard Johnson and Aaron Elbourne - and the Essex Police Marine Section and Air Support Unit.

CHILDREN'S TV favourite *Otis the Aardvark* has teamed up with Essex Police to help youngsters stay safe at the seaside this summer.

As reported in the November issue of *The Law*, Otis presents a 10-minute video, produced by the TV unit, which will be going to every school in the county this term, thanks to sponsorship by Essex County Council.

The idea for the video came from Pc Peter Scott, based at Rayleigh marine section.

Titled *Beware Be Wise with Otis at the Seaside*, the video had its official launch at Peter Pan's Adventure Island, Southend, when Essex children featured in the safety film joined Pc Scott and one of the marine section's rigid inflatable boats.

Pc Scott said: "Last year the marine section assisted a number of people who had been cut off by the tide, or drifted out on Lilos, or swum out too far.

"You realise that if they gave a moment's thought, they wouldn't put themselves in that danger."

He continued: "If we can get through to children at an age when they're just starting to venture out on their own and make them think, then if it stops one child from being harmed or drowning it will be worth it."

The video features six dangerous scenarios with catchy slogans such as 'Stay close to bay - don't float away' and 'Don't be a chump and try to jump!'

As the marine section's water safety officer, Pc Scott gave talks to 1,500 primary school pupils last summer, which prompted his idea for a video to help get the message across.

Copies of the video will be available for sale to schools outside the county, priced at £12.99.

As he prepares for his retirement Essex Chief Constable John Burrow looks back on . . .

# A decade of change

AS John Burrow CBE prepares to hand over the mantle of Chief Constable to his successor David

## Interview: Norman Hicks

Stevens next month, he can look back on not only a distinguished 40-year career in the police service, but also upon a decade of considerable changes, since his arrival in Essex in 1988.

He regards the two most significant changes to be the closer community links which have been forged, enabling the priorities of the community to be tackled in a more focused way and, alongside the development of partnerships of various types, the achievement in recent years of a notable reduction in crime.

He said: "We have moved significantly on determining the priorities of the community and responding to them through our planning process.

"This has led to a more focused approach to policing, the results of which are now being increasingly felt with the sharp decline in crime over the past five years."

The development of partnerships, working in conjunction with local authorities and other agencies puts us ahead of the Government's plans to make such arrangements permanent under the provisions of the Crime and Disorder Bill, said Mr Burrow.

Before arriving in Essex in February 1988, to succeed Sir Robert Bunyan as the county's Chief Constable, Ulverston-born Cumbrian Mr Burrow had enjoyed notable success since joining the

Metropolitan Police 30 years earlier.

After rising through the ranks to become the unit commander at Kingston-upon-Thames in 1971 he was promoted to sub-divisional commander at Wimbledon, as a superintendent, a year later and further promoted to chief superintendent in July 1975 as divisional commander in Central London.

### Merit

In August 1977 Mr Burrow was appointed Assistant Chief Constable for Merseyside Police, becoming Deputy Chief Constable six years later. He stayed with the Merseyside Police until his appointment in Essex.

He attended the Special Course at the Police Staff College, Bramshill, from September 1963 to September 1964, receiving a Certificate of Merit and was also awarded a Bramshill Scholarship to University College London, which he attended from October 1964 to July 1967, obtaining an LLB (Hons) Degree.

From March to September 1974, Mr Burrow attended the Senior Command Course at the Police Staff College. During 1975 he was visiting lecturer in comparative police studies at the John Jay College, City University, New York and from January until December 1979 he attended the Royal College of Defence Studies.

In 1981 Mr Burrow was invited by the Foreign Office, at the request of the Government of Swaziland, to review the Royal Swaziland Police and make recom-

mendations for its future.

He was awarded the OBE in 1986, became president of the Association of Chief Police Officers on October 1, 1992 for one year and was awarded the CBE in the Queen's Official Birthday Honours List of 1993.

His presidency of ACPO was, for him, one of the personal highlights of his career, coming as it did during one of the most turbulent times in policing in recent years.

Government reform of the police service, the Sheehy Report and the Royal Commission on Criminal Justice all came during Mr Burrow's year of office.

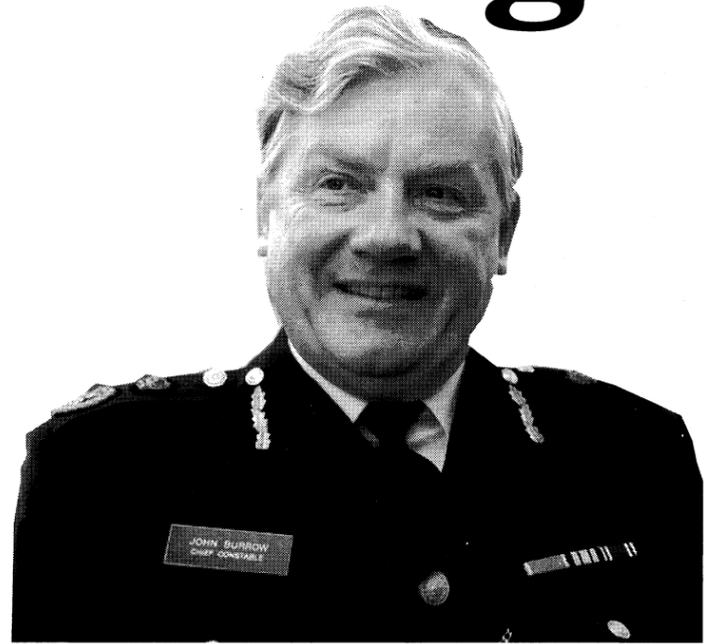
In addition Mr Burrow has played a leading role on the staff side with the Association on issues such as pay and conditions of service.

He said: "One of the final meetings I will be attending is that of the Police Negotiating Board in Belfast, when the Government's proposals for police pensions will be a major issue and one which does raise considerable misgivings.

"It will be for those who come after me to try to ensure the best outcome from the pensions review," said Mr Burrow.

Another achievement during Mr Burrow's tenure as Essex Chief Constable has been the considerable progress made with the building programme.

He said that he is pleased, with the support of the Police Authority in taking them forward, to have seen completion of a number of major buildings, ranging from divisional headquarters and the new



force information room, through to the sports and social club pavilion.

"I have also been pleased with the way in which the Superintendent's Association and Police Federation have developed over the ten years and very much appreciate the constructive role they have played in the development of policing," said Mr Burrow.

"Also I would feel that the growing together of police and support staff has again been a marked development in the ten years.

"Increasingly support staff are undertaking more significant tasks and the removal of that split between officers and civilians has led to much more effective team work.

"I have enjoyed being Chief Constable of Essex. To all those who have worked and who contin-

ue to work for Essex Police I would say thank you for your commitment and support over the ten years I have been the Chief."

Mr Burrow's hobbies include walking, especially in Cumbria and classical music. In his role as Chief Constable he has been a member of the Council for St John Ambulance for Essex and President of the League of Friends of Chelmsford Training Centre (for mentally handicapped youngsters) for which he and his wife have taken an active part in fund raising.

Mr and Mrs Burrow, who will continue to live in Essex, have three grown-up children. They have no firm plans for the future, although Mr Burrow says he is "looking forward to relaxing".

He retires on June 30 and will be succeeded by Mr Stevens on July 1.

## Law letters

Send your letters to:  
The Law Press Office,  
Police Headquarters,  
PO Box 2, Chelmsford,  
Essex, CM2 0DA.

## Can you help Fred?

ESSEX Police Museum has been fortunate to acquire the bronze medal of The Society for the Protection of Life from Fire, awarded to Constable A W Friend, of "Seaton".

The citation says "November 11, 1898 - entered burning building and saved lives without care to his own. Two guineas and the bronze medal".

As a matter of courtesy we would normally offer the medal to the parent force, but there are a number of places called Seaton in the atlas and the original recommendation has not survived.

We will continue to search in the contemporary newspapers.

The secretary of the society

then made the point that he seldom receives recommendations from Essex Police.

It may be that High commendations and medals such as the Mitchell Cup now fulfil this function.

However the society (secretary Ted Gledhill, 90 Worcester Road, Sutton, Surrey, SM2 6QJ) has been providing acknowledgements and medals for the protection of life from fire since 1836 and I am assured that any suitable cases would be considered.

The inquiry also brought up the question of whether such medals can be worn on the right breast of a police uniform.

Many serving officers have

held The Mitchell Cup and my former force (Southend Borough) permitted the medal and ribbon to be worn on the opposite side to those medals awarded by the Queen.

I have been approached on behalf of two serving officers who now wish to wear it.

I do not know if it was only permitted by the Southend Watch Committee and whether such traditions transmitted to the present force on amalgamation.

I am sure readers will advise me or tell me when and by whom the practice officially was stopped.

Fred Feather, Curator

**Swim  
raised  
£750+**

MY daughter Rachel recently organised a sponsored swim to raise funds for Farleigh Hospice, in memory of her grandfather, who was ex-Pc and HQ civilian worker Peter Cooper, who died in the hospice in January.

Along with four friends she raised more than £750,

the majority raised by Rachel.

She would like to thank all those at headquarters who donated, and others who assisted to collect the donations in different departments.

Sgt Dee Hawkins,  
Chelmsford Traffic

## Is EC set to sink CCTV?

IT is reported that in October 1998 an EC directive will not permit videos to be used as evidence in prosecutions.

Chelmsford taxpayers have contributed to the £500,000 for CCTV. In the UK the expenditure totals £22m.

Cameras are used to catch speeding motorists. Will the recorded evidence also be banned?

Since 1973 the EC/EU has issued 145,000 directives/laws on the UK and our MPs cannot reject them. An EC directive does not permit the removal of VAT.

If the UK Parliament cannot determine our taxation and our laws is it redundant and are we already part of a federalist European State?

Walter J Ablett, Chelmsford

## Brian's thanks

MAY I take this opportunity to say a heartfelt thank you to everyone who attended my retirement party at Southend police station on April 18?

It was lovely to see so many old friends and colleagues and a special thank you to those who contributed to the presents and cards.

They will always be treasured and will serve as a constant reminder of 30 happy years spent with some very special people.

Thank you all once again. I shall miss you.

Brian Cousins (Ex Pc Southend)

# Special Edition

**Keeping  
their feet  
on the  
ground**

SPECIALS will be reaching for the skies during their fourth annual sponsored walk along the Essex Way.

For this year's chosen charity is the Essex Air Ambulance appeal which, like the Special Constabulary, will be of benefit to the whole community.

Sponsorship forms are available from the Special Constabulary at each police station, or Deputy Commandant George Cook, via headquarters.

Everyone is welcome to join the trek across some of the most scenic parts of the county, even if it's only for one day. The walk starts on May 15 and finishes on May 20, covering a total of 81.4 miles between Epping and Harwich.

#### Itinerary

**May 15** (16.9 miles). 7am - meet at Essex Police Training Centre, Chelmsford, for pick up by minibus; 8am - walk starts from Epping tube station; 12/1pm\* - High Street, Chipping Ongar; 5/6pm\* - Star Inn, Good Easter.

**May 16** (13.9 miles). - 8.30am - meet at EPTC; 9am - Star Inn, Good Easter; 12/1pm\* - Main Road, Great Waltham; 5/6pm\* - The Ford, Terling.

**May 17** (14.8 miles). 8.30am - EPTC; 9am - The Ford, Terling; 12/1pm\* - The Church, Cressing; 5/6pm\* - The Church, Great Tey.

**May 18** (12.1 miles). 8.30am - EPTC; 9am - The Church, Great Tey; 12/1pm\* - New Church Road, West Bergholt; 5/6pm\* - The Church, Boxted.

**May 19** (13 miles). 8.30am - Marks Tey Hotel for pick up by minibus; 9am - The Church, Boxted; 12/1pm\* - Quay Street, Manningtree; 5/6pm\* - The Strangers Home Inn, Bradfield.

**May 20** (10.7 miles). 8.30am - Marks Tey Hotel; 9am - The Strangers Home Inn, Bradfield; 12/1pm\* - The Church, Wrabness; 3pm\* The high lighthouse, Harwich.

*\*All lunch and evening times/locations are approximate and may change according to circumstances or weather, etc.*

Greater professionalism for Essex with new role

## SPECIALS MOVE INTO COMMAND

**THE SPECIAL Constabulary in Essex has taken its latest step towards greater professionalism with the official appointment of a Deputy Commandant.**

George Cook, who was divisional officer at Southend, has been acting as deputy in an unofficial capacity for some time, but was formerly appointed to the role in April.

His successor as divisional officer at Southend is former SO Steve Carr, who has been a Special for 19 years.

Commandant Alan Hill said the new command structure was partly in response to two official

documents, the HMIC's *Special Relationship* report looking at the way forward, and a Home Office working party report.

#### Demands

"We are probably one of the only forces to have a Deputy Commandant," he said.

"We actually do need a specific command team over all the Specials if we are to do all the things we need to do. We need to make the Special Constabulary as professional as we can. The demands that have been made on the regular service cascade down to the Specials."

Mr Cook, who joined the



● All change at Southend - from left to right, Deputy Commandant George Cook, Specials Commandant Alan Hill, and new DO Steve Carr.

Specials in 1963, said: "I'm looking forward to the challenge. I think the Special Constabulary is moving forward, and I think there's going to be a great deal of work to do."

The past year has also seen

the appointment of full-time Specials co-ordinator Annette Williamott, based at headquarters.

Mr Hill added: "There is now that permanent point of contact who has an overview of everything. There's some-

one in place who has accumulated a great deal of knowledge in a short time, and I find that extremely helpful.

"Without Annette, I don't think we would have achieved what we have done in the last 11 months."

### Review of first year

FOR Alan Hill, his first year as Commandant has been "extremely challenging and very enjoyable."

"I never cease to be amazed how our Specials find the time to do a full day's work and then commit themselves to serving the community of Essex as a volunteer," he said.

"I'm very impressed by the way they're prepared to give up their own time. I think they're a very professional group of people who are committed to providing a good service for the people of Essex, and long may we have



● Alan Hill.

people who are prepared to do that.

"I'm proud of them all, and grateful to them for the way they go about their duties."

### A Special hello from Canada

ESSEX Police's new internet site has led to an opportunity to forge a Special friendship across the Atlantic.

Warren Bekker, from Ontario, is a Police Auxiliary Officer - the equivalent of a Special in Canada - and contacted the Essex Police website to say he would like to hear from Specials here.

Anyone who is interested should write to Aux. PC Warren Bekker, Auxiliary Unit, Durham Regional Police Service, 77 Centre Street North, Oshawa, Ontario, Canada, L1G 4B7.

Alternatively, his email address is [auxiliary@police.durham.on.ca](mailto:auxiliary@police.durham.on.ca).

## First conference looks to future

THE ROLE of the Special Constabulary came under the spotlight at a two day conference - the first of its kind - in Newcastle-upon-Tyne.

Although delegates were initially left "in the dark" on their arrival - a power cut meant they were shown to their rooms by torchlight - the event soon provided an enlightening opportunity for people involved in the Special Constabulary to meet and exchange ideas.

It also gave representatives from the Home Office the chance to explain current thinking and policy surrounding the role of the Special Constabulary.

Delegates from Essex Police were Commandant Alan Hill, Deputy Commandant George Cook, Specials co-ordinator Annette Williamott, trainer Sgt Debbie Grafton, SO Derek Hopkins and ACC(S) John Broughton.

In a keynote speech, Home Office Minister Alun Michael MP said: "The theme of the conference is *A Special Partnership*. That

sums up what Specials are all about.

"They demonstrate in a very practical way the part citizens can play in making their communities safer and more pleasant places to live.

"I'd like to make it clear that the government is absolutely committed to maintaining the Special Constabulary as an essential element of the police service, and indeed enhancing its role."

#### Projects

Delegates voted on a transfer policy, which will hopefully make it easier for Specials to transfer to other forces without having to go through the recruitment process all over again.

The programme included presentations on projects, such as policing the Newcastle Metro, and input on policy issues such as training, and health and safety.

It is hoped the conference will become a regular event, with the next one planned for two years' time.

# Special Edition

## Millennium mayoress

### Colchester

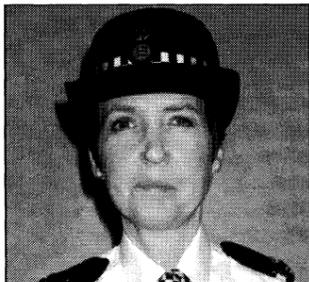
SPECIALS in Colchester will be minding their manners next year when one of their number becomes mayoress, writes DO Brian Harmer.

BS Rita Hunt is married to local councillor Martin Hunt, who is currently deputy mayor, and will become mayor from May 1999 to May 2000.

Rita is very excited about the year, but says she will still have time for her colleagues in the Specials despite the demanding schedule.

DO Brian Harmer added: "We will have to be on our best behaviour when carrying out the numerous ceremonial duties with the mayor."

Elsewhere in Colchester, Specials provided high visibility policing in the rural area around the town during Operation Balmoral, which ran from April to September last year.



● Rita Hunt.

Like many areas, villages also suffer the common problem of nuisance youths, and officers spent much of their time over the months advising youths of what is, and what isn't, acceptable behaviour.

During the six-month period, the Specials also dealt with a number of offences ranging from no car tax to three offences of excess alcohol.

The new Asda store in Colchester was the venue to recruit more Specials in the area during Specials Week.

A handful of dedicated officers gave up their time to

promote the Specials. Some of them actually took a day's holiday to attend.

Currently, the Specials are working with a team of regular officers along the lines of "zero tolerance" in relation to public order, drugs, parking offences and urinating in public.

It's creating a far nicer and safer environment for the majority of people who live in Colchester or visit during the evenings.

During the summer it's planned to visit caravan sites at West Mersea to raise awareness of caravan security.

In most caravan break-ins last summer the victims struggled to provide the information required about the stolen property, and the majority of property was not marked or postcoded.

Crime prevention officers will liaise with the Specials about how best to secure caravans, so they will be equipped with the best knowledge to hopefully carry out a worthwhile initiative.

## Fund costs just £1.50

SPECIALS in Essex can take advantage of their own "insurance policy" for just three pence per week.

The Essex Police Specials Benevolent Fund was set up to provide assistance to serving and retired members of the Special Constabulary in times of financial hardship.

Only paid up and retired members are eligible for help, and the membership fee is just £1.50 a year.

Anyone wanting further information should get in touch with their divisional contact officer.

## Shining through

### G Division

OVER the past six years the division's Specials have grown in number and in terms of support offered to regular officers, writes Sc Jerry Gleeson.

The difference is mainly due to the dedication of a small group of regular officers from all ranks.

As a result of a training programme developed in the last five years, the quality of the Special now serving in G Division has really started to shine through.

All new recruits are told of the training commitment expected of them throughout their service.

Recruitment is now more in line with the interview

procedure for regular officers.

Although the majority of duty hours are carried out at weekends, there is a great variety of work.

Crime prevention and response shift duties are some of the areas where Specials can offer valuable assistance.

Specials have been trained in the use of equipment which makes them feel more on a par with their regular colleagues.

They will shortly be taking up attachments with traffic patrol officers, a specialist field.

The only shortcoming of better training is we seem to be losing an increasing number of officers to the regular service. As the records show, many a Special Constable has gone forward to excel as a regular, and long may the tradition continue.

# Derek's o wins Doo

## Report by Alyson Mountney

### IT was supposedly a normal summer afternoon for SO Derek Hopkins.

The off-duty Special, who works as water supplies manager for Essex Fire and Rescue Service, was driving to Tiptree on business.

But as he drove through Kelvedon, a scene unfolded before him which would lead to him winning the Norman Dooley Trophy - for the second time in his 19 year voluntary career.

It wasn't enough for him to alert his regular colleagues to some men acting suspiciously in Kelvedon.

Believing them to be armed, and suspecting them of robbing a post office, he followed them in his own car as they drove away.

All the way to Witham he gave a running commentary to officers in the force

information room on his mobile phone.

Two men were later arrested, charged with robbery and are currently awaiting trial at crown court.

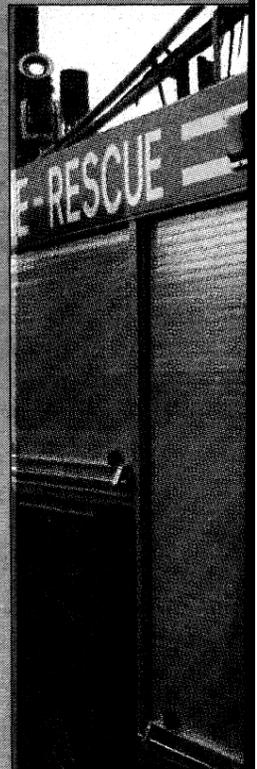
As well as the Norman Dooley Trophy, SO Hopkins has been awarded a commendation by the Chief Constable for his "professional actions."

### Trapped

For SO Hopkins, it was not the first time he had come across an incident. In 1985 he was awarded the Norman Dooley Trophy after helping to rescue a woman who was trapped under water in a car.

While driving to duty at Witham one evening, he came across a car which had come off the road, ended up in a pond and was slowly sinking. The driver was trapped.

First he attached a tow rope between his car and the other car to stop it sinking any further. Then he and a passer-by rescued a woman trapped in the



● Section Officer De

passenger seat, her under the water.

During his career Special, SO Hopkins always been based Witham and lives near Silver End. Although says he can't remember what made him join Special Constabulary does know why he stayed.

"After nearly 20 ye

## Behind the scenes - and on the TV screens

DUTIES with a difference have seen Thurrock Specials getting used to life behind, and in front of, the television cameras this year.

When an episode of the LWT drama series *London's Burning* was filmed in Grays, Specials were called on to help police the filming.

Some Specials were also filmed for a BBC fly-on-the-wall documentary about Lakeside shopping complex, and are waiting to see if they will star in the finished production.

Away from the spotlight, a change in DO, and most of the command team at Thurrock, has seen a new emphasis placed upon the Special Constabulary.

Members are now putting the command team's instruction for high visibility foot patrols into practice.

Specials will shortly be taking on their allocated areas, policing them alongside the neighbourhood beat officers.

### Thurrock Division

Foot patrols within South Ockendon, Grays and Lakeside have continued and increased, and are proving to be very effective and very positive with local residents.

During the year, several officers have taken part in police displays and demonstrations at local events and before local councillors. These have been scenario based and have demonstrated police defence, communication and arrest skills.

Specials have again been actively involved with local and countywide recruiting, setting up and running displays at local colleges, Thurrock Council career days, local events and Lakeside, as well as promoting the Special Constabulary to friends and colleagues.

This has eased the fluctuations in numbers, but there are currently fewer Specials than last year.

Corringham, which currently has eight Specials, is one of the quieter stations in the division and covers a large, but mainly rural, area.

All the Specials were encouraged to become involved in the four main annual events in the area, The Orsett Show, The Orsett Air Show, Horndon-on-the-Hill Village Feast and Fayre and Corringham Carnival, to improve their knowledge.

Corringham has also been the first station in the division to change the way Specials are deployed.

Instead of being primarily attached to a shift, Specials are now allocated a "beat" within the Corringham area, working with the local NBOs. With encouragement to do more foot patrol duties, it is hoped they will have a closer relationship with the community than before.

## Following t

A GROUP of parish Specials have been looking to the past to police the Dengie Hundred area of Chelmsford division.

The Specials, who will serve the area covered by Burnham-on-Crouch police station, follow in the footsteps of parish constables, who were appointed as custodians of the peace in villages throughout the Dengie Hundred before Essex Police was formed in 1840.

Seven months on from the launch of the initiative, the Specials are coming to the end of their training and are looking forward to going out on the beat.

Elsewhere in Chelmsford division there have been many action plans and operations led by Specials throughout the

year, and the volunteers become increasingly involved in policing their towns.

Recruitment is currently running at record levels in the division. All shifts are currently full with a list introduced.

### Specialis

The result is a great and social atmosphere. More Specials involve specialist attachments to traffic, the licensing to support unit, dog unit, town patrol unit.

A lot of longer Specials have also joined regulars in Hertfordshire, Surrey and the Metropolitan Police, as well as Essex

# Special Edition

## Double feat Trophy



Hopkins, pictured at Witham Fire Station.

wouldn't say I've seen it all. We've been involved in so much I wouldn't like to pick anything out. The great variety is, I think, what keeps us doing it," he says.

### Professional

"The way the Specials are treated now is far better than it was when I joined nearly 20 years ago. We are certainly more integrated

and we feel more useful.

"We are definitely more professional now than we were, better trained and better equipped.

"We still get people desperate to join so it must be good!"

The Special Constabulary has become a real family affair. SO Hopkins' "very supportive wife" Julie regularly gets involved in

recruitment evenings and, with the rest of the family, helps out with exercises.

SO Hopkins can't remember what job was taking him to Tiptree on that fateful July day, but does know it was never done. And he adds: "I remember phoning my wife and getting an ear bashing because I was going to be late home!"

## The footsteps of history

### Chelmsford

Two senior members said goodbye to the division this year. Support Beat Supervisor Patrick Boyes has retired after 21 years, and SO Dave Wheatland, best known for his work on the various committees within the division, served six years.

August saw the Specials helping out 50,000 visitors each day at Hylands Park for the V97 festival. Responsible for car park duties, they helped the revellers leave safely and quickly.

In October, some of the division's Specials joined the

licensing team, and became the first in the county to be trained in planned licensing raids, working alongside regular officers.

Operation Cycle-clip, a year long initiative to improve cycling safety and cut crime, continued.

### Foot patrols

This action plan, by SO Howard Rayner, involves enforcing the pedestrian only laws in town centres, keeping cycles off the pavements, and combating cycle crime.

Also, a dedicated team of Specials based at Moulsham Lodge is patrolling areas of Chelmsford on foot in a crack-down on nuisance behaviour.

Specials in Chelmsford division played as hard as they worked. Highlights included a leadership weekend in deepest, darkest Thetford Forest last May, organised by Sgt Nick Banks, and the summer barbecue which saw the original *Can't Cook, Won't Cook* team - SC Shane Bartley and SO Rayner - in action!

Acting Beat Supervisor Terence Wright also joined the official Essex Police marathon team for the London marathon.

Divisional Officer Brian Moyes added: "I would like to thank all officers for their great efforts, and their families for the support given. Keep up the good work."

## Action plans make headlines

OVER the past year a more proactive approach has resulted in some excellent action plans carried out by the Specials, and this has attracted media attention, writes DO Bob Storrar.

A small group of officers are providing a support section to run identification parades and the only regular officer involved is the inspector in charge. This frees regular officers for more important tasks.

In April last year, officers assisted in Operation Marinex at Harwich, a mock ferry disaster involving all emergency services.

May saw an action plan devised to combat theft and vandalism on an industrial estate in Great Clacton, and this proved highly successful with a decrease in crime. It also attracted the attention of the local press.

One of the division's leading Specials retired in September

after 21 years' service. BS Derek King spent most of his service at Thorpe-Le-Soken.

In October, officers were present for the visit of the High Sheriff of Essex to Clacton police station.

A cheque for £50 was presented to the Specials' Benevolent Fund by the Clacton Carnival Association

### Tendring

as a gesture of thanks for help during the carnival season.

At the end of 1997 another action plan was devised to combat a serious problem with localised vandalism and criminal damage.

This was a huge success, with reported cases falling by 46 per cent in just a month. This made the front page news in the local paper, and due to its success, this is now an

ongoing operation.

In January a second long-serving member, BS Keith Wall, retired from the Harwich Specials with just over 21 years' service.

Keith will continue to be associated with us as he has agreed to form a local museum of Harwich policing over the years, and he would welcome any contributions.

Harwich section has also produced its first newsletter with operational items and items of general interest which may become a regular publication.

As for numbers, despite recruitment drives both nationally and locally the number of Specials in Tendring continues to stay at 66. The gains made from the campaigns are wiped out by officers joining the regulars, or retiring, etc, so we seem to be stuck at this amount.

## Shared duties help cut crime

### Basildon

IT'S been a good year in terms of work, involvement with the regulars and, with a new divisional commander, a new direction which bodes well for the future, writes David Crosland.

We have reorganised the Specials, deploying beat teams in Pitsea and to the new police station at Laindon.

We also have officers on shift at Basildon, Billericay and Wickford.

As far as recruitment and retention is concerned, it's been a frustrating year.

We managed to recruit 18 new members, which in itself is very satisfying, but we had 17 resignations and one transfer to another division, thus

leaving the year as we started with 50 officers.

Eight resigned to join the regular police, which is always a welcome sign, but does not particularly help the Special Constabulary.

Civilian job relocation accounted for another six resignations.

The amount of duties and hours performed by the Specials in Basildon division continues to be high and the pro rata average is 58 duties and 386 hours per annum, per officer.

By April, the division had performed over 3,600 duties totalling 21,500 hours.

The number of arrests made by the officers is rising, and with the increasing areas of shared responsibility, a measurable impact will continue to be made on crime.

Community contact is becoming very important and is being reciprocated by an increasingly satisfied public.

As this will be my last annual report, due to my imminent retirement, I can only thank all the officers in Essex Police for their support and help in the past, and to all my colleagues in the Special Constabulary, my thanks for their friendship.

## Longest serving Special

### Stansted

STANSTED'S Divisional Officer, Tony Butcher, will have cause to remember the 5th of November this year.

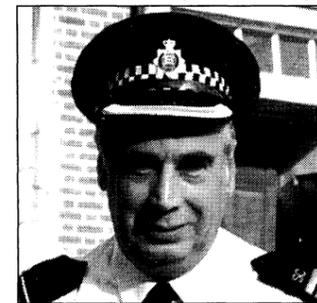
For this date will mark 40 years' service for DO Butcher, the longest serving Special in Essex.

Formerly DO at Harlow, he was transferred to Stansted in December 1996 to help prepare the study into setting up a section of Specials at the airport.

DO Butcher was awarded the MBE in June 1995 for his services to the Special Constabulary.

During the year, Stansted's Special Constabulary has been consolidating following its initial setting-up period.

Training in airport policing and general law has continued



● Tony Butcher.

under Pc Steve Daly and Sgt Alan Beckett, culminating in a number of officers taking part in a City and Guilds course dealing with car crime.

During the year, Special constables from the airport have taken part in exercises with Essex Fire and Rescue Service, the Metropolitan Police negotiators' exercise, and an anti-terrorist exercise.

The division has recently started two initiatives, one tackling under-age drinking

and the other, after training with the muni-quip speed gun, involving speed-related traffic management.

Specials have also assisted Braintree and Harlow divisions during the year, and would like to thank other divisions for their help.

A highlight of the year was the visit of Home Office Minister, Alun Michael MP, in January as part of national Specials Week, when Stansted was chosen to represent Essex.

On the personal front, Stansted said goodbye to SO Glenn Mitchell due to his return to Colchester division, but is pleased to welcome SO Margaret Ellis following her recent promotion.

During 1998, the Specials are looking forward to developing their skills and involvement as Stansted expands to become Europe's fastest growing airport.

# Special Edition

## Section on call

IT'S been a very busy year for the Specials in Rayleigh division, with the creation of a new section which looks set to become a permanent fixture after a successful trial.

The section was formed last June and is based at the divisional headquarters in Rayleigh.

A team of one section officer, two beat supervisors and 14 constables work anywhere within the division, meeting divisional objectives.

### Rayleigh

If there is a youth problem somewhere, this support team will work where the problem is, leaving the Specials who normally work within that area free to work alongside their regular colleagues on shift.

The other sections - Rayleigh, Rochford, Canvey Island and Benfleet - have all been busy with local operations and divisional objectives, as well as working the local carnivals, parades, fayres and road races.

This hasn't been easy for these sections because they have been under strength for much of the year.

In Rayleigh division there are currently 71 Specials, including supervisors, who performed a total of 5,637 duties during the year.

I would like to thank all the officers from Rayleigh for their commitment throughout the year, and let's hope for another good year!

Reg Trowers  
Divisional Officer

## Hard work and play - home and away

### Braintree

BRAINTREE is still the largest division in the county and no matter how often I drive round to all the various stations, I never cease to marvel at how lucky I am to live and work as a Special in such a lovely part of Essex.

For all that, we have had a

busy year within and without the county boundaries.

We had our usual Exercise Special Reserve 1997 in the division, this time held at the now closed Notley Hospital.

We had a great deal of help from other Specials and I must mention the "bunch of yobs" who came down to assist us from Colchester. They know who they are. They were very good and I hope they enjoyed their day.

We also held our annual Ospre weekend at FTS where, ably led by Insp Mike Smith, we ran through a dozen scenarios. It was open from divisional officer and all supervisors were encouraged to attend.

This again was a place where mistakes could be made with safety, and learning was the name of the game.

The weekend was very

worthwhile, and many thanks to Insp Smith and all the other regular officers and Special supervisors who made it happen.

We also had a weekend in the Dales walking and talking, previously reported in The Law. Those who went really enjoyed it, and another weekend is planned.

Both trips are to a farmhouse high in the Dales, well off a main road and reached

only by the roughest of tracks.

An 18-mile walk and one summit was achieved on the first trip in brilliant October sunshine - it was so warm we reached the summit wearing t-shirts.

SO Derek Hopkins' commendation could only happen to him. Well done Derek - again!

John Salmon  
Divisional Officer

## Specials win commendations for courage and bravery

# Chief's praise for the daring dozen

A TOTAL of 12 Specials have been awarded commendations by the Chief Constable, Mr John Burrow, since last April.

Recipients include past and present winners of the Norman Dooley Trophy, and a group of seven Colchester officers who helped quell violence at a football match.

Commenting on the contribution to policing Essex by the Special Constabulary, Mr Burrow said: "The fact that 12 Specials have received commendations in the course of the past year speaks for itself."

SO Derek Hopkins, from Witham, is the most recent Special to be awarded a commendation for the event which also led to him being this year's Norman Dooley



● Colchester officers and Specials receive their certificates from the Chief Constable for helping to stop violence at a football match.

Trophy winner.

And last year's winner, Trevor Newbrook, was commended in December for the incident which won him the trophy. He was the first to respond to a serious public order incident in Saffron Walden High Street in July 1996.

Mrs Kathleen Whyte of Halstead, who has now left the Special Constabulary, was commended last May for outstanding courage, initiative and bravery.

While on duty in Halstead she was involved in arresting two men who attacked her and a regular officer. Two men were later jailed.

### Disturbance

Colchester's Magnificent Seven received their commendations in August. Beat Supervisors Darren Craven, Andrew Parker and Robert Boyle, and Special Constables Joseph Eardley, Stephen Stronach, Simon

Lewis and Judith Parker, helped tackle a large-scale crowd disturbance at the Colchester United ground in November 1995.

Together with regulars Supt Peter Sheldrake and Sgt Peter Smith, who were also commended, they went into the hostile crowd and retrieved property, put out a fire and made arrests without regard for their own safety, preventing further disorder.

Thirteen defendants later

admitted a variety of offences at Chelmsford Crown Court. Eight were given jail sentences ranging from six months to four years, and five were made the subject of community service orders.

Sc James Cunningham, based at Colchester, was commended in October for his actions during a disturbance in the town's High Street in August 1996. He placed himself between a crowd and two of his colleagues, who were making an arrest, putting himself at risk to prevent them being injured.

### Courage

DO Simon Wootton, from Grays, was commended for his courage during an incident at a Chelmsford pub in May 1994. With Insp Chris Markham he arrested a youth suspected of assaulting a second youth, who later died.

While waiting for assistance, a hostile crowd of between 40 and 50 youths threw missiles and punches at the two officers in an unsuccessful attempt to free the detainee.

## 140 years' service

DIVISIONAL Officer Tony Butcher, of Stansted, receives his third bar marking 39 years' service at today's (Sunday May 10) annual inspection.

Nine more officers with 111 years' service between them will also be presented with long service awards by the Chief Constable, Mr John Burrow, during the ceremony in the assembly hall.

Receiving long service medals for nine years' service are DO Reg Trowers of Rayleigh, SO Andrew Cook of Harlow, Sc Robert Bramley of Saffron Walden, Sc Louise Cook of Epping, Sc James

Cunning of Chelmsford and Sc Mark Jones of Clacton.

DO David Crosland of Basildon, DO Steve Carr of Southend and Sc Ian Carey of Canvey Island will receive the first bar for 19 years' service.

Former Bs Derek King, who retired in September after 21 years, will be presented with a long service certificate.

Winner of the Norman Dooley Trophy is SO Derek Hopkins of Witham.

The Salter Cup for the most divisional duties will be presented to Rayleigh division.

## Specials on seaside party patrol

### Southend

THE past year has seen the Southend Specials out on "party patrol" - accompanying environmental health officers in a crackdown on noise nuisance in the town at weekends.

This continues to be a major success, not only in dealing with the problem but

also in releasing regular officers for regular duties.

Among the increasing and wide variety of duties and initiatives in which the Specials are taking part is a new experiment due to happen later this year.

Members of the Special Constabulary will be used to assist in the policing of football matches for the first time.

Former DO George Cook

said: "The Special Constabulary Management team would like to express its thanks to all the regular colleagues, for their continued support and understanding.

"This is especially true of the numerous regular officers, who voluntarily give up their time to assist with the training needs of the Special Constabulary. This is enhancing

the existing excellent partnership between regular and Special officers.

"We would also like to thank all the families of the officers within the division for their continued support, and all the officers of the Special Constabulary for their diligence and commitment.

"Finally, we wish Steve Carr every success following his recent promotion to divisional officer."

Special Edition is a supplement of The Law, newspaper of Essex Police.

Edited by Alison Mountney. Published by Essex Police HQ, Springfield, Chelmsford.

Printed by The Essex Chronicle Series, Westway, Chelmsford.

## Busy time ahead for police singers

THE Essex Police choir's next performance takes place on May 16, with a return visit to St Aidan's Church, Leigh-on-Sea, for a concert in aid of Lady McAddens BUST appeal.

The concert starts at 7.30pm and tickets are £3.50, including refreshments, available from Mrs Norma Heigho, on 01702 522360.

June will be a busy month, with two concerts planned.

On Saturday, June 6, the choir will be at St Mary's Church, Langham, helping to raise funds for Langham Ward at Colchester General Hospital.

The concert starts at 7.30pm and tickets cost £5, again including refreshments. They are available from Mrs Ann Lunn, on 01206 272259.

Sunday, June 14 sees a visit to St Mary Magdalen Church, Thorrington, for the church festival weekend. Start time is 7pm, tickets are £5 each (refreshment included) from Mrs Rita Sharpe, 'Windsor', Clacton Road, Thorrington.

# New recruits for Thurrock

**A RECRUITMENT drive has been launched in Thurrock Division to try to tackle the problem of attracting new recruits in that area.**

Development and Training Officer at Grays, Sgt Neil Davidson, said: "Traditionally there have been very few applicants from this division to join the police service, for a variety of reasons. It was felt that if we could attract local recruits, it may stabilize the work force here at Thurrock and provide better long-term policing for the people of Thurrock."

An advertisement was placed in the Thurrock Gazette newspaper and a help line for prospective recruits was set up, to put

them in touch with local DTOs Sgt Davidson and Pc Dave Sharpe.

More than 30 people responded to this help line and an open evening was arranged for an informal presentation, followed by a short question and answer session

## Progress

Twenty-seven people attended this open evening, at Grays police station, on April 23, at which a recruitment pack and application forms were given to those showing an interest.

Their progress will now be monitored by the recruitment section of resource management to validate the exercise.

Commented Sgt Davidson: "The people who came along to the open evening were pleased that they could gather more information, which could help them make a more informed decision about whether or not to embark on a police career.

"Should any other division express an interest in doing the same, I would be happy to discuss the whys and wherefores."

He can be contacted on Ednet extension 70830.

The exercise at Thurrock was the first to involve newly appointed Assistant Personnel Officer, Sue Adkins, who has been appointed by resource management to take responsibility for recruitment.

In this role Sue is looking at recruitment and recruitment advertising for the force.

## Applications

Because of limited resources, specific areas are being targeted in current recruitment campaigns in the south of the county, from where numbers of unsolicited applicants are normally low, but where vacancies for constables are greater.

However, applications will still be accepted countywide.

Sue is also looking at building links with educational establishments to encourage students to consider joining Essex Police as a worthwhile career and to promote the police service.

She can be contacted on extension 54184.

## Out of Africa

DET Supt Lee Weavers, Head of Crime at headquarters, spent two weeks at the end of April as part of a team taking part in a review of the management structure of the Royal Lesotho Mounted Police.

Until recently the Kingdom of Lesotho, in Africa, was run by a military government, but the country is now operating as a democracy and the review of the nation's police service is part of the process of change.

As *The Law* was going to Press, Det Supt Weavers was on his way home.

A report of what he experienced there and an insight into the type of work the team was involved in will appear in a future edition.

## Make a stand

A SPECIALLY made display promoting the Special Constabulary in Essex is available to Specials who are planning their own local recruitment campaign.

Contact the Specials recruitment office at headquarters for details.

## Softly, softly

### Health Check

INJURIES to muscles, tendons and ligaments are all called soft tissue injuries, better known as sprains and strains, writes sports therapist Ian Ellison.

When these structures are damaged, blood vessels in the area are torn. Bleeding occurs and spreads rapidly into adjacent tissues. The bleeding causes swelling which in turn results in increased pressure on surrounding tissues, which become tense and tender. The increased pressure causes pain in sensitive tissues, and the combination of bleeding, swelling and increased pressure can adversely affect the healing process.

If this process can be interrupted healing is enhanced, so in cases of soft tissue injury it is important to inhibit and control bleeding as soon as possible. Treatment should be started immediately. If it is carried out correctly, the initial acute treatment of a soft tissue injury can be the most important factor influencing recovery.

### Treatment

The easiest way to remember the treatment is by using the acronym RICE: Rest, Ice, Compression and Elevation. The first priority is to try

and stop the bleeding. Reduce the extent of bleeding by rapid cooling, compression bandaging, elevation of the injured limb and rest.

**Rest:** The injured limb should be rested for 24-48 hours. Do not apply heat, it feels good but will increase blood flow, swelling and eventually pain.

**Ice:** Cool the affected area for at least 20 minutes, use an ice pack, or a packet of frozen peas. Cooling can be continued for about 20 minutes per hour every 2 hours for the 24-48 hour period of rest.

*\* Do not burn your skin, put oil or place a thin cloth between the ice and your injured limb.*

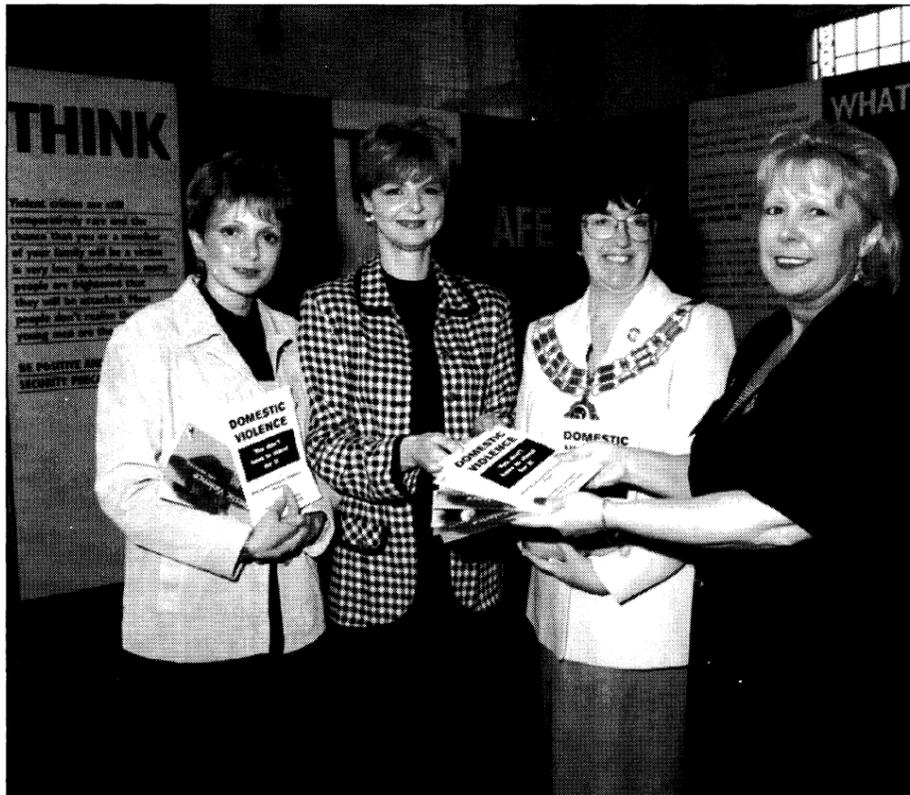
**Compression:** Apply a bandage to the affected area once cooling has ceased. A compression bandage usually comprises of an elastic bandage applied with some degree of tension. Ensure the bandage supports without causing a constriction.

**Elevation:** Raise or support the injured limb at an angle of more than 45 degrees where possible to reduce the blood flow to the affected area.

Always seek medical opinion if there is extensive bleeding, persistent pain and impaired movement, or if the symptoms last longer than 24 hours.

For further information contact the Occupational Health Department.

## Forum breaks the silence



A NEW pack designed to help victims of domestic violence has been launched.

The pack, which contains advice for victims and details of services, has been issued by Brentwood Domestic Violence Forum.

The forum includes representatives from Basildon Women's Refuge, Essex Police, Brentwood Council, Social Services, and various charities.

At the launch, an invited audience was addressed by the Mayor of Brentwood, Councillor Anne Brent, senior Women's Refuge worker Lyn Headley, and a former victim of domestic violence.

PICTURED: The Mayor of Brentwood receives the pack from Mandy and Laura, students connected with Basildon Women's Refuge, and Lyn Headley.

## Help smoke them out! In bloom

CAN you help solve the mystery of the disappearing books?

Over the past 12 months, the Occupational Health Department has loaned out three books entitled *Easy*

*Way To Stop Smoking* and one

entitled *The Only Way To Stop Smoking Permanently*, all written by Alan Carr.

Yes, you've guessed it. None of them have been returned!

So, all you struggling smokers out there, check your bookshelves and, if you are

the guilty parties, send the books back to Occupational Health at the Training Centre as soon as possible, as there is now a waiting list of smokers wanting to borrow them!

OHD can be contacted on Extension 58611.

WORK to create a floral spectacular will be starting at Bramshill later this month.

As part of the police staff college's 50th anniversary celebrations, groundstaff have organised a display of more than 3,000 plants which will take the shape of the college's logo.

# County Watch Association bid

THE 1998 Essex County Neighbourhood Watch Conference on May 9 will have as its prime objective formation of a County Neighbourhood Watch Association.

The purpose of this organisation will be to create a focus for all neighbourhood watches in Essex, promoting their work generally and supporting and assisting local groups.

It will give county groups a single voice on issues relating to sponsorship, fundraising, training and communications, many of which were raised in a countywide survey of Watch members last year.

Speakers at the conference will include Colleen Atkins, chair of the National Neighbourhood Watch Association; Essex Chief Constable John Burrow and Anthony Peel, chairman of Essex Police Authority.

There will also be presentations by sponsors General Accident and BT. Artspace, an arts based centre in



● ACC(D) Charles Clark and Supt Pat Rice receive a £3,200 cheque from Diana Runnicles, of BT.

Grays, Thurrock, funded by Essex Youth Service will perform a drama on the theme *Neighbourhood Watch - Now and the future*.

The conference takes place at the Essex Police Training Centre, Police Headquarters, Springfield, Chelmsford, on May 9, from 9.30am to 3.30pm.

General Accident is planning to sponsor the restructuring of Neighbourhood Watch in Essex, with a three-year

funding programme, recognising the importance the organisation places on partnership work in the community generally.

BT has long been supportive of community issues and also recognises the important place of neighbourhood watch.

To that end and in order to support the community aspect, BT is co-sponsoring the conference with General Accident and has presented £3,000 towards it.

## John is the new EPSA secretary

THE new Force Sports Secretary, John Stonehouse, is now in post.

With immediate effect his routine working days will be Tuesday, Wednesday and Thursday (i.e. a part-time post of 20 hours a week).

Outside these times a message can be left on the answer phone on extension 58888.

Assistant Secretary Chris Jacob can be contacted on extension 34180.

● THE force sports and leisure shop closed on May 1, but will be opening from 12.30pm to 1.30pm on Wednesdays only for the short-term future.

## Names in the news

### Drugs Action Team new co-ordinator

JANAKA Perera is the new inter-agency drugs co-ordinator for the Essex Drug Action Team.

With 12 years' experience of working with drugs projects, his career began at the sharp end of the drugs scene.

Born in Ladbroke Grove and raised in West London, he began work there conducting social research among drug dealers and users, many of whom he grew up with.

"A lot of the problem with drug research is that the scene is very underground. Not a lot of people know what's going on," he said.

"One way you can get a grip on what the scene is like is either carrying out surveys or interviews, or get someone like myself who knows the people, and who can run with them. It's a very short-lived job and it can get dangerous."

Now 34, Mr Perera has

spent the past two years doing independent consultancy work for drug action teams.

He has also developed a black drugs education forum in Watford, and is the trustee of Uplift, a drugs charity which has just been awarded a quarter of a million pounds to develop an evening project in Hackney aimed at black drug users, particularly crack users.

Mr Perera added: "I'm arrogant about how I talk about drugs because I know what I'm talking about. What I've learned over the past few years is about strategic management of that."

"Part of the problem is about being able to identify what's needed and put in place what people want. What I want to do is achieve that in a way where we are all working together."

### Retirements

THE following officers are retiring this month:

Sgt Stephen Turner, based at Braintree, retires on May 17, after almost 31 years' service and Sgt Keith Palmer, of Newport Traffic, leaves the same day after 30 years.

All health has forced Pc Kim Ford, of Grays, to retire after serving for more than 15

years. Dc Joseph Middleton, of Rayleigh CID, retires on June 5, 30 years after first joining the police service.

Southend-based Pc Richard Soward retires on May 10, after 32 years' service.

Pc Keith Unwin leaves on May 3 after 22 years. He is currently at Basildon.

## New York trip

FOLLOWING the success of the past five years of shopping weekends to New York, the sports association has arranged two long weekends for later this year and early next.

Departure is from Heathrow on either Thursday, October 15 or Thursday, February 11 (for a Valentine weekend), with four days and three nights in the two star Pennsylvania

Hotel, situated in the heart of Manhattan, opposite Madison Square Gardens and near the Empire State Building.

Cost will be £399, including flights, accommodation, all taxes, duties, transfers and a welcome finger buffet.

Anyone interested contact Chris Jacob on 58888.

Closing date will be Thursday, May 7 and a £50 deposit will secure your place.

## Lifesavers win

ESSEX Police Lifesavers entered two teams into the elimination event for the Police National Lifesaving Championships at Hendon on Sunday, April 5.

The competition consisted of speed rope throwing, speed swim and tow, a resuscitation test and a staged incident.

It was an excellent result for Essex, with the A team winning and the B team finishing third.

Chris Mathlin won the highest individual marks in his section overall and both teams gained places in the final in Exeter in June.

Essex A team were Sarah Pike, Sarah Wadforth, Melanie Bainbridge, Chris Mathlin, Brendan Cox and Dave Salmon.

Essex B team were Paddy O'Toole, Lynne Smith, Sue Clarke, Paul Clark, Ted Travers and Nigel Taplin.

They were trained by RLSS coach Diana Kedge.

## Market Place

BLOCK LETTERS PLEASE - ONE WORD PER BOX


Name and Rank .....  
 Station ..... Home Tel .....  
 Date ..... Signed .....

**AIR** Compressor plus storage tank suitable for paint spraying etc. Cost £130, used once, new condition, plus accessories £80 ono. Dc Mick Ailward, Clacton CID, or 01255 221312.

**FRANK** Thomas motorcycle leathers. Two-piece, black, plus FT motorcycle boots, also black. Excellent quality, hardly used. Chest 40in., waist 32 in. shoe size 9, £280, N Beckman, Castle Hedingham, 01787 463471.

**HIGHLAND** Holidays - B&B, eve meal in the beautiful Highlands of Scotland. En-suite, shooting, fishing, walking, skiing, bird watching etc. Twenty per cent discount for Essex Police personnel past and present. Call Andrew Nunn, ex Chelmsford Traffic, on 01479 841717.

**HONDA** Acti van pick-up, E reg, MOT December, 68,000 miles, 545 cc, very economical, new buck cover, vgc, £650 ono, N Beckman, Castle Hedingham, 01787 463471.

**JAGUAR** Sovereign Series 3, 4.2, 1985. Sage green metallic, leather interior, walnut

dash, electric everything, 25-30 mpg, air cond, all immac. Wife for sale! £4,500. Dc Roy Stammers, Brentwood, tel. 01375 644091.

**MORRIS** 1100, 1968, 42,000 miles, free road tax, stunning cond., 4-door saloon, £1,450 Dave Hurrell, 277 Carlton Ave., Southend, tel. 01702 349733.

**NORFOLK** Broads motor cruiser for hire, sleeps six, two showers, toilets, well-equipped, substantial savings on commercial rates, over 100 miles of safe navigation, Dc Neil Evans, Harlow, extension 20812.

**PEUGOT** 405 GRD turbo diesel, 1992, pas, e/w, service history, vgc, one prev owner, above av miles, £3,700. Peter Blois, extension 54101 or 01787 224318.

**PSION** 3C 2 meg palmtop computer, less than year old, £199. Cheapest new price £249-£279. Case also available. Chief Insp Steve Currell, Ednet 51012.

## Service cuts?

MEMBERS were pleased to see an assurance in *The Law* that there will be no reduction in service to the public as a result of budget cuts.

We are not sure how this fits in with the loss of traffic wardens through natural wastage, or indeed the reduction in opening hours of some stations in the Braintree Division.

Surely if there are fewer traffic wardens and police stations are not open for as long, this is a reduction in the level of service to the community?

Both measures were necessary as cost-cutting exercises.

Thanks to all those personnel who contributed to the collection for Jim Hibbert. His widow Pam extends the family's thanks. A total of £642 was collected for the Farleigh Hospice.

New membership offers are Specsavers' premium card package for those of you who wear spectacles and Madame Tussaud's, London Planetarium and Rock Circus are providing member discounts to Unison members and their families.

A new health cash plan has also been launched with Unison endorsement - Medicash. Details of these offers are available at the

branch office.

On issues relating to terms and conditions of service, the management has arbitrarily approved a new discipline and a new capability procedure for support staff.

This in our view constitutes a fundamental change to our contracts of employment and we are currently seeking legal advice.

This coupled with the sickness policy imposed on FIR staff seems to be indicating a dangerous trend towards a control culture.

Unison does not see this as the way forward.

These matters affect all support staff and now, more than ever, you need to be aware of what is happening in the organisation. Whatever your viewpoint on trade unions, you should be asking yourself who else is looking after your interests.

If you are a member and you foresee a problem then tell us now. If you are not, then consider seriously what the future holds, given these events.



**Brave Philip's son runs to find cancer cure**

AS a former police officer battles bravely against cancer, his son has run the London Marathon to raise money to help fight the illness.

Philip Roe (50), of Brockham Close, served 27 years at Clacton police station, and despite the cancer was determined to see his last three years' service out, on patrol.

Unfortunately, the illness got the better of him in March and he was forced to retire early. He has just started an intensive course of chemotherapy.

His son Mark, studying law at Norwich University, has vowed to raise as much money as he can for the Cancer Vaccine Campaign, at St George's Hospital, London, researching a cure.

Mr Roe, who is married with two sons, said: "It's too late for the vaccine campaign to help me but I'm very proud of Mark for what he's doing to save others."

Mark was aiming to run the London Marathon in under four hours and achieved this with four minutes to spare.

**Muscles**

Philip, who went to London to watch his son cross the finishing line, said: "He was actually at 3hrs 30mins with just a over two miles left to run, but then suddenly there was a lot of rain and hailstones and his muscles started to seize up. Apparently lots of runners had the same problem and were told it was a mild form of hypothermia."

Philip hopes to know the total raised by next month's edition of the Law.

Anyone who wants to help, can donate money to: Cancer Vaccine Campaign, The Special Trustees of St George's Hospital, St George's Hospital Appeal Office, Black Shaw Road, Tooting, London SW17, 0QT.

# Allan's Marathon effort

WHEN Allan Barley crossed the finishing line at the 18th London Marathon last month it was nothing new.

The Basildon constable has taken part in the event every year since it started and he is already planning next year's entry.

Allan was one of the ten-strong Essex Police team who completed the 26 miles and 385 yards in full uniform, backed up by another five "undercover agents".

"I've run the marathon every year and we started up an Essex Police team in 1984. This was the 11th year that we've done it in full uniform," said Allan.

**Training**

"When we started, we were all Basildon officers. Then I moved to Chelmsford and we got them involved. Now that I'm back at Basildon the entrants seem to come from all over the county."

Allan planned to take a week off training after the April 26 run, but then had his sights set firmly on the 1999 event.

He said: "We usually start off with 40 names on the list, but then after a few training runs reality starts to set in and we whittle it down to the keen, fit ones!"

. . . Oh, and the Boss came too!



● Taking a breather - the Essex Police London Marathon team.

This year the team completed the run from Greenwich to Westminster to raise money towards buying a saturation monitor and CPAP ventilator, equipment urgently required for the special care baby care unit at Basildon Hospital.

"Last year we raised money for the baby unit at Southend and next year we will be doing it for the Chelmsford one. We try to spread it around as much as possible,"

said Allan.

Basildon Divisional Commander Supt Dennis Sheppard was in the team of ten uniformed runners for his first experience of the spectacular annual event, which this attracted 30,000.

He said: "Running in uniform was an experience, because on the one hand we had people cheering us on, while some of the ne'er-dowells in the crowd were boo-

ing. But they were being shouted down by our supporters, so it made for a great atmosphere."

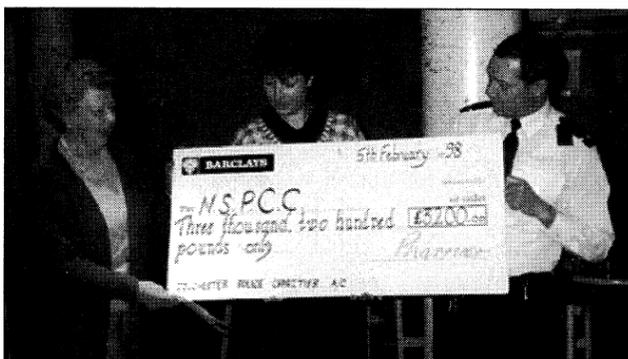
Uniformed runners taking part, as well as Supt Sheppard and Pc Barley, were Pc Martin Woollard and Dc Graham Hurrell (both Basildon based); Pc Laurie Rampling (Tilbury); Sgt Pete Bryan and Pc John Woods (Chelmsford Traffic); Pc Jan Adcock (Braintree); Dc Ian

Raynor (South Woodham Ferrers) and Sgt Tim Wills (Stansted Airport).

The Undercover Agents were Basildon trio constables Matt Schneider, Paul Keaney and Caroline Golding, together with two Headquarters based detectives John Rickards and Graham Hadley.

Ds Ian Ellison was the team physio and Pc Bill Brightmore the team coach.

## Charity boost



THE 1997 nominated charity for Colchester Police Sports Club was the NSPCC. Following events such as Colchester Cricket Week marquee, a Christmas carol concert and other, smaller events throughout the year, a total of £3,200 was raised.

Club chairman Supt Julian Field is pictured presenting the cheque to Mary Beattie, left, and Jenny Jordan from the children's charity at Colchester Police Station.

The sports club is already raising funds for this year's nominated charity, Stepping Stones, which assists young children in the Colchester area with learning difficulties.

## Essex enjoys more indoor success

THE National PAA indoor games championships in Norfolk last month found six Essex qualifiers from the No 5 region eliminator defending four national titles.

Since support staff were included the standard of play at regional and national level has improved considerably.

Star of the week for Essex was Jim Cousens (Southend), runner-up in the billiards last year, who went one better this year to take the title.

He had put in many hours of practice before the championships and won his semi-final by 200 points from the holder before taking a comfortable win in the final.

This is the first time an

Essex officer has ever won this prestigious trophy.

Darts proved to be the domain of Mo Chaplin (Rayleigh) who scared us all by losing her first match in the round robin, but rediscovered her form to take the national title yet again in invincible style.

Super Mo is becoming such a legend at the PAA that at the presentation evening the Chief Constable of Norfolk quipped that he sees her more often than he sees his own officers!

Mo joined with Sue Jenkins (Clacton) in the ladies' pairs, but they were unable to defend their 1997 win, just losing out in a tense final.

In the mixed doubles Mo and Bill Burns (Southend) did well to make the semi-final, losing 3-2 to the eventual winners.

Table tennis equals Julie Askem (Southend), who comfortably retained her national singles title, despite stiff opposition.

Julie teamed up with Chris Jacob (Rayleigh) in the mixed doubles to defend their 1997 title, but despite holding match point they lost in the final.

Chris and Peter Layzell (Chelmsford) competed in the men's doubles and the veterans' doubles, where they reached the semi and quarter final stages respectively, despite beating the 196 champions in the first round.

At the conclusion of the tournament Essex returned with three titles, one fewer than last year, but retained their status as the most successful force in the country yet again at indoor games, which is a record no other section of the EPSA can yet equal. Well done to Mo, Julie and Jim. Peter Layzell



## Tea with the Chief

AS reported in last month's Law, the Essex Police women's hockey squad collected the trophy for winning the PAA Plate competition for the first time in their history, when they beat Northants Police 3-1 in the final. Team captain Kay Blackman and the rest of the squad, pictured left, called in on Chief Constable John Burrow with the trophy and toasted their success with a well-earned cup of tea!

*Sport  
and Leisure*

by  
**Kim White**

# We've won the cup!

**THEY** may not have made the nationals final this year but the Essex Police Football Squad have secured the next best victory, winning the Southern Counties cup.

Opposing finalists Devon and Cornwall, who were last year's winners, put up a good fight but whilst Essex deserved the victory, they were capable of a lot more.

Essex had the edge in a very scrappy first ten minutes and although Devon appear to strengthen, the remainder of the first half lacked inspiration. Devon did have a few nail-biting near misses but on balance their defence was nothing to write home about.

The best chances for both sides came just before half time. Essex's was a shot by captain Paul Keaney which went wide. A few minutes later Devon took advantage of a messy Essex defence to take a shot which look destined to hit the back of the net. Fortunately for Essex, Devon's own Wayne Arthur blocked the ball and the half time score remained 0-0.

The start of the second half was a complete turn around. Within one minute of the whistle Kevin Adams crossed a strong ball into the box which Darren Pike headed into the corner of the net. If you blinked you'd have missed it. In fact, some

## Essex get reward for hard work

supporters still supping their half-time beverages did!

This confident restart, however, was short lived. The pace of the game had increased slightly but some poor errors began to slip through. A completely wasted Essex corner was soon followed by a foul against Devon and Cornwall giving them a penalty and their chance to equalize. Gerry Nardiello did the honours.

From then on neither team particularly had the edge and extra time was looming. Then minutes before the full-time whistle Kevin Adams took a



● **Victorious - The Essex Police Football Squad with the Southern Counties Cup.**

shot from 30 yards out. From the stands it appeared almost in slow motion, but its accuracy left the keeper helpless as it looped over his head putting Essex back in the lead.

The last minutes of the match seemed an eternity and a couple of corners

awarded to Devon and Cornwall had spectators on the edge of their seats. But the whistle eventually blew and Essex lifted the cup for the first time since the 80s.

Tiredness was evident throughout the match, possibly the result of a quarter-

final against Braintree Reserves three days before which Essex lost in extra time. But, overall, there were some good performances and the fact that Devon and Cornwall have won the title seven times in the last decade, should be a big boost

for Essex. Manager Martin Oakley said: "Having reached the finals of the nationals last year it was nice to come away this year with a trophy. The team deserved to win after all the hard work they've put in throughout the season."

## Rayleigh retain trophy

IN the junior section final of the Southend-on-Sea & District Mid-Week Charity Football Competition, Basildon Police B met Rayleigh Police, taking the lead midway through the first half from Trevor Garrard's 30-yard floated free kick.

Rayleigh fought back to take a 2-1 lead with goals from Matt Brooking, one a penalty.

At this stage both teams seemed evenly matched, but Rayleigh gradually eased their way on top, against the tiring legs of the comparatively veteran Basildon team.

Further goals from Matt Brooking (2) and one each from Cliff Haines and Andy Harvey clinched Rayleigh's victory at 6-1, to retain the trophy they won last year when they beat Grays in the final.

## Runners face test of stamina

THE final cross country race of the season, the PAA national championships, took place in Leeds, West Yorkshire, over the Middleton Woods course.

With its ankle deep mud and two severe climbs, the course provided a real test of stamina.

The women's four-and-a-half mile race saw a Hampshire one and two, Amanda Larby heading Sarah Bradbury to easily take the team title.

Making their national debuts, Paula Bradley maintained her Essex No 1 status ahead of sister Lucy.

Next in was Moira Anisley, her only race this year, with Janet Adcock again showing great team spirit, completing the line-up.

The men's eight mile event had a field of more than 270 starters and the most competitive line-up

for many years.

Darren Daniels (Cheshire), winner in 1996, regained the title, but team honours went to Northumbria.

Mick Bond led home the Essex squad, finishing 4th veteran, followed by Paul McFadyen.

However, the most improved male runner was undoubtedly Charles Quaey, almost 100 places up on last year, due possibly to a diet of beef tomatoes!

The battle to beat an under par senior officer led to some rash challenges being thrown down during the after race celebrations.

### RESULTS

**Essex Men:** Mick Bond V40 (27), Paul McFadyen (108), Charles Quaey (143), Ian Bloomfield (155), Paul Purkiss (163), Steve King (201), Andy Down V45 (202), Pete Bryan V40 (210), Andy Eves (266).

**Essex Women:** Paula Bradley (35), Lucy Bradley (39), Moira Anisley W40 (48), Janet Adcock (61).

**Teams:** Men 17th; Women 10th.

Having completed my first season as captain of the section may I thank all those who have taken part, in particular a couple of unsung heroes, Graham Hurrell and Andy Eves.

The success at the regional championship shows what Essex are capable of, so let's look forward to a consistent league campaign next winter.

Fixtures: PAA marathon, Leeds, May 17; Croker Cup athletics, Basildon, May 27; regional athletics, Kent, June 10; national athletics, Bedford, July 22; PAA 10-mile road race, Merseyside, September 9; long distance walk, Sussex, September 13.

**Mick Bond**

## Hockey Club AGM

THE AGM of Essex Police Hockey Club takes place at the headquarters sports and social club pavilion on Thursday, June 11, at 7pm.

Secretary, Supt Bob Ward has urged all members to attend as there are a number of very important issues to be discussed.

Three league teams are being entered for next season, Men's Division 6SE and Division 9EC and Ladies' Division 5.

The men have also entered the summer league.



NEXT ISSUE: June

COPY DEADLINE: May 22, 1998

PRINTED: June 2, 1998

The Law was edited this month by Norman Hicks and Alyson Mountney.

Published by Essex Police HQ, Chelmsford. Tel: 01245 491491 ext 50620/50625. Printed by The Essex Chronicle Series, Westway, Chelmsford

