

## New Chief sets out objectives



● Mr David Stevens

THE new Chief Constable of Essex, David Stevens, took office on July 1, succeeding John Burrow CBE, QPM, who has retired after ten years in charge.

Mr Stevens, formerly Deputy Chief Constable of Bedfordshire, said it was a great honour, said him to be given the chance to lead a force with such a strong commitment to working with

the community.

He said: "I believe that policing can only be really effective when it is carried out with the help of everyone who lives, works or travels in the county.

"Essex Police has a long tradition of community involvement through the Special Constabulary, Neighbourhood Watch, Victim Support and many

other groups.

"One of my priorities will be to build on this sound foundation and I am particularly keen to involve young people in more of our schemes," said Mr Stevens.

With the Crime and Disorder Bill due to become law later this year, he said it emphasised the desire of Government for a strong partnership between the

police and other statutory and voluntary agencies, to prevent crime and anti-social behaviour.

"Again, I will be looking to develop links between ourselves and the county council, unitary authorities, district and parish councils, to promote crime reduction opportunities across the force area," said Mr Stevens.

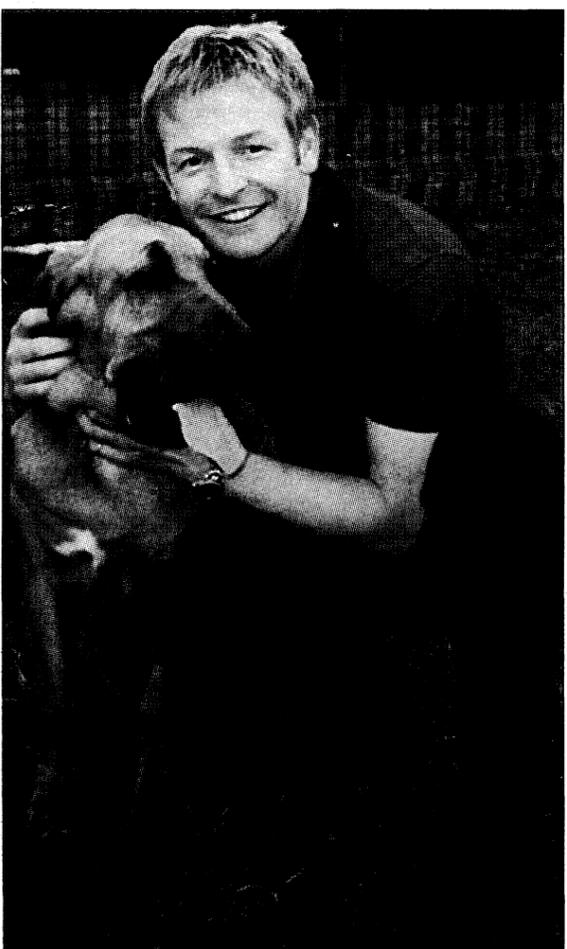
Business also has a vital

role to play, he said and he intends to encourage more partnership initiatives in both urban and rural areas, for the benefit of the community as a whole.

Mr Stevens said the Essex Policing Plan sets the force challenging targets across a wide range of activities.

● Continued on page 3

## On the scent



**CHILDREN'S TV presenter Paul Hendy was at HQ last month to film with the Dog Section's latest recruits for a BBC educational show, Dear Mr Barker.**

**He met up with the two Bloodhound puppies Sherlock and Morse and also filmed with German Shepherd pups Regan and Scully as part of an item teaching young children how police dogs are trained.**

**He is pictured here with Sherlock after the dog had tracked him across the sports field.**

## Major crime investigations study

# CAN YOU HELP?

**AN extensive project has been launched to take the investigation of major crime in Essex into the next millennium.**

Its aim is to create a force manual outlining the use of HOLMES II, and investigation into crimes including murder, manslaughter, rape, kidnap, blackmail and extortion.

Every aspect of all major crimes in the last five years - and some dating back further - will be examined during research, and officers and support staff in Essex are being asked for their input.

The project deals with the countdown to the introduction of HOLMES II. Following its pilot, Essex

**by Alyson Mountney**

Police will be the first force to receive the new system, which is Year 2000 compliant and has more up-to-date, enhanced facilities compared to the existing HOLMES.

Other review work is also being carried out nationally by organisations such as ACPO, the National Crime Faculty, and PITO.

Det Chief Insp Win Bernard, who is leading the Feering-based project, said its aim was to improve effectiveness and efficiency in dealing with major investigations.

"Without this project HOLMES II would be delivered to Essex Police and we wouldn't have given any thought as to where we would use it, who would use it, what it would be used for, and most importantly, how we would use it. The project is there to answer all these questions," he said.

"Coincidentally, at the same time Essex Police has shown a desire to review its approach to major investigations. A further coincidence was that there was a national move to do the same thing.

"The national project has now completed its work and very shortly an ACPO manual will be produced for all forces in relation to the management of a murder investigation.

### Review

"Our review of major investigations must take account of that and will produce policies, practices and procedures to support that manual, the ACPO review of major crime, and the PITO manual for HOLMES II.

"Not only will we produce a manual to support all that,

but we are there to identify opportunities for moving Essex Police into the new millennium and take advantage of the lessons to be learned from the past."

The Essex Police project also includes a review of the role of the Casualty Bureau, because it has been used more for the collection of information from the public than as a casualty bureau - as seen in the abduction of baby Karli Hawthorne from Basildon Hospital.

The first stage of the project, concentrating on research, is under way and the team would like to hear from personnel with experience of working on a major incident who would like to make a contribution.

"We seek the view and opinions of people who have been involved in major investigations who may have felt their voices were not heard in the past, or who did not have the opportunity to make comments.

● Continued on page 3

## Ships of the desert are all at sea

DRESSED like something out of Lawrence of Arabia, an Essex Police raft team proved they should have stayed on the sand during a charity event in Northern Ireland.

It was the second year a team has been entered for annual race, run by the RUC in aid of the Disabled Police Officers' Association and other charities - and the second year they have been disqualified!

But the team braved the chilling waters of the North Atlantic, off the coast of Portrush, to raise over £3,180.

Dressed as sheikhs - their chosen fancy dress costume for the event - the Essex team finished a creditable first in the third heat. The only problem was they had actually started off in the second heat.



● Back on dry land - the Essex Police raft team.

Team leader Sgt Dave Jones blamed "team tactics" and said by the time the team had managed to scramble onto their raft without falling off, the other competitors were almost home and dry.

"We are still trying to claim salvage on the inflatable life raft we dragged ashore, and are still in debate with the RUC over exactly who rescued who," he added.

But for Essex, the victory was in the amount of money they were able to hand over towards the charity, raised through events held over the past year, numerous raffles, and sponsorship by local companies and individuals.

Now they hope to be able to enter two teams next year - in the hope that at least one will finish the competition!

## Bid for staff service group

AT the Local Government conference at Brighton, delegates voted for a motion requesting that Unison police staff get their own service group.

The motion, tabled by our own Eastern Regional Police Sector will mean that nationally we will soon have our own dedicated service group specifically for police support staff.

At present we come under the umbrella of local government, but since the Police and Magistrates' Courts Act (1994) came into being, this service group has had less relevance to our members.

This is a major step forward in what is one of Unison's strongest growing sectors, more and more police staff are joining and making themselves heard. We certainly have a major role in taking the police service into the next century.

On the PSSC negotiations

**Unison**  
by Lee Robson

on fringe allowances, they will now be the subject of further discussion. However, bonus payments are being examined and we are making representations on behalf of the heating and ventilation engineers.

Many thanks to those members who have raised concerns on the issue of career development. Your points have been noted and will form the basis of our representations to the HMI.

As a result of our last article, it is evident that some of you were unaware of the changes to your disciplinary procedure. We are currently challenging this policy.

It was published as a policy guideline after it had been imposed. It may constitute a change to your contract of employment and it is essential that you make yourself aware of the implications.

### Support

This change affects all support staff, whether you are a Unison member or not. The main factor to bear in mind is that, as a non-member, we cannot offer you any support on an individual basis.

Support staff are reminded that Unison represents all of you on health and safety policy matters and issues. However, in individual cases, such as accidents at work, legal claims etc, we can only represent and support Unison members.

The Trade Union recognition of the Police Federation has been put on hold as the relevant legislation has been delayed.

We offer our full support to our colleagues in the Federation and urge that we all make representations to ensure that this legislation is made law as soon as practicable.

Lastly, on the health and safety side, we suggest caution in the use of cellular/mobile phones. They do generate an electromagnetic field, so try not to hold it too close to your ear. The evidence that it is harmful is inconclusive, but better to be safe than sorry!

The main threat is from using them while driving. The message is stop the car first.

A ton and a half of metal meeting a similar obstruction at speed is far more conclusive and harmful. Be careful out there!

● Grievance procedure proposals - page 9

## The Police University: Learning for life

THE Police Federation, with the support of the Home Secretary, and in partnership with the IBM Corporation and Create Consulting, a group of former Home Office experts, is set to launch the most radical advance in police education and training in decades - a police university.

The scheme will provide a comprehensive choice of education and training to national standards at the touch of a button and at a time to suit officers' shift patterns. All ranks will be eligible.

A 90-day project initiation programme - Project Forward - has already been set up to see how best practically to deliver this vision.

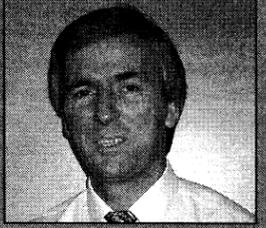
Education, training and personal development opportunities, which can be measured to existing academic standards, will be delivered in an open access learning approach and supported by a distributed nationwide 'virtual campus'.

Police officers, from constable to chief constable, need education and learning opportunities to be made more accessible and more relevant to their jobs and their lives.

The Police University will provide residential courses to everyone wishing to avail themselves of its facilities. Britain's expertise in policing is acknowledged worldwide and it is expected that

### Federation Newsline

by Terry Spelman



police organisations from around the globe will soon seek to have their officers trained in our methods.

But the greatest impact upon working police officers will come from the open access and distributed 'virtual campus' using state of the art technology. Access to learning will be open 24 hours a day so that officers working normal shift patterns are not disadvantaged by a 9 - 5 training centre regime. And because the system is technology supported, access to libraries will no longer depend on permission or availability.

Facilitators and tutors will be trained to help individuals seek out their chosen course and guide them through the start-up phase and answer technical and interpretational questions at their individual learning speed.

Officers will find that they can become more professional in the workplace and more accomplished people through knowledge gained at a speed dictated by the individual and geared for success, not failure. Those who wish to shoot for the stars will be enabled,

THE University will offer courses in: recruit training; promotion; senior police leadership; detective training; driver training; legal foundation courses; presentation skills; dog handling techniques; surveillance methods; computer train-

while those who wish to develop within their chosen lifestyle will feel no pressure to change their goals. Morale will improve and self-esteem will be enhanced.

The gradual and incremental improvement that will come from a more informed, better educated, better trained police service will take time to impart to the public. They will, however, benefit from the growth across the board that will quite quickly become apparent in the efficiency and effectiveness of the police service. We anticipate a gradual improvement in crime reduction.

Government will benefit too, through substantially improved value for money. In a short time, real costs will come down. Not only will waste and duplication be eliminated but the creation of a unified standard of education will enhance officer potential.

Learning will not be compulsory. A new culture of learning will be fostered with officers wanting to develop as working police officers with a

ing; forensic science; mounted police work; underwater search techniques; counter terrorism measures; community and race relations and many other already established police courses.

weather eye open for the day when they leave the service.

Life after the police service will be more rewarding for those who have acquired marketable job skills during their career.

The Police University is for all police officers of all age groups. Older members will be able voluntarily to gain professionally recognised qualifications which will make the 5 to 15 years they may wish to work after leaving the job a much more rewarding experience.

For those officers who seek to attain formal educational standards a range of qualification levels will be available from the Certificate of Higher Education to Degree, MA and beyond. Accreditation will not depend on any previous qualifications but will be based on the merits gained on the chosen course.

No one will be barred from the courses on offer. On the contrary, everyone will be offered 'a learning for life' opportunity.

Individual police forces will be able to assure themselves that their officers are competently trained to take on the demands of modern policing. Existing training officers who do not become facilitators will be able to rejoin their colleagues in mainstream policing. There will be less pressure on individual forces as the responsibility for constructing courses devolves to the central Police University.

accountancy; commerce; fine arts; information technology; languages; cultural and ethnic studies; psychology; counselling courses; comparative religions; sociology and almost any course of learning for which a proven need can be demonstrated.

What can you learn?

## New Chief arrives

● continued from page 1

"I want to see us meet those targets and also continue to deliver a high quality service, in accordance with our published service delivery standards," he said.

With more than 4,400 employees, Essex Police is one of the county's biggest employers and Mr Stevens said he wants the force to be recognised as a model employer, "fully committed to equal opportunities and the development of all our staff."

"It is only by building a team of well-trained, motivated and enthusiastic people that we can hope to deliver our promises," he said.

Mr Stevens is also keen to exploit all the opportunities provided by improvements in technology.

"Computers, telephones and radios are all developing at a rapid pace. By harnessing these advances we can not only increase our chances of detecting crimes, but also free up staff from routine tasks and leave them with more time to serve the people of Essex," said Mr Stevens.

## Major crime study

● continued from page 1

"We also want people who made comments then to make them again," said DCI Bernard.

"Of course, this isn't a one chance issue because everything should be constantly reviewed, and part of the project will also set up a structure for this constant development, both of personnel skills and of systems."

The research will mainly concentrate on major crimes in the last five years, although others dating back further, such as the Bamber case and the killing of Jason Swift, will also be examined because of the valuable information they can provide.

Anyone who wants to pass on comments can contact the Major Investigations Project team at Feering on (01376) 571123 or via Incident Room Support at Headquarters.

## Offbeat

**A FEMALE duck had to be rescued by police at Basildon from the unwanted attentions of two drakes.**

**Officers shoed away the amorous pair and coaxed the object of their desire into the police station kennel, with a trail of biscuits.**

**Nicknamed Miss Waddle, she was fed on bread and water until her release!**

# Concerns on air in radio review

**CONCERNS about the effectiveness of personal radios have prompted a two-month review by the FIR working practices group.**

From the start of this month, officers will be encouraged to recognise the limitations of their personal radios, and to get the best use out of them.

The review is a result of concerns expressed through the group, including the problem of officers being unable to get through to controllers on their personal radios at the first attempt.

Part of the review will include restricting the use of the talk-through mode, which enables all

officers in a division to hear each other talking on personal radios.

At the moment three divisions have the provision to be on talkthrough permanently, in the belief that, historically, it will overcome what can sometimes be poor reception on the UHF channel in these areas.

However, this is technically not the case, and not only is permanent talkthrough against Home Office guidelines, it can also clog up the airwaves, lessening the chances of an officer getting through to a controller the first time.

It also enables criminals with access to scanners to gain more information as they hear both sides of a conversation.

Personal radios have the same limitations as mobile phones, in that transmission and reception can be affected by the user's position, and the

location of the nearest mast. Talkthrough cannot improve this situation.

Similarly, if the microphone or aerial is positioned in the wrong place, the officer will have difficulty picking anything up.

Using the scan mode on a personal radio to find the best channel can also have drawbacks.

Although this is a good idea in theory, and especially useful if an officer is travelling between different areas, in practice the best channel is not always selected and officers can even end up picking up a channel from a neighbouring division.

During the two-month trial FIR controllers will make sure the talkthrough mode is used properly, in situations where its use can be invaluable.

Examples include major incidents,

calls for assistance, pursuits, and at the request of patrolling officers for specific reasons. Each situation will be judged on its merits.

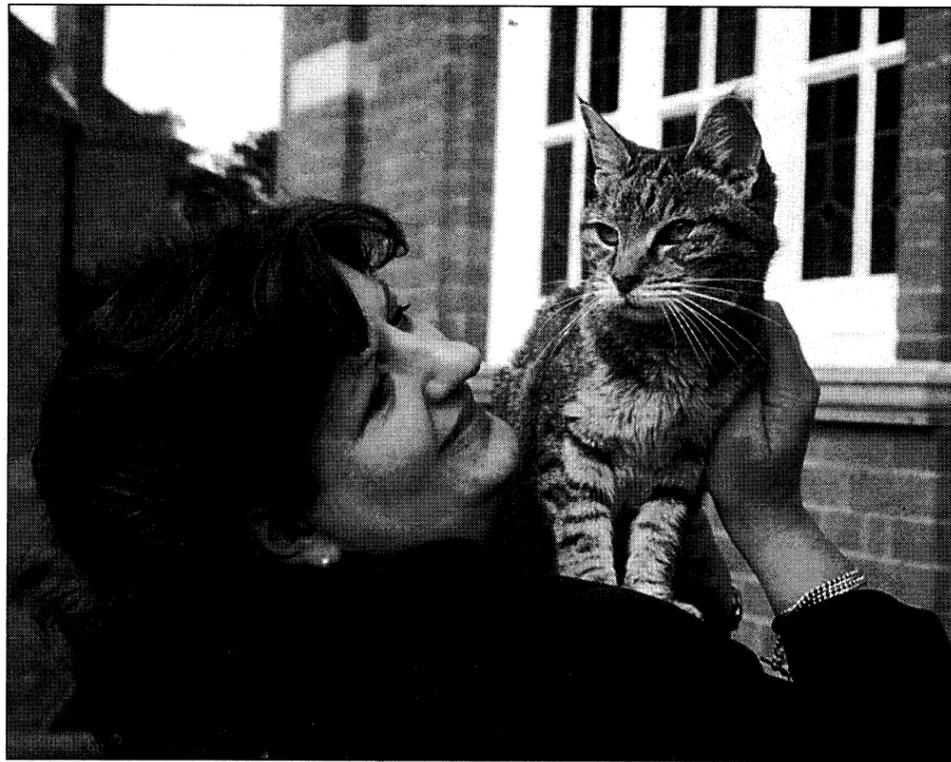
Chairman of the working practices group, Supt Bob Ward, said: "We are aware that officers may have misgivings about losing permanent talkthrough during the trial, but we have to keep the system running as smoothly as possible."

"It's time for everybody to think about how they use their personal radio and what they say, keeping it short, sharp and to the point. The key is best use of personal radios and, when more appropriate, using VHF radios, not talkthrough."

"There are limitations with personal radios, but if we know what they are we can work to overcome them."

Anyone with any concerns should contact their divisional representative on the FIR working practices group. All divisional officers are also welcome to visit FIR during quiet periods to see the radio systems in action.

## It's Puss in Boot!



● Pippin the cat with his rescuer, Moira Green.

**PIPPIN the cat lost one of his nine lives when he decided to make friends with one of his big cousins - a Jaguar.**

**But unfortunately for Pippin, who lives in Bramshill, the Jaguar in question was the Chief Constable's car. And it was on its way back to Essex.**

**The travelling tabby, owned by Bramshill's head of higher training, Mr Ian McDonald, sneaked into the boot of the car as driver Jim Pearce collected Mr Burrow from the Hampshire college.**

**He remained hidden until he leapt out of the boot on arrival at Essex Police headquarters - leaving a calling card on Jim's jacket.**

**The much-loved 18 year old moggy caused panic as he fled, but was later discovered by intrepid searcher Moira Green (pictured left with Pippin) and reunited with Mrs McDonald.**

## Boundary changes welcomed

PROPOSALS to extend the Essex Police boundary to include part of the current Metropolitan Police area from the year 2000 have been welcomed.

Home Secretary Jack Straw has acted to change the Met boundaries to align them with those of the proposed Greater London Assembly.

It follows complaints from some areas that the current Metropolitan Police District boundaries make effective joint working between the different criminal justice agencies more difficult.

Before his retirement at the end of June, former Essex Chief Constable John Burrow commented on the proposed changes.

He said: "The fact that Essex Police will become responsible for policing the whole of the Epping forest District Council area, instead of the current sharing of responsibility with the Metropolitan Police will result in greater effectiveness in the drawing up of joint plans with the council to ensure improved community safety."

There will be a period of consultation between the Home Office and interested parties before the changes are implemented.

## Lakeside joins retail photo scheme

A NEW initiative against retail crime at the Lakeside shopping centre, West Thurrock, led to one arrest before its official launch.

The centre is the latest to join the Essex Against Retail Crime scheme, based on sharing information to identify people who steal persistently from shops, or who are known for credit card fraud.

Under the scheme, Lakeside Policing Unit has compiled an album of photographs of known, prolific offenders, which has been distributed to at least 15 stores at the centre and neighbouring retail park, and the LTS-run Chafford Hundred railway station.

Stores like Marks and Spencer, Ikea, House of Fraser and Debenhams have joined the

scheme, which has the support of Capital Shopping Centres, which runs Lakeside.

Even before the official launch of the scheme at the end of June, the album had already led to the arrest of one offender for being in breach of bail.

Lakeside Policing Unit helped to develop the idea, which is being introduced throughout the Essex Police area.

Locally it is part of the Lakeside Retail Crime Prevention Scheme, which also includes the Shop Safe radio scheme linking a number of stores to their own radio network.

Bail conditions will also be used to stop persistent offenders entering stores.

# Law letters

Send your letters to:  
The Law, Press Office,  
Police Headquarters,  
PO Box 2, Chelmsford,  
Essex CM2 6DA

## Here's the news in brief

THE CCOBE, the DCI and the ACC(O) approve of NAFIS. With DNA, CPU and CCTV, the crime rate will fall. Will AFRC and PNC be scrapped?

If EU law supercedes UK law will the CPS become redundant?

The HMI may be impressed, but what will ACAS have to say about it?

Will the PP assist and the FSU and PAA give their support?

All the above abbreviations appeared in the June issue of the Law!

**Jack Derrick Faulkener**  
Southend-on-Sea  
Sorry: JDFSOS

● The Editor regrets, but space devoted to IPA, NARPO and EPSA this month preclude a lengthier reply. TTFN - ED

## Custody guide

CUSTODY officers may be interested to know that the book *The Custody Officer's Companion*, which had been out of print, has now been republished and is available, costing £16.50 from PO Box 124 Goole, DN14 7FH. Cheques should be made payable to the New Police Bookshop.

## Popular Sergeant given a good send-off

LOOKING through old police photos I came across this picture, which was taken in the old police station yard, Alexandra Street, Southend, by the Weights and Measures office.

The occasion was the presentation of a tankard by the



early turn shift of the day to a very popular Sergeant, Jerry Sutton, upon his retirement in 1951.

I am sure I, and many other old Borough men, will be

interested to see the photo published in *The Law*.

The line-up of officers pictured is as follows:-

Back row (left to right): Sgt Broad, constables Hardy,

Chester, Ward, Fuller, Jude, Edwards, Harris, Hamblin, Weston, Easlea, Williams, Ford, Wickenden, Lawson; front: constables Bates, Christie, Stephenson, Insp

Wyatt, Jerry Sutton, Pc Cundy, Sgt Rushforth, Pc Knight, Pc Ford (151), constables Petty, Mayor, Horton, Gostling.

Dennis Fuller, Southend

# More light shed on life saving medals

YOU were kind enough recently to publish my letter about life saving medals (*Law*, May 1998).

An inquiry has since been received from Pontefract, where a "Southend Pier Medal" awarded to William Webster has been discovered.

A visit to Southend Library revealed minutes for meetings of the Pier Committee of Southend on Sea Borough Council for 1926.

Under the sub-heading "Life Saving" was reported a number of instances where

employees of the council had rescued people from the sea or swimming pools.

The chairman decided there was a need for a medal and this was instituted in November 1926 and staff awarded the medal back to 1914, including multiple citations for past rescues.

### Advice

It was decided that each would receive but one medal, the ribbon to be in the council colours of blue and silver.

Advice was sought from the War Office as to where they

should be worn. It was then agreed that they should be worn on the right breast, but only on "Life Saving" occasions.

There were various minutes on this subject throughout the year. Later issues will reveal more names of those honoured. Southend Standard (issue July 29, 1926) showed that Mr Webster, an off duty employee of the council, had rescued an entire family from the sea at Canvey Island on July 26, 1926.

The Standard's issue of November 20 that year

revealed a list of the first recipients, taken from a report on the committees of council meetings, marked "Pier - Life Saving".

Names include those of several families of officers serving and retired from Essex Police, such as Clemasha, Cotgrove and Cundy.

Our early conclusions are that this medal was the precursor for the "Mitchell Cup" and medal, still awarded for outstanding behaviour by council employees and police officers in Southend on Sea.

**Fred Feather, Curator,**  
Essex Police Museum

## Many thanks for a wonderful leaving party

I WOULD like, through the pages of *The Law*, to express my thanks and appreciation to all my friends and colleagues who attended my leaving party. They really made it a memorable occasion.

My thanks also go to the

Photographic Dept for providing some wonderful photographs and to the caterers, who did a great job.

I was overjoyed with my gift of an amethyst and diamond ring and I would like to say a huge thank you to all in HQ and on Division who contributed to this wonderful keepsake.

My final and most grateful thanks go to the Registry staff I have worked with during the ten years I was with Essex Police and special thanks to Sheila and Christine, who have backed and supported me during a very busy and stressful final year.

My best wishes and regards to all of you.

**Lesley Thompson**  
Wickham Bishops, Essex

The book is designed to unravel the complexities of the Police and Criminal Evidence Act and the Codes of Practice. It now includes the latest Criminal Justice and Public Order Act and the new codes of practice.

**Stewart Calligan**  
Howden  
East Yorks

## Appeal for help

I AM writing to appeal for information about an incident which occurred in September 1940.

At 10.30am on September 3, 1940, a German Dornier 17Z-2 aircraft crashed at Lodge Farm, Langenhoe, near Colchester. Three of the crew of four were killed, one allegedly by a soldier and were subsequently identified to the RAF Intelligence Officer at the scene (a Guy B Jepson) by the survivor, 26 year old Feldwebel Martin Kriegel.

Unfortunately for the

families of these three airmen, their graves have never been found, nor were their deaths registered locally.

I have been asked by the German Air Force Association of the group to which these men belonged to see if any further information can be found.

Their names were: Heinz-Gunther SCHILDT (23), Emil SWIENTEK (26) and Paul NIEGISCHE (20).

Anyone with information, please contact me, Joe Potter, at 29 Elizabeth Way, Felixstowe, Suffolk, IP11 8PF, tel. 01394 276961.

## More pressure needed

FURTHER to my letter re Police Widows' pensions and a subsequent letter from Eric Carter, for your information I also wrote to John Lane, Joint Branch Board Secretary, Gloucestershire Constabulary.

He forwarded my inquiry to Mr L Peckham, pensions officer, Joint Central Committee,

Police Federation of England and Wales.

As a result, it is clear that it has never been noted that

1. A police officer can only ever have one widow

2. Compulsory deductions were made from the police officer's pay and that at no time was he ever informed that if he remarried after

completing his service, his widow would be denied the pension for which he paid.

If the Branch Boards of all forces and branches of NARPO tackled their local MPs on these grounds, maybe something could be achieved.

**M P Healy, Ex-Pc 631**  
Cheltenham, Glos

## WELL DONE BARRY

MAY I congratulate Barry Dodds being honoured for bravery.

I know Barry from his connections with Horndon on Hill Primary School.

I was working in school meals and Barry was our local Bobby.

He was - and maybe still is - well connected with the school for taking the children on safety on the roads with their cycles.

He also gave a lot of his spare time for the children.

### Village

He was Father Christmas for them and made his appearance at most of the school and village functions. Well done Barry!

The Law is well read here, as I pass it round to other people who come from Essex and now live in this area.

**Mrs J E Long**  
Kingsthorpe Hollow  
Northampton

# Inquiry finds tragic failings

**ESSEX Police has welcomed the publication of the independent inquiry report into the death of Christopher Edwards in Chelmsford Prison four years ago.**

Mr Edwards, aged 30, was killed by his cellmate Richard Linford, who was later convicted of his manslaughter and sentenced under the Mental Health Act 1983 to be detained in Rampton Hospital. Both men were mentally ill.

The inquiry panel was chaired by Kieran Coonan QC, with four independent members with relevant experience in the fields of health, social services, the prison service, and policing.

They took oral evidence from 141 witnesses, and considered written statements by a further 79 witnesses, during compilation of the 400 page report.

The inquiry report concludes that all the agencies involved failed the two men in some way, and highlights poor record-keeping, inadequate communication and

**by Alyson Mountney**

limited co-operation between the agencies concerned.

Ideally, it says, neither of them should have been in prison, and continues: "There seems to have been a tragic inevitability in the responses of those who should have been there to help them and to keep them apart."

The report makes a total of 85 recommendations, and states that "special consideration should be given to strengthening the arrangements for community supervision and support for patients discharged from psychiatric care, including improved powers of return to hospital where compliance with community care is failing."

## Concern

The inquiry recognises that failings made by Essex officers were not due to a lack of care towards Christopher Edwards, and commends two officers - Pc Janice O'Mahony and Pc Terry Astbury - for their efforts to highlight their concerns about Mr Edwards' mental health.

Essex Police has acknowledged the point made in the report that the force failed to give adequate guidance to officers about the use of the exceptional risk form CID2.

However, the report concludes that, even if the forms had been completed for

both remand prisoners, they would not have been dealt with differently.

Since the tragedy Essex Police has been liaising with the Home Office to assist in the development of the revised national Prisoner Escort Record (PER) form, due to be introduced shortly, replacing both the Essex CID2 and the national form POL1.

The force has also clarified its advice about the use of CID2, while awaiting the new national form, to ensure it is completed where any potential risk is identified.

Further measures have been introduced since the force's own internal inquiry, and Essex Police is committed to further developing officers' awareness of how to deal with mentally ill offenders.

Now a full day's training for custody officers is devoted to dealing with mentally ill offenders. This includes sessions with a community psychiatric nurse, a police surgeon and an approved social worker.

Custody officers are also responsible for producing comprehensive documentation, whenever a mentally ill offender is handed from our custody to another agency, to explain why the prisoner is considered at risk.

A 24-hour mental health advisory service has also been introduced, contracting two psychiatric consultants to give expert guidance to police surgeons.

Essex Police has expressed its regrets to the families of both men and has pledged to ensure all the issues highlighted by the report are addressed.

## Radical approach to cut drug crime

RESEARCH completed by an Essex Police inspector has called for a radical change in the way drug offenders are dealt with in Britain.

Insp Peter French was awarded a Winston Churchill Fellowship in 1997 and spent three months in America examining initiatives such as the Drug Court system as part of his research.

His dissertation on youth and drug misuse has been forwarded to the Home Secretary, the Home Office, the Chief Constable and the Chief Probation Officer.

## Cost

Drug related crime costs Britain £4 billion each year, and Insp French says a greater emphasis needs to be placed on treating the offender.

His recommendations include the setting up of Drug Courts in the UK, where drug offenders appear before specialist courts and are placed onto drug programmes.

The offender would provide regular urine samples for analysis and attend counselling sessions which would include employment and possibly parenting skills.

The scheme would last for a minimum of 12 months and the offender would return regularly to court for an update on progress.

## Programme

Insp French said: "My research recommends that where offenders have committed offences such as shoplifting and this is drug-related, and proved to be such, the magistrates will have the discretion to drop the charges as well, as long as the person completes the programme and is drug free."

"This is a radical response to the drug problem and equally so by somebody who has spent a vast amount of his service deal-

ing with drug offenders, drug dealers, manufacturers and importers.

"People who fail to complete, or do not take the drug court option, will be dealt with in a harsher way by ordinary magistrates and judges."

His other recommendation is that drug offending teams are formed. Organisations, including the Probation Service, Social Services, Police, education and employment experts will form part of the teams, dealing with offenders and reporting to the drug courts.

The purpose of the teams would be to provide a co-ordinated approach to dealing with the problem.

"If drug users were to be treated, it would lead to a massive reduction in crime, a major reduction in benefits costs, a major reduction in costs for the Health Service and local authorities, etc."

## Results

"The drug court system is flourishing in America with tremendous results. On average 70 percent of drug court participants are graduating drug free after twelve months."

Insp French has recently returned from America, having been invited to attend the National Association of Drug Court Professionals Training Conference in Washington DC, where he spoke at a workshop on international issues.

Also present were Janet Reno, the American Attorney General, and General Barry McCaffrey, President Clinton's adviser on drugs issues and a member of his Inner Cabinet. Insp French presented them with a copy of his dissertation.

He has also been presented with a medal by the former Prime Minister, John Major, acknowledging his Winston Churchill Fellowship.

## Leisure park has room for police

ONE of the largest leisure complexes in the South East of England is nearing completion.

The Festival Leisure Park, Pipp's Hill, Basildon which occupies a 35 acre site with parking for 2000 cars, will have a variety of leisure attractions.

Police will have sole use of a room in the management suite, including a small detention area.

Plans to provide coaches to the Twin Scenes night-

club will attract a large number of people to the leisure park, which will include a 12 screen cinema, a 30 lane bowling alley, licensed restaurants, a pub and various food outlets.

A leisure and fitness centre will be added next year. There will be sophisticated 24 hour security for the site including CCTV, monitored from the management suite.

The nightclub plans to have a zero tolerance policy towards drugs.

## Get your running shoes ready!

ANYONE wishing to take part in the PAA ten mile road race at Merseyside on September 9 should contact the Force Sports secretary or Pc Mike Bond at Copford on ednet 13400. The last date for entry is July 24.

Select Theatre Breaks is offering breaks to include shows like Miss Saigon, plus overnight accommodation and full English breakfast. Weekends from £92 per person, midweek from £72 per person. For full details call 0171 494 5222.

Congratulations to Pc Sarah Hewing, from Pitsea, has been selected to represent the PAA at tennis in a fixture against Bucks on July 11.

John Stonehouse  
EPISA secretary

## Taking heart!

A RANGE of hearty meals has won a top award for the staff restaurant at Clacton Police Station.

Essex Police and Essex Catering Services, who run the restaurant, jointly have won the prestigious Heartbeat award, given to members of the catering industry who meet high kitchen standards and provide a healthy option in their menus.

The award is a national initiative, issued jointly by environmental health and health promotion.

Jackie Tasic, health promotion adviser for North East Essex, presented the award to divisional commander Supt Mick Hicks and Liz Wilson, unit catering manager.

She said: "This is a national initiative started some years ago as one way to try and stop coronary heart disease. It may be quite small, but put them all together and they add up to quite a difference."



● Unit catering manager Liz Wilson shows off a healthy salad at Clacton.

# Families flock to Police display



● Having fun on the kiddy cars at the Essex Show

# A

## Wildlife Liaison Officers

WILDLIFE Liaison Officers were introduced into Essex Police in 1991.

They are a dedicated band of people, police officers and support staff, who combine their normal duties with wildlife liaison.

The officers pool resources producing a newsletter keeping them up to date with new legislation.

They team up with their counterparts from other forces and work on a regular basis with other agencies. Wildlife liaison officers are responsible for law enforcement.

At the moment there are no statistics for wildlife offences as they are not recordable.

### Rural

Essex is a combination of rural and urban environments which contain a varied selection of wildlife.

Pc Barry Wright was one of the first wildlife liaison officers.

Before joining Essex Police he studied wildlife in France going on to work with the celebrated author and zoologist Gerald Durrell at Jersey Zoo.

Barry is particularly keen on the education side of his work. He gives lectures on his work with the help of Bert the badger.

### Victim

Bert was a road death victim who was the second stuffed badger that has helped Barry. The first having to be replaced when he developed a bald head through too much head patting from eager admirers.

Barry works in the rural north west of Essex. Most of his work involves indigenous wild animals.

# Oh, what a show!

THE 1998 Essex Show, at the Great Leighs showground attracted a record crowd, most of whom visited the Essex Police stand.

Public Relations Officer Tina Starling and her team of volunteers were kept busy throughout the three days of the June event, with displays including crime prevention, drugs education and community safety activities, as well as the Essex Police Museum - Pc Laurie Pipe as the Essex Police Museum dressed in full Victorian police uniform.

Personnel Department staff had a steady stream of inquiries about recruitment and an American patrol car from Orange County, Florida, there to promote the Sold Secure

vehicle security scheme, also attracted a lot of interest.

Opticians Dolland and Aitchison were on hand to offer free eye checks to drivers, as part of a joint initiative with Essex Police Traffic Division and Traffic officers were also kept busy with brake reaction testing.

### Jet ski

The Marine Unit brought a jet ski which proved popular with the youngsters, who also took advantage of the free kiddy car rides and giveaways such as badges and police glove puppets.

A ban on giving away balloons - because of

animal welfare concerns - inspired an impromptu Guess the number of balloons in the Land Rover Discovery fund raising effort, organised by Gary Smith, of clothing stores at HQ.

More than £150 was raised, boosting to £1,068 the total raised to date towards another off-road day out for handicapped children, planned for September.

Said Tina: "It was a very successful show and I am very grateful to all those who helped set up and operate the stand over the three days. Several ideas were generated and we will be looking at how we can improve our display for next year."

# Lifting the lid on the Cr

WE all know that CPS stands for Crown Prosecution Service but are we as *au fait* with its structure? All officers are familiar with terms such as 'advise file' but how many know the actual criteria on which prosecutors base their decisions?

When two Russian lawyers visited Essex to take a closer look at the British system, *The Law* took the opportunity to find out a bit more about the other half of the criminal justice partnership.

When the CPS was established in 1986 a fundamental difference was its independence of the police. However, they do run in tandem and a key question being looked at, in an ongoing review, is exactly what role the two organisations should play within the criminal justice system.

The CPS is headed by a Director of Public Prosecutions, under whose guidance is a headquarters staff and throughout England and Wales there are 13 regional or area headquarters for the Anglian region, although there are six counties there are seven

branch offices, because Essex is particularly large and needs to be split into two.

The two branches in Essex, as throughout the country, each have a Branch Crown Prosecutor who, in turn, has a team of lawyers and caseworkers responsible for all the prosecutions in their branch area.

That, in short is the structure of the CPS.

It is important to remember that, although, in England and Wales, criminal investigations are matters entirely for the police, it is the CPS

which can decide, at any stage, whether a prosecution should stop or continue.

In most cases a person has been charged prior to a file reaching the CPS. In fact, only about five per cent of cases sent to the CPS are files asking for advice before charging. The CPS continues with a prosecution in about 93 per cent of cases.

Both the police and the public have a right to know why a decision is made to discontinue a case so, by virtue of the law which created the CPS, there is a written code.

Prosecutor Donald Oate explained: "The code is a very short and very clear document written so it can be understood by everyone, not just lawyers. It has that purpose but one is to ensure that the decisions made are fair and consistent."

For a case to reach court it has to cross two hurdles, both of which are outlined in the code.

The first is the evidential test.

The test is whether there is a "realistic prospect of conviction". It is, of course, a very difficult question to answer but the code tells prosecutors

# WALK ON THE WILD SIDE

He was notified about six barn owl chicks that were being kept in cruel conditions. The chicks which were kept in a budgie cage had rickets caused by a bad diet.

Unfortunately the only chick to survive was Whisper who was eventually nursed back to health and released into the wild.

The person responsible was hoping to sell the barn owls. He was prosecuted under the Wildlife and Countryside Act.

With officers from neighbouring forces, Barry has been involved in a successful seven year operation to combat hare coursing.

Hatfield Forest is part of his beat. Deer poachers visit the area. Seer carcasses to restaurants in London where they can fetch around £110.

Badger baiting is still a popular sport. Hatfield Forest is the haunt of the unscrupulous, looking for badgers which can fetch up to £500.

They are dug out and sold on to baiters, with even their babies being used to give young terriers a taste for baiting.

Badgers can also cause problems. Their setts are protected and their numbers are increasing.

An artificial sett, nicknamed the Badger Hilton was constructed for some badgers in an effort to save a listed barn at Canfield. They were moved about a 100 yards from the building.

Not only do they live in rural locations they also share our housing estates.

Residents who are keen to see badgers but not so keen about them burrowing under their garden sheds can seek advice from their local wildlife liaison officer about the problem.

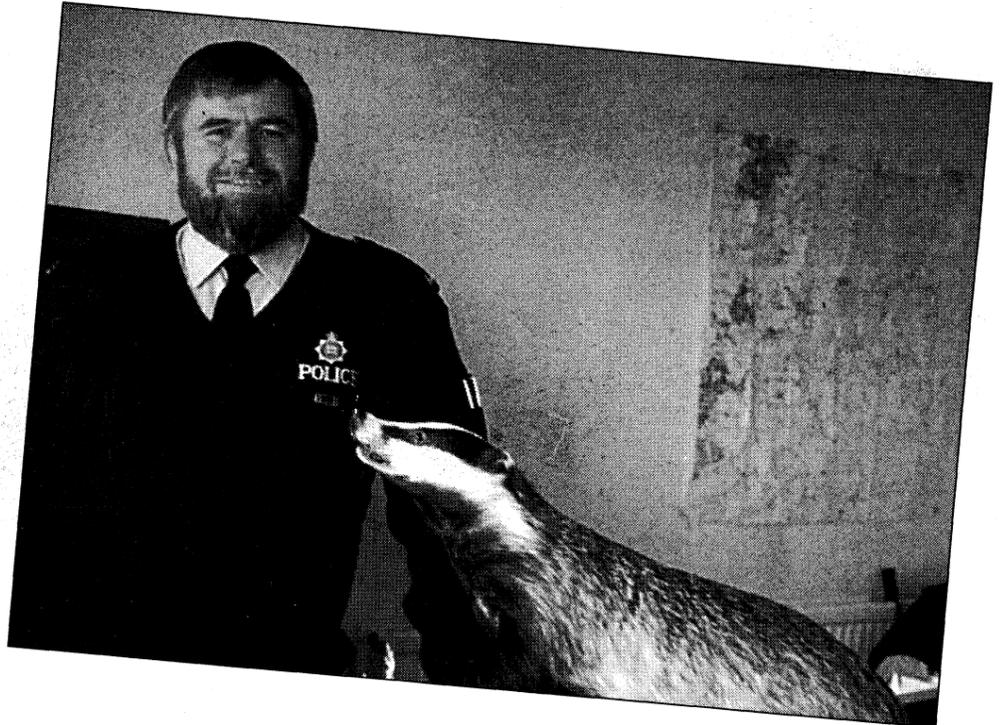
## Advice

Advice is something that wildlife liaison officers are happy to dispense finding that ignorance as well as cruelty causes problems for our wildlife.

Wildlife liaison officer, Acting Sergeant Dave Clark, from Rayleigh said "The important thing is to get the balance right. Whilst I have every sympathy for animals I also have to be sympathetic to people, at all times being aware of public safety."

A throughout problem in the summer months is the emergence of snakes into gardens.

All indigenous snakes are protected species and Dave will attend,



● Pc Barry Wright, with Bert the badger, used to give educational talks to children about wildlife policing issues.

catch the snake which he will pop into a cardboard box and return it to the countryside.

Dave is also keen on the education side of his work. There are plans for a sponsored leaflet for officers telling them of their powers of entry in relation to the Wildlife and Countryside Act.

## Developers

Park Watch is being launched in conjunction with the local authority to liaise over planning applications where there are areas of wildlife, animals and wildflowers.

Developers will be advised

about internationally protected species such as the great crested newt which may be in ponds on land they are developing. Some trees are also protected.

Dave's expertise on birds has been sought by other forces.

He keeps over 200 birds and was a national parrot champion for three years. He works closely with CITES. Exotic species from other countries may be imported if they are breeding well in their own country.

However there are problems with importers sending vari-

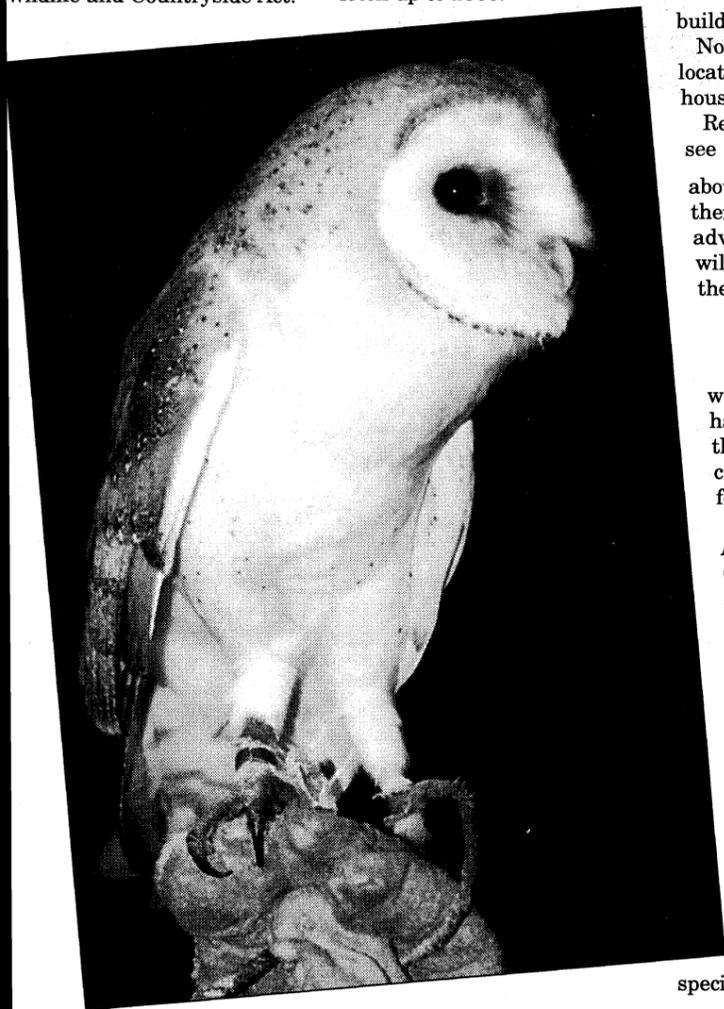
eties that are banned and some retailers then pass them off as something else.

Relaxation of Customs borders has also led to exotic animals being smuggled into the country from Belgium and Holland.

## Enforce

The work that wildlife officers deal with is interesting and varied and has to be fitted in with their normal duties.

Wildlife needs protecting and Essex Police are happy to enforce the law with regard to wildlife.



# own Prosecution Service

what to look for when applying this test. They need to consider whether there is enough evidence and whether the evidence available can be used in court. It also asks prosecutors to look at the reliability of the evidence, for instance, there has been a confession, and it tells them to look at the characters and reliability of the witnesses.

If the prosecutor draws the conclusion that there is enough evidence to proceed, then the file is required to pass the public interest test.

Once again, the term 'public interest' is very difficult to define but the

code outlines some common factors in favour of, and against, prosecution.

A case is less likely to proceed if:

- the likely penalty is very small or nominal
- the offence was committed as a result of a genuine mistake
- the loss or harm was minor
- there has been a long delay between the crime and the date of the trial
- a prosecution is likely to have a bad effect on the victim's physical or mental health

- the defendant is elderly, suffering significant mental or physical health
- the defendant has put right the loss or harm
- details made public may harm international relations or national security.

A case is more likely to proceed if:

- a significant sentence is likely
- a weapon or violence was used
- the offence was against someone serving the public, such as a prison officer or nurse
- the defendant was in a position of

authority or trust

- the defendant was a ringleader or organiser of the offence
- the offence was premeditated
- the offence was carried out by a group
- the victim was vulnerable
- the offence was motivated by discrimination, i.e. racial
- marked difference between actual and mental age of defendant and victim
- defendant's previous convictions are relevant

- offence committed whilst defendant under an order from the court
- offence likely to be continued or repeated
- offence is widespread in the area it was committed

The public interest test is not simply a matter of adding up the number of factors on each side. Crown prosecutors must decide how important each factor is, in the circumstances of each case, and make an overall assessment.

Kim White

## Murder hunt detectives commended

DETECTIVES have been commended for their work on two major Essex murder investigations.

Six officers from headquarters Crime Division were honoured for their work on the Rettendon inquiry, which culminated in two men each receiving life imprisonment for the murders of three

drug dealers in December 1995.

Det Supt Brian Storey, DS Robin Wyatt, DS Brian White, Dc Jonathan White, Dc Michael Brown and Dc William Clark were all commended by the Chief Constable for the high degree of professionalism and commitment displayed during the inquiry.

Chief Constable John Burrow

presented his final certificates of commendation before his retirement to eight officers involved in the investigation into the death of Christopher Castle at Harlow in February 1997.

Det Supt Steve Reynolds, DI Simon Coxall, DS Tony Parr, Dc Roy Rush, Dc Paul Lawson, Dc Nina Fletcher, Dc Peter Woodcock,

and Pc Russell Gay of Harlow Traffic, received certificates.

The investigation and trial was completed against a continued threat of witness intimidation and further violence, with the defendants and principal prosecution witnesses all being members of the extreme political group, Combat 18.

# Trophies of merit awarded by Chief

## Nationally Special

AN OFF-DUTY Essex Special Constable who pursued two men suspected of robbing a post office has won national recognition for his dedication to duty.

Section Officer Derek Hopkins, based at Witham, was this year's runner-up for the prestigious Ferrers Trophy, awarded to Special Constables annually.

He was presented with a certificate during a ceremony in London, hosted by the Home Office, last month.

SO Hopkins, who works as water supplies manager for Essex Fire and Rescue Service, was driving through Kelvedon last summer when he noticed two men acting suspiciously.

He alerted his regular colleagues before following the two men, who he suspected were armed and had robbed a post office, in his own car, giving a running commentary on his mobile phone.

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

SO Hopkins has also received a Chief Constable's Commendation, and the force's Norman Dooley Trophy.

CHIEF Constable John Burrow presented the four annual police trophies for meritorious actions by a police officer and a traffic warden, community liaison and highest score in promotion exam at a presentation ceremony in June.

The Wilson Trophy for the police officer performing the most meritorious act during 1997 has been awarded to Pc Paul Inkley, based at Braintree, for his actions in February 1997 when he was off duty and rescued a child trapped in a vehi-



● From left to right, Pc Paul Inkley, Traffic Warden Brian Nubbert, Pc Dave Wiggins and Pc Justin Smith with their trophies.

Photo: HQ Photographic

cle engulfed by flames on the A12 near Hatfield Peverel.

Pc David Wiggins the Chadwell St. Mary

Neighbourhood Beat Officer has been awarded the Millard Trophy for his willingness to act upon his own initiative and to deal with the various agencies

to gain support and finance to improve the quality of life within the community he serves.

He has been involved in the acquisition of CCTV; he

negotiated and obtained a further £14,000 funding for two additional 'Teenage Villages' for young people; he acquired sponsorship from a car dealership for a car for the Tilbury neighbourhood beat officers and he regularly patrols with the local council officers identifying damaged property and possibilities for enhancement.

For his willingness to step in and assist police in arresting violent offenders, including one wielding a kitchen knife and a man in possession of drugs, the Betts Trophy for a traffic warden performing the most meritorious actions has been awarded to Traffic Warden Brian Nubbert from Colchester.

The 1997 Sir Jonathan Peel Trophy for the highest placed Essex officer in the police promotion examination to Sergeant was awarded to Pc Justin Smith based at Brentwood.

## Commended officers

TWO officers who disarmed a woman with a knife were among those receiving commendations from the Chief Constable.

Braintree Pcs Mark Laurie and Stephen Morris, who disarmed a deranged woman wielding a kitchen knife, were commended for their actions.

Licensing Sgt Michael Grout of Southend received a certificate for outstanding performance of duties over the past 12 months.

Pc Jonathan Harman of Chelmsford Traffic was commended for his tenacity and commitment in pursuing a complaint about the sale of a roadworthy vehicle, resulting in a six month sentence for the vendor.

Pc David Howard of Brentwood Traffic was praised for his thorough and professional investigation into a collision on the A127 arterial road at West Horndon which claimed two lives.

## To the rescue - again!

NATIONAL Police Bravery Award nominee Pc Paul Inkley (see above) found himself restraining a violent man - on his way home from the presentation!

The man, who was frustrated with train delays, threatened a woman at Witham Railway Station.

The off-duty officer intervened to diffuse the situation, but ended up tackling him to

the ground after he continued to rant and swear and waved a stick at Pc Inkley. He was arrested for causing a breach of the peace.

The constable continued to talk to the man, who calmed down, and was de-arrested.

Another nominee for the awards, Pc Jeff Love, rescued a drowning woman on his way to the presentation.

## Medal of courage for Trudi

THE courageous actions of a modest heroine who rescued a man from a burning car, despite being told by doctors not to lift anything heavy following surgery, has been recognised by the Royal Humane Society and the award of a Chief Constable's Commendation.

An RHS Bronze Medal and commendation have been awarded to Mrs Trudi Plumb from Burnham on Crouch following her actions at a road crash in January 1998 in North Fambridge.

She was first on the scene following a collision between two cars, one of which caught fire.

She phoned the emergency services but saw the driver of the car on fire slumped over the steering wheel, and leaned into the car to release his seatbelt. Then, unaided, she pulled him off the seat and out of the car.

However, his feet were

trapped by the foot pedals and Mrs Plumb had to re-enter the car to release his feet and received minor burns to the back of her hands.

The smoke and heat at this time was intense, but she then dragged the unconscious driver to the top of the ditch and another passer-by helped pull him to complete safety. The car was at this stage totally engulfed in flames.

Pc Danny Morton from Chelmsford Traffic who investigated the accident and nominated Trudi Plumb said: "She showed great courage without regard to her own safety and undoubtedly saved the driver's life."

Trudi received her RHS Bronze Medal and Chief Constable's Commendation from Chief Constable John Burrow. This was his final commendation to be awarded prior to his retirement.



● Mrs Trudi Plumb with her RHS bronze medal.

Photo HQ Photographic

## Another busy month of choir concerts

As predicted, June was a busy month for the choir members with two concerts in eight days.

At St Mary's Church, Langham, the concert raised over £500 which will be used to supply blood pressure monitoring equipment at every bed in Langham Ward at Colchester General Hospital.

At St Mary Magdalen Church, Thorrington, our concert brought the church Festival Weekend to a close.

As always in the smaller village churches it is something of a squeeze to fit in 40 or so choristers, but our 'stage management team' are becoming used to fitting us in while ensuring we can still see the baton of our musical director.

Members were thrilled to hear the concert receiving praise from a member of the audience on The Dave Monk Show, BBC Essex, the following Monday.

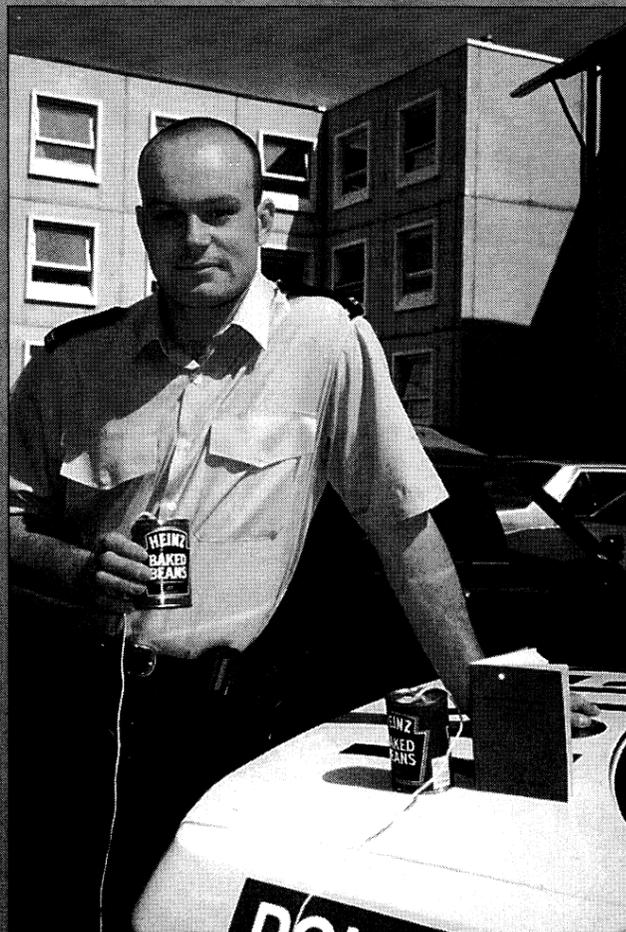
Our first Autumn performance is at St Bartholomew's Church, Holland-on-Sea, on September 11, starting at 7.30pm.

At Christ Church, Warley, at 10.30am on September 20 there is a Thanksgiving Service for all Emergency Services, at which we will also be performing.

Bill Fancourt

# Domestic violence project completed

## Stacy goes low-tech



● Pc Stacy Teather with the 'test' equipment.

HARLOW Neighbourhood Beat Officer Pc Stacy Teather got more than he bargained for when he sent his faulty personal radio to Headquarters Radio Comms.

He also sent a note which said 'This radio has the limited ability of two baked bean cans and a piece of string, its range is about 50 metres and to understand it you have to speak fluent Arabic, please help.'

Mark Statt, radio technician was quick to respond to Stacy's plea with an offer of loan equipment for evaluation while his radio was sent for repair, consisting of two baked bean cans, a piece of string and an Arabic phrase book.

Stacy said: "I received a number of saucy calls on the new equipment, some of them rather long and strung out."

"The phrase book was not needed as the sound quality of the calls proved to be rather tiny."

He has now returned to a conventional personal radio which he says is working perfectly.

A UNIQUE project to reveal the extent of domestic violence in an Essex Asian Community which won a Home Office Police Research award last year has been completed.

The study involved interviews with Asian women, whether subject to domestic violence or not, to ascertain what help Essex Police and other agencies can give.

The initiative was praised by the Home Secretary Mr Jack Straw at the award ceremony at the Home Office.

### Evidence

Chief Inspector Steve Currell of Essex Police has been working with Miss K. Gill, a doctoral student at the University of Essex. Chief Insp Currell said: "We did not have any evidence to say that domestic violence was more prevalent in the Asian community than anywhere else, it was just we suspected that there were more barriers to prevent Asian women reporting domestic violence, such as language, cultural differences and the fear of authority."

Fifteen women were interviewed and five stated they had been the victim of domestic violence themselves and six had witnessed violence within their family. Violence described by the women ranged from intimidation and deprivation to serious sexual and physical assaults and in some cases torture. "Whilst we cannot say that these numbers are representative due to the small number of women interviewed, what was consistent throughout the 15 interviews and five pilot interviews was the Asian women, whether they were victims of violence or not, were not aware of services and support available in Thurrock in relation to domestic violence."

Immigration has always been a factor with the 'one year rule' presenting problems. Ch. Insp. Currell commented: "The one year immigration rule, whilst aiming to prevent people abusing the privilege of entering the UK, disadvantages victims of violence in that if the marriage

### Report is published

fails within a year the immigration status of the person changes. This means that the women will not report violence due to the reasons outlined above, but also for fear of being returned to their country of origin in disgrace".

Recommendations in the research report, published last month, relate to the Home Office, the police service, the health service, legal services, social services and the Asian community.

They cover aspects such as encouraging the Home Office to review the 'one year immigration rule', and the fact that women may be putting themselves in further danger by not reporting the violence due to their immigration status to organisations reviewing their accessibility to Asian women who may be the targets of domestic violence. There are also recommendations for agencies to review their literature, language services and accessibility to Asian women.

### Families

The Asian community is encouraged to recognise what is taking place and confront violent behaviour within families.

A local domestic violence help line has been set up at Grays Police Station, with a recorded message in English and Punjabi, offering advice and help. The number is 01245 452084. A leaflet has been developed which has been translated into Punjabi and will be available from police stations, council offices, health centres, libraries etc.

Although the research has come to an end, the Thurrock Domestic Violence Group will be made aware of the findings and the needs of Asian women will be addressed via the information booklet.

## Sniff this out!

PROJECT Endeavour, which is currently comparing the tracking and other skills of two bloodhound puppies and two young German Shepherds, is looking for volunteers.

Project leader Pc Malcolm Fish said: "We are looking for

volunteers to act as runners for training trails. It could involve joining officers on patrol, but I must stress that there will be no bite work!"

Officers, including Specials, who think they might be interested, should contact Pc Fish at the Sandon Dog Unit.

## Grievance procedure proposals

FOLLOWING reference in the Unison column of the June edition of the Law, Jan Woodhouse, Equal Opportunities Adviser, here clarifies the current position regarding proposed amendments to the grievance procedure.

She writes: "A draft revised grievance procedure has been circulated to the members of the Essex Police Equal Opportunities Committee.

"Each member is responsible for consulting with their represented groups and will return the views of those groups to the EO Committee meeting on July 7 for discussion.

"It is anticipated that a final document, taking account of comments made, will be submitted to the August JNCC meeting for approval, before going to Policy Group for authorisation.

"The current procedure as outlined in P54/93 will remain in operation until such time as a revised version in approved and published."

## They're here to help you

STAFF of the IT service desk are happy to help with any information technology faults.

The service desk based at headquarters is open 24 hours a day, 365 days a year.

Sarah Thomas manages a dedicated team of two full time staff who deal with all IT related faults, and all faults should be routed through them.

The appropriate in-house IT staff or third party providers are contacted to deal with the faults. Progress is monitored throughout.

Their software shows how many faults are registered, what priority they have and it enables them to monitor if

the faults were rectified within the specified time as stated in the service level agreements.

Striving constantly for improvements in the service they provide means divisional visits are planned, to give the team knowledge of how divisions work and to identify any problems.

### Service

If an incident room is required contact the service desk first who will contact all the relevant groups.

Service level agreements say that the incident room should be up and running within eight hours although they are often ready much sooner.

Callers have experienced

problems in the past getting through on the telephone which was constantly engaged.

The phone system installed recently has a call waiting facility.

Calls will be analysed to monitor service and see if any further improvements can be made.

Essex Police IT is one of 1,200 organisations that belong to the Helpdesk User Group.

Client focused training days are offered for service desk personnel.

The target of 90 per cent of faults being fixed in a specified time is usually reached by the team who can be contacted at headquarters on extension 51666.



**Narpo notes**

**New branch secretary**

FOLLOWING the sad loss of Doug Rampling, I have taken over the reins as the secretary of the Chelmsford branch of an Association which Doug ran with efficiency and humour.

His will be a hard act to follow.

I am sure that I can rely on committee members and, most importantly, you the members to keep this flagship going.

Any ideas would be most welcome and an increase in membership would show your loyalty to the Association and its efforts on your behalf.

If there are any problems forthcoming please do not hesitate to contact me and I will do my best to help.

I can be contacted, phone or fax on 01376 329563, or at my home address: 14 The Lindens, Braintree, Essex, CM7 1AY.

Tony Cooper

# Queen's medal award for retiring Chief

**RETIRING Chief Constable John Burrow was awarded the Queen's Police Medal in the Birthday Honours in June.**

Mr Burrow, who retired on June 30 after 40 years' service, said: "I am very pleased. At the very end of my police career it's a rewarding climax."

**Retirements**

Supt John Rhymes officially retired as a serving officer on June 30, after 32 years' service. But he takes over the civilian role of head of personnel with immediate effect.

Sgt Michael Haig, Stansted Airport, retired on June 18 after 35 years. Sgt Royston Youngs, Copford, retired on June 28 after 27 years.

July retirements include

**Names in the news**



●Supt Robert Good made a presentation to Mr Burrow on behalf of the Essex Branch of the Superintendents' Association at its June meeting. He thanked Mr Burrow for his support over the last decade and wished him well for his retirement.

Sgt Alfred Newberry, Southend, 30 years on July 20.

Retiring on medical grounds are Chief Insp David Hicks, Harlow, who leaves on July 5 after almost 30 years' service, together with Sgt Allan Aitken, Basildon, 29 years and Pc Anthony Barton, Southend, 19 years.

Other medical retirements will occur on July 26. They are: Dc Brendan Foy, Basildon CID, almost 24 years; Pc Christopher Halford, HQ FIR, almost 27 years; Pc David Gilbranch, Traffic, 25 years and Pc David Smith, Crime Support, 20 years, including two with Greater Manchester Police.

**Obituaries**

Retired Sgt George Russell has died, aged 77. He served from 1950-76 at Southend, Westcliff and Rochford. He leaves a widow, Evelyn.

Ex Pc Ralph Fisher, who served from 1935-42 at Grays, Clacton and Chelmsford, has died, aged 83.

Ex Pc Thomas Marrant, who served from 1939-64 at Chelmsford, Rainham, Leaden Roding, South Ockendon and Grays, has died at the age of 78. He is survived by his widow, Beryl.

**I.P.A.**

DON'T forget our French evening on July 10 (the following Tuesday is Bastille Day) in the Sports and Social Club.

We are hoping to have the company of the driver who will be taking the coach to Rheims at the end of the month, but all members are welcome to come along and sample the wine and cheese. Festivities will start at 8pm.

The visit to Sandringham is planned for Wednesday, August 12. The coach will leave HQ at 9am. The intention is to stop for a pub lunch and then go on to Sandringham.

Costs will depend to some extent on the numbers travelling, but as we now have to pay almost commercial rates for the Force coach, it will have to include a charge of £3 towards the hire of the coach.

Please give Frank Joslin a ring on 01245 602872.

Bill Fancourt

**Mission of mercy to help Bolivian children**

FRAUD Squad Dc Chris Whiddon sets off later this month on a mission of mercy to Bolivia.

Chris will be teaming up with the Rev Roger Stark, of Springfield Park Baptist Church, Chelmsford and two other members of the congregation there, Jackie Olsen and Simon Moston, to travel to Cochabamba, Bolivia, to help build three five-bedroomed lodges.

Once complete, the lodges will be used to give shelter to local homeless children,

who will then be cared for by selected house parents.

Bolivia is one of the poorest countries in South America and the majority of the population live in slum conditions.

The cost of the expedition is £4,375, the majority of this being for the building materials for the lodges.

Anyone who wants to support the project can buy a brick for £10. If you would like to help, call Chelmsford (01245) 358951, or contact Chris on HQ extension 52127.

**Charity success**

A SPONSORED cycle ride by two Essex officers raised around £2 for every mile in aid of research into cot death.

Chief Insp Ray Burman, of Braintree, and Pc David Pike, of Rayleigh, have now presented a cheque for £2,200 to the Foundation for the Study

of Infant Deaths.

Their trek from Lands End to John O'Groats - a distance of over 1,000 miles - was completed a day ahead of schedule, and supported by a back up vehicle driven by members of the Rotary Club of Chelmer Bridge.

**Market Place**

BLOCK LETTERS PLEASE - ONE WORD PER BOX


Name and Rank .....

Station ..... Home Tel .....

Date ..... Signed .....

**BELSTAFF** motorcycle, magnetic tank bag, black, with extra stacking bag. Excellent quality, £45, hardly used. Contact Nigel Beckman, (01787) 463471.

**CITROEN AX**, 1000cc, Tahiti blue, very good condition, P reg, still under warranty until Aug 1999, £7,500 ono. Contact C.L. Reynolds, (01245) 442818.

**CYPRUS** villa for rent. Beautiful Pissouri Bay. 10 min from sea, own pool, sleeps eight, still dates available July, Aug and Sept. Contact Ron Rees (01508) 570322.

**FLAT**, Mayland. First floor, one bedroom, overlooking communal garden, fitted kitchen, beautifully decorated throughout (Laura Ashley), £31,995. Contact Nikki, ednet 54222.

**HIGHLAND** holidays. Bed, breakfast and evening meal in the beautiful Highlands of Scotland. En-suite, shooting, fishing, walking, skiing, bird watching, many other pursuits, or just relax in the comfort of our Austrian style home set in its own grounds. A 20% discount for all

Essex Police personnel, past and present. Contact Andrew Nunn, (01479) 841717.

**HONDA CBR400RR**. Black/silver, 1988, good condition, £2,300, MOT, taxed. Contact Simon Norris, Ednet 22874.

**ISLAND** of Gozo, Malta. Farmhouse accommodation. The property is divided into two: one unit with private pool, sleeps four, the other could be varied according to needs, sleeping any combination of two, four, six or eight, sharing the same pool. Also flats available for short or long lets all year round. Gozo is 20 mins by ferry from Malta. Contact P. Bailey, (01202) 242866.

**JEEP**, Cherokee, stainless steel 'A' frame and side bars. Cost £700 new, sell for £300, will throw in rear light guards and twin spots. Contact John Wright, ednet 16436 or (01255) 663974.

**LONG BOW**, yew with accessories, never got round to joining club, £50. Contact R.F. Ross, (01702) 615521.

**ONE** bedroom flat to rent, immaculate. North Springfield, £375 per

month, would suit professional couple. Contact Neil on 07771 538293 to view.

**SOUTH** of France, Argeles. Six berth mobile home for hire on well established site, swimming pool, bar, restaurant, discount to Essex Police employees and pensioners. Dates available in 1998. Contact G.D. Herbert on (01268) 781670.

**TOYOTA** Carina E saloon. M Reg, 1600cc, 16 valve, lean burn engine, 19,000 miles, Helios blue metallic, blue velour interior, power steering, electric sun roof, electric windows, remote central locking, radio/cassette, one owner, superb condition inside and out, full main dealer service history, available £6,300. Contact M. Rainey, (01268) 726687.

**TWO** cameras, one Kodak Retinette, one Kodak Zeiss Ikon, £20 each. Contact R.F. Ross, (01702) 615521.

**VAUXHALL** Senator 2.5I, G reg, automatic, electric windows, central locking, sunroof, silver, in nice condition. One year MOT, six months tax, £2,250 ono. Contact R. Bloomfield, (01702) 202959.

## Essex lifesavers make their mark

TWO teams from Essex Police competed in the National Lifesaving Championship at Exeter, taking second and third place in a closely-fought contest.

The competition, over two days, consisted of a resuscitation exercise, timed swim and tow, and a timed rope throw on the first day. This was followed the next day by a rescue incident held in the lake of Bicton Agricultural College.

This exercise involved four members of the team who were given two min-

utes to rescue a number of "drowning casualties" and administer appropriate first aid. Marks were awarded for organisation, planning, method of rescue and casualty aftercare.

After a very close competition, the Essex 'A' team - Sgt Dave Salmon, Pc Brendon Cox, Pc Sarah Pike, PC Sarah Wadforth, Pc Lyndsey Jones and PC Derek Davis - achieved a commendable second place.

They were closely followed by the Essex 'B' team - Sgt Pat O'Toole, Pc Nigel Laplin, Sgt Paul Clark, Sgt Paul

Eveleigh, Pc Tracey Seals and Pc Sue Clark - in third place. The overall winners were the host team, Devon and Cornwall.

The teams were trained by Mrs Diane Kedge, assisted by the team manager, Pc Phil Dodd.

Essex Police enter a number of competitions throughout the year and if any officer is interested in participating, they should contact Sarah Pike at Halstead Police Station.

## Sports and social news

**THE American line dance, run by HQ Sports and Social Club was a great success, raising £1,000 for Little Haven's Children's Hospice. Well done everyone.**

**There are a few places left for the trip to the International Festival of the Sea at Portsmouth, on Sunday, August 30. Tickets cost £20, to include coach and all admissions.**

**Tickets at £18 each (incl coach) are also available for the Christmas concert at Thursford on Sunday, November 29. Sorry, but everything else is fully booked.**

**New trips are planned for September/October, watch out for details.**

**Contact Shirley on extension 50666 for further information.**

# Doubles success follows tradition

**THE lawn tennis section of Essex Police Sports Association hosted the PAA South East Region tennis tournament, which took place at Essex Golf and Country Club, Earls Colne, writes Lawn Tennis Captain Stu Bowman.**

Over the years Essex has produced more than its share of mixed doubles successes, this year being no

exception, with a different pairing.

Sara Hewing, from Basildon, won the title last year partnering Southend's Mark Wheeler.

This year she was paired with Nick Treadway, from the Central Detective Unit, beating Hampshire's Debbie Kitney and Mark Ashthorpe 6-1, 6-1.

Sara also partnered Nina Fletcher (Harlow) in the ladies' doubles, retaining the title they won last year with an emphatic 6-1, 6-1 win over another Hampshire pair, Nadine March and Debbie Kitney.

Essex were represented in the men's veteran doubles by Alex Draycott (Maldon) and Terry Bragg

(Basildon), reaching the final with a 6-1, 6-0 victory over City of London pair Mark Pursey and Steve Hutchins.

In the final they played title holders Roland Stanbridge and Steve Hunt (Herts). Despite winning the first set 7-6, they lost the second and third sets 6-4.

### Tightly fought

Nina Fletcher represented Essex in the ladies' singles, where she played a long and tightly fought match in the opening round with the eventual winner of the title from Sussex, Vicky Waller, losing 6-4, 7-6.

Glyn Evans, also from Harlow, represented Essex in the men's singles, losing 6-2, 6-2 to Kent's Rick Roddy in the first round. The title was eventu-

ally won by Richard Stevens (City of London) for the tenth year in succession.

Glyn also partnered Nick Treadway in the men's doubles, where they had the misfortune to be drawn against Stevens and partner Ken Stewart (City of London) who, with the occasional lapse, have held both the regional and national titles on several occasions in the past decade.

Nick and Glyn put up a creditable performance, losing 6-2, 6-2.

ACC (O) Geoffrey Markham, chairman of EPSA, who has attended more of these events than most of the competitors, presented the cups and trophies to the winners and runners-up, possibly for the last time.

His unstinting support has been greatly appreciated by the section.

## El Nino strikes again

TO ALL Essex skiers, the sun may be shining and thoughts turning to the forthcoming summer holidays but the Ski Team are already planning for next years PAA Skiing championships.

Following the cancellation of this year's competition due to the unseasonably warm weather in Scotland, caused by the El Nino, the Ski Section are organising a slalom race competition to take place at Brentwood Ski Centre on Wednesday 21st October at 6pm.

The competition is open to all Essex members and it is hoped to give some "new blood" the opportunity to

shine and, perhaps win a place in the squad, by taking on the existing members of the team.

The race will comprise three runs through a slalom course with the fastest two runs counting. At present the cost is likely to be around £10, which includes ski and boot hire, although part of this cost may be paid for by the Ski Section.

Anyone interested in taking part should contact either the Section Secretary, PC Bob (Tab) Hunter at Chelmsford Traffic or the organiser, Sgt Steve Groome, B Shift, Brentwood.

## Were you lucky in the lottery?

THE winners of the June lottery were: £1,500 - Pc Peter Wood, FIR, HQ; £1,000 - Pc Alan Davey, Chelmsford; £500 - Dc Simon Norris, Stansted Airport; £300 - Pc Leonard Bickford, Chelmsford; £200 - Pds Gordon Thorpe, Harlow Traffic; £100 - Pc Mark Shaw, Basildon.

The following receive £50 consolation prizes: Pds Glen Westley, Corringham; Pc Carole Holliday, Brentwood; Pc Ashley Stearn, Harlow; Louise Banks, Colchester; Pc Sara Spiro, Brentwood; Pc Terence Williams, Clacton; Pc Martyn Cartwright, Thorpe Traffic; Pc John Taylor, Belchamps. St Paul; Karen Jones, FIR, HQ; Pc David Ashpole, Rochford.

**Stansted goes go-kart crazy (even if CID win!)**



CID pipped Stansted Airport and Traffic to the post in the local answer to Formula One - a go-kart race.

Pc Michael Spink of Newport Traffic organised the event, at Haverhill Karting Centre, and threw down the gauntlet to the detectives and airport officers, all pictured above.

Despite fielding two teams each, traffic and Stansted Airport failed to beat the sole CID team. The airport teams fin-

ished second and fourth, and traffic third and fifth.

Pc Spink will be raising money for charity with a bout of mid-air madness on July 25.

He will be making a parachute jump at Addenbrooke's Hospital, Cambridge. Anyone who wishes to sponsor him should contact him on ednet 65125.

## EPSA news

ESSEX Police Sports Association has arranged a short break to America to coincide with Thanksgiving.

Departure is on Thursday, November 26 and the £399 cost includes three nights' accommodation at the Boston Park Plaza hotel. There is only limited availability, so to book please contact the Force Sports Secretary, John Stonehouse, on extension 58888 as soon as possible.

● FOLLOWING the success of Italy 1998, Sgt Paul Smith, of Wickford is organising BLAST II, a skiing trip to Austria from February 6 to 13, 1999.

A chalet has been booked at Leogang and there are still a few places left at £574 per person (deposit £65).

For further details contact Paul on Ednet extension 47125 or phone him on 01702 610149.

● FOR any avid musical fans, large discounts are available at the Cliffs Pavilion, Southend when making multiple bookings.

Simply contact the bookings office on 01702 351135 or EPSA secretary on 58888 for further details.

● LIVE life to XS - bungee jumping, rally driving, karting, wall climbing - you name it, you can do it on August 8 and 9 at Donington Park, Derby. For more information freephone 0800 783 5656.

● PARADISE Park, Finchley is offering discounts of 40 per cent off full day's paint balling activities in July. Contact John Stonehouse on 58888 for further details.

● CURRENCY and travellers' cheques are available from Thomas Cook, 8 High Street, Chelmsford at a flat rate of £1.50 for all EPSA members.

● A TRIP is being organised on July 12 to the Hampton Court Palace Flower Show.

The cost of £23 includes coach and entry to the show. The coach leaves Chelmsford at 8.30am. For details or to book a place, contact Bruce or Heather on 01245 251122 or ednet 69281.

● WITH immediate effect, the Force sports and leisure shop is open on Saturdays from 10am to 2pm.



● The victorious Basildon athletics team with their trophies.

## Didn't they do well?

ESSEX athletes did exceptionally well at the PAA SE Region Athletics Championships, finishing second overall to Hampshire.

There were notable performances from Mick Bond, Copford, who won the veterans' 1500m and 5000m events; Vic Murphy, Brentwood, winner of the vets' triple jump; Samantha Barr, Basildon, first in the ladies' 100m and 200m; Sue Bunting, Southend, long jump winner and Tanya Paton, Brentwood Traffic, first in the shot putt and javelin.

# Best in 10 years

## THE Force Athletics Championships - the Maurice Brazier Memorial Games - took place at Gloucester Park, Basildon.

This year's competition was, in my opinion, the Blue Ribband sporting event of the past decade, certainly as far as Croker Cup competition is concerned.

In my ten years or so of organising the event I cannot remember one that contained the amount of endeavour,

by Laurie Rampling, Athletics Secretary

determination and talent on display this year.

There were 170 competitors who flooded to Basildon to represent their respective Divisions.

To my recollection, this was the highest turnout since I took office 11 years ago, surpassing last year's 100.

And the competition was superb. Samantha Barr almost inevitably won the sprint double in the ladies' 100/200 metres.

The event also saw the resurgence of Damion Bainbridge and Paul Cakebread in the men's sprint double.

Elaine Fuller and Simon Halford, from Chelmsford and Glyn Evans from Harlow, together with veteran and super veteran Divisional Commanders Mick Benning, Southend and Denis Sheppard, Basildon, all led from the front.

Incidentally, Denis cut short his family holiday to turn up for the competition. He also walked off with the men's 3K walk event.

Another time double performance was the veteran sprint double by Basildon's Davey Joseph, who won the vets' 100/200 metres, to become the

new holder of the Maurice Brazier Cup, to whom the whole competition is dedicated.

Davey just pipped last year's champion Vic Murphy, from Harlow, but I'm sure Vic will be back and doubly determined next year.

Performance of the day was without doubt from 'Taff' Phillips from Colchester, who amassed 24 points from his efforts in the men's 800m, 1500m, men's 3K walk, men's 3K steeplechase and finally the men's 5000 metres veterans' event. Not bad for someone on the wrong side of 40.

Nor must we forget Moira Owers, of Braintree, who amassed 13 points from her individual efforts and Tanya Payton, Harlow, who again showed her class to win the ladies' javelin and shot putt.

My lasting image of the day must be the sight of Super Vets (i.e. over 50s) Allan Barley (Basildon), Mick Benning (Southend), Graham Furnival (Harlow) and Roy Kebell (Basildon, recently retired) straining every sinew down the home straight of the 200m.

Then to see Graham Furnival throw himself at the line in an effort to pip his adversary Mick Benning.

That to me summed up what this afternoon was all about and narrowly edged out the image of smooth grace shown by Samantha Barr in the final track event of the afternoon, the ladies' 4 x 100 metres, as she led her Division, Basildon, to victory.

Well done to you all. Thank you to all the officials, courtesy of the Essex AAA, to the staff of Basildon AC and to the groundsmen.

Finally, thanks once again to my wife Marian who, ably supported by Braintree's Sue Barley, kept a record of the results all afternoon, a task indeed considering the number of competitors.

As mentioned above, the competition was dedicated to the memory of the late Maurice Brazier, sportsman and gentleman supreme.

He would have been extremely proud of the endeavour witnessed at Gloucester Park this year.

RESULTS: 1 Basildon 141 (12 Croker Cup points); 2 Southend 111 (10); 3 Harlow 88 (8); 4 HQ 84 (7); 5 Colchester 78 (6); 6 Chelmsford 63 (5); 7 Braintree 40 (4); 8 Thurrock 38 (3); 9 Rayleigh 29 (2). Tendring did not enter a team.

IN the PAA mountain bike championships at Malvern, Graham Waller (Westcliff) and Alexander Webb (Saffron Walden) came 15th.

In the international cycling gala in Holland, Graham Waller finished 8th, followed in ninth by Michael St Leger.

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THE EPSA management committee has selected the following officers to receive awards, to be presented at the next meeting on October 1 at HQ.

Service to Sport: Supt Bob Ward. Sports Award: Pc Chris Jacob.

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AT the national PAA orienteering championships, in Cumbria, Wendy Welham, of HQ won the Bentley Plate for the women's open event. Well done Wendy!

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MICK Bond, Copford Pc, has been selected to represent Great Britain at the USPE marathon championships in Luxembourg from October 23-26.

## No tent

FOR the past ten years, Colchester Police Sports Club has run a hospitality tent at Essex County Cricket Club's Colchester Week.

Unfortunately, it is with great regret that this facility will not be provided this year, because of escalating hire charges.

Cricket week at Colchester takes place from August 19 to 23 this year.

# Anderson takes title

THE weather was good for this year's Essex Police bowls singles championship, which took place at the Falcon Bowls Club, Chelmsford.

After the preliminary rounds, the quarter finals saw Mark Hughes (HQ) beat Clive Anthony (Clacton) in a tightly contested match.

Ray Howard (Steeple Bumpstead) won against Don Hilton (Basildon). John Anderson (Harlow Traffic) beat Perry Funnel (Southend) and, in a storming come-back from being 12 shots adrift, John Papple (Grays) overcame one of the favourites for the title, John Stewart (HQ).

In the semi-finals Ray Howard beat Mark Hughes 21-17 in a very close fought match. Ray got off to the better start and, despite some solid bowling from Mark in the middle of the game, held on to his lead until the end, to reach the final.

In the other match John Anderson, now firm favourite for the title, took a 10-0 lead over John Papple who, although fighting back in the mid part of the game, could never make up the deficit.

The final started off evenly, Ray Howard taking an early lead before John Anderson hit him with four dev-

astating ends of bowls, scoring 3-4-4-3 to go into an unassailable 18-4 lead.

John put on an excellent display of draw bowling, accurate to the inch, to totally demoralise his opponent and run out a well deserved 21-6 winner.

John now goes forward to the regional finals, to be held at Bedford in August, as the singles champion, when he also partners John Stewart, as the force pairs champions, in the regional finals of that competition.

Good luck to them both in those finals.

Ray Howard

## Football squad ready to train

ESSEX Police Football Club first team will continue to be managed by Martin Oakley next season, with help on match days from Doug Adams and John Rhymes.

Kevin Reakes takes over as manager of the second team, supported by John Carpenter, with help from Cliff Haines and Jed Stopher.

New players are welcome and pre-season training starts on July 14 at 7pm. The club will train each Tuesday and Thursday up to the friendlies during the last three weeks in August.

Training dates: July 14, 16, 21, 23, 28, 30; August 4, 6.

## Basildon win Croker soccer

HARLOW hosted the final of the Croker Cup football and came up against a Basildon side with some notable absentees.

Despite this, Basildon dominated the first half and did not deserve to go in at half time 1-0 down.

Joel Henderson scored twice in the second half to put Basildon in front, before Harlow equalised to take the game into extra time.

Phil Smith scrambled the winning goal for Basildon, to clinch victory by 3-2.

## Fit to eat?

WANT to use your Friday lunch hour to energise yourself for the week-end?

A new step class has started at HQ which might be just the thing you are looking for.

It is held in the training centre gymnasium between 12.30pm and 1.30pm.

To book, put your name and a contact number on the booking form at the training centre reception.

