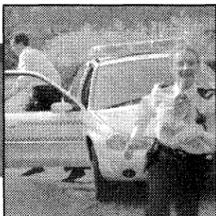




**Crimestoppers' new boss - P3**



**Crime scene training aid - P5**



**Band heads for new heights - P11**

## Prison death prompts changes

A PRISON death in Chelmsford has led to a new risk assessment form being introduced into police forces nationwide, a form which will need to be completed for every prisoner.

Until now it has been the decision of the police officer whether or not to deem a prisoner as an 'exceptional risk' and complete the relevant paperwork - a CID2 form in Essex.

But when Christopher Edwards was killed by his cellmate Richard Linford in Chelmsford Prison the mental state of the two men was questioned and an inquiry launched. Central to the inquiry was why neither prisoner had been the subject of CID2 forms.

The new form, which has been introduced nationally by the Home Office, is known as PER (Prisoner Escort Record). The biggest change is not the redesign, but the fact that it is mandatory for every prisoner in custody, even if no risk is perceived.

When a prisoner arrives in custody the top copy of the form must be completed. In about 90 per cent of cases the prisoner will later be refused charge or bailed and the rest of the form can be disposed of.

However, in the other 10 per cent of cases where a prisoner is transferred to another police station, a prison, or escorted to court, the top copy is kept in custody and the remainder of the form accompanies the prisoner to his or her next destination. If a prisoner is moved more than six times and all six copies of the form are used a new form must be completed.

While officers adapt to the use of the new form regular multi-agency meetings are already under way to address any training

● Continued on page 3.

Mounted section and motorcycles among casualties

# BUDGET CUTS TO TOTAL £7.1m

by Norman Hicks

**BUDGET reductions totalling £7.1 million will be considered by Essex Police Authority when it meets on February 15.**

Likely casualties include the mounted section and the motorcycle fleet, but every effort has been made to limit the impact on operational policing.

The reductions address a substantial deficit in funding for 1999-2000, following the Home Office settlement announced in December, which signalled an increase in spending for Essex Police of only 1.7 per cent, assuming a 4.5 per cent council tax rise.

They also have regard to policing costs beyond the Millennium and show a reduction in management costs, whilst retaining essential funding for IT and communications.

### Growth

In recommending the budget to the Police Authority, the Chief Constable will highlight the unavoidable growth faced by Essex Police, including extra expenditure of £1.7 million on National Insurance, as well as up to £1 million to police the Millennium and four extra bank holidays and the full year costs of 1998 pay awards of 4 per cent for police officers and 3.75 per cent for support staff.

The proposals for reducing costs include civilianisation of 135 police posts, saving £1.9 million, reduced police overtime (£200,000), reducing the number of traffic wardens (£200,000), disbanding the mounted section (£180,000) and savings of £150,000 for the repair and maintenance of the vehicle fleet, to be achieved by selling off 30 police motorcycles, as well as by reducing the number of personnel carriers, Ford Mondeo and specialist vehicles.

In addition, divisions and departments have identified a range of non-pay budget savings, totalling £1.1 million.

These include savings from IT purchases and network services, office equipment and

● Continued on page 3.



● Home Office Minister Paul Boateng with Special Constables Mick Stratton and Anna Layzell, at the Rayleigh launch.

## Minister's visit boosts Specials

**HOME Office Minister Paul Boateng stopped off at Rayleigh during a national tour of initiatives organised by Special Constables.**

The MP, who was leading a two-week recruitment drive for Specials, visited Special Constables who were patrolling buses in Rayleigh

and Southend to make their communities feel safer.

The patrols were organised by Rayleigh Specials, who teamed up with bus companies Thamesway and Arriva to target instances of nuisance, non-payment of bus fares, drunkenness and vandalism.

During his visit, Mr Boateng met Special Constables Mick Stratton and Anna Layzell, who took part in the patrols.

The initiative, which began in the run up to Christmas, ended on the last day of the recruitment campaign.

# Claims: exposing the myths

**THE annual report from the JBB claims secretary shows that 1998 has been an exceptionally busy year for the claims submitted by members of Essex Police.**

Criminal Injury claims settled in 1998 totalled 49, the same number as 1997.

We currently have 25 Criminal Injuries Compensation Authority appeals in various stages of preparation, a decrease in last year's figure of 34, mainly due I believe to the additional review stage which has allowed the new authority to clear the backlog of outstanding claims.

This presents a serious financial implication for this Police Federation as the costs in these appeals are not recoverable.

The total settled figure of CICA claims in 1998 was £153,576.46. At the present time there are 66 CICA

claims in various stages of progress.

On the civil side 39 claims were settled in 1998. This is the same number of claims settled last year. The total amount of compensation paid to members in civil claims was £404,411.74, a decrease on last year's total of £454,910.84.

The number of civil claims outstanding at this time is 104, a slight increase on last year's total of 101.

## Claims

The majority of the claims are dealt with by the Federation solicitors, Russell Jones & Walker, who continue to provide a service that provides a satisfactory conclusion for the majority of our members.

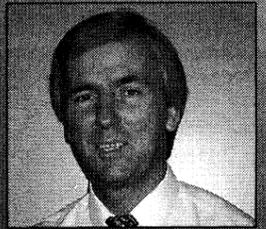
No one can have failed to notice the constant media criticism levelled at the police service in the last year.

We have been assailed in the newspapers and on television as corrupt, racist, incompetent, workshy malingerers who defraud the pension scheme by feigning illness or injury.

This, I believe, is a well orchestrated and deliberate attempt to undermine and destroy the police service as

## Federation Newsline

by Terry Spolman



we know it. This will then allow the Government to replace it with a more "cost effective" version.

The rise in publicity following exposure of miscarriage of justice cases has led to something of a frenzy of "anti-police" coverage. Actions have been taken on behalf of individuals who have suffered as a result of this.

The press, by and large, resent the fact that police officers can, with the support of the Police Federation, obtain redress for damage done to their reputations.

## Myth

Unfortunately, the publicity for such victories tends to accuse the Police Federation of trying to "gag" the press from investigating police matters or to "chill" journalists' freedom to investigate and report on police conduct. It is in the media's interest

to perpetuate this myth and to accuse vindicated police officers of hitting the libel jackpot.

## "Culture"

The latest stick the media has found to beat us with accuses the Police Federation of encouraging the culture of compensation. We have been singled out as the prime examples of the so called "compensation culture."

This culture, if it exists, is not just confined to us. Over a long period, the amounts of compensation and damages awarded have been escalating thanks to the astronomical fees of lawyers. A few years ago, alarm bells started ringing in Government and official circles when they realised that actions taken against public bodies have to be met from public funds.

The Government introduces a cycle of enlightened

legislation that outlaws racial and sexual discrimination and harassment, and then wonders at the financial repercussions as one public employer after another incurs costs and damages as tribunals apply the letter and spirit of the new laws.

The police service, thanks largely to the efforts of the Police Federation on behalf of its members, figures in many such cases.

The new Health and Safety legislation recognises the duty of all employers to operate with due regard for the safety of their workforce.

Chief officers and police authorities were reluctant to

see police officers included in this legislation, but the Government was obliged to accept that there is no valid reason why our members should be exposed to unnecessary, foreseeable and avoidable hazards simply because police work is dangerous.

## Negligence

In all cases where a police officer sues (only a small percentage of actions are brought against police forces) the issue is whether an officer has suffered injury as a result of negligence. There is no automatic compensation for accidents or misadventure.

# Travel error

**SOME membership certificates have a printing error in that, under Worldwide, Section B, "causing death" in brackets should be crossed out.**

**Again in Section B, United Kingdom under Personal Accident, "Not Applicable" should be crossed out and the sum of £20,000 inserted. All certificates will continue to be operative and do not require changing.**

**The certificates mainly affected by these errors are those that have been sent out to retired officers and retired civilians.**

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# Pensions affected by Coloroll case

SOME years ago, over 150,000 applications were submitted to Industrial Tribunals by serving police officers and ex-officers prior to the decision of the European Court in the Coloroll case.

The complaints were filed to preserve the position in case the European Court had held that claims could only be pursued for unequal pension provisions relating to unisex actuarial tables by those who began proceedings before the judgment in Coloroll.

The decision of the European Court, however, was in terms that, for a funded pension scheme, the use of actuarial tables was not challengeable as being in breach of European equality law.

The basis of the decision was that male and female members of a pension scheme should be entitled to enjoy benefits. The level of members' contributions to the pension scheme should also be equal.

Female members are expected to live longer than male members. Hence, if the level of the benefits are the same and they are, generally, to be paid for a longer period to female members rather than male colleagues, the cost of the provision of benefits for female members will be higher. Employer contributions will, therefore, have to be higher for a female member rather than a male colleague.

When a member is commuting part of his/her pension on retirement, the female colleague, because she will be treated as giving up more (due to greater life expectancy) will be entitled to a higher lump sum than that payable to a male employee commuting the same proportion of his pension.

In view of the decision of the European Court, the Federation were not prepared to fund the further pursuit of the complaints because they had been advised that their prospects of success were poor.

The complaints were filed on behalf of individual police officers and ex-officers. We have received notice from what is now the Employment Tribunal that, unless they hear from those who task claims that they wish to progress their claims further by February 26, 1999, these claims will be struck out.

The Federation are not proposing to take any further steps in view of the advice they have received from leading counsel. If you filed a complaint and still wish to progress this (notwithstanding this advice), then you must, before February 26, contact Mr Matthew Kennedy, Employment Tribunals, Field Support Unit, 100 Southgate Street, Bury St. Edmunds, Suffolk IP33 2AQ.

# Getting ready for the Millennium

PREPARATIONS for the Millennium holiday in Essex are continuing with two officers about to start work full time on assessing what the police could be up against.

An Inspector and a

Sergeant have been appointed to work on the project and are due to start work shortly.

Head of Operations, Supt Ian Cotgrove, said they would be responsible for collating all the available information and

assessing our readiness to deal with anything that may occur, from disorderly conduct to a disaster. The team will report back to the Year 2000 group at its meetings every four to six weeks.

## £1.7m cuts

Continued from page 1.  
furniture, the purchase of payroll and professional services, energy conservation, subscriptions, travel and subsistence, stationery, publications and support staff overtime.

Philip Onions, Assistant Chief Officer (Support), said: "The spending settlement for 1999-2000 set Essex Police a tough challenge and takes into account the commitment of the Home Secretary to improve efficiency in the police service by two per cent year on year from April this year.

"The budget proposals to be considered by the Police Authority will maintain our commitment to making Essex a safer place and will keep the impact on operational policing to an absolute minimum."

## Offbeat

A FRIGHTENED woman alerted the RSPCA, who called us, when she spotted a creepy, crawly tarantula sitting on a wall in Westcliff. But our officers were more than a match for the hairy fiend - particularly when it turned out to be a plastic toy. A MAN travelling on the M25, talking to his wife on his mobile phone, suddenly realised there was someone sitting behind him. The line went dead. He arrived home in Bedfordshire, still frightened by the stranger in the back of his car, armed with a knife. What a relief it must have been to find the "man" was a leather jacket and the "knife" was a coat hanger.

## Prisoner's death prompts changes

Continued from page 1.  
implications and problems which may arise. After a three month trial of the form any issues will be forwarded to the Home Office.

The form still puts the onus on the officer to decide whether a particular prisoner is an 'exceptional risk' but it is being made clear that the police are not expected to be mental health workers.

Criminal Justice Insp, Tim Crux, said: "All we are asking for is an honest risk assessment based on the factors known at the time. The whole idea of the PER is that it is a living form. A prisoner can be reassessed at any time if new information comes to light and the results can be reflected in the form.

"Officers have always been risk assessors. The form is not asking officers to do something new it's just asking them to write it down to ensure accurate communication of information."

# Crimestoppers success continues

AT THE annual meeting of the Essex Crimestoppers Board, former vice-chairman (fund-raising) Clive Hardingham, of Colchester, took over the chairmanship from Tom Grundy.

Mr Hardingham, 53, is a retired senior bank manager, formerly of Lloyds TSB. He is a founder member of the 14-strong Essex Crimestoppers Board, which, when it was formed ten years ago, was one of the first of its kind in the country. Crimestoppers is a registered charity and all board members serve voluntarily.

He said: "I totally support the concept of Crimestoppers.

It is a way of gaining information anonymously, by provision of a freephone telephone number. In many cases we can give a reward for that information.

"It is the anonymous factor which enables some people to feel that they can come forward who might not otherwise, especially if they are too close to the actual crime or fear reprisals for speaking out," said Mr Hardingham.

"We are looking to make sure the freephone telephone number (0800 555111) becomes more widely known, so that information which can help the police becomes more freely available," he said.

Mr Hardingham's first official duty was at Essex Police Headquarters on January 28, when he joined Chief Constable David Stevens to present Crimestoppers plaques for outstanding contributions to Crimestoppers' activities to the Managing Director of Transco, Phil Nolan and BBC Essex presenter Dave Monk.

● In 1998 54,451 callers rang the Crimestoppers' number nationally, giving information which led to the arrest and charge of 5,169 suspects.

The value of property recovered, excluding firearms and drugs, rose to more than £8million.



● At the presentation: back row, Paul Hillman, corporate director of Keymed, Dave Monk of BBC Essex, Phil Nolan, MD of Transco, Richard Haddon of Transco. Front row: Chief Constable David Stevens, Crimestoppers chairman Clive Hardingham.

# New policy aims to inspire confidence

**ESSEX Police has published a new policy setting out how officers should deal with incidents involving gay men, lesbians and bisexual people.**

The policy, which has been developed with the Essex Lesbian, Gay, Bisexual, Transgendered and

Police Consultative Group, introduces new procedures for monitoring homophobic crime and providing support for victims.

## Homophobia

Attacks and other incidents associated with homophobia are example of "hate crime" - where an aggravating feature of an offence is the fact that it involves specific hatred against a section of the community.

The new policy recognises that many homophobic incidents either go unreported, or vital evidence is withheld by the complainant who may not

wish the police to know their sexual orientation.

Its aim is to create a climate of confidence which will make it more easy for gay men, lesbians and bisexual people to report crimes against them than in the past, and in doing so, encourage more victims to come forward.

The policy also outlines a united, forcewide approach for dealing with reports of men seeking partners for gay sex in public places, for example public toilets.

A senior officer on each division will be allocated the role of liaison officer to consult locally with the lesbian, gay and bisexual communities and ensure the policy is understood and put into practice by officers. They will also

monitor and review offences reported by gay men, lesbians and bisexual people.

Assistant Chief Constable (Crime) Mr John Broughton said: "This is an important document that introduces the monitoring of homophobic crimes, as well as a clear policy on policing cottaging and cruising areas.

"It is hoped that liaison officers on divisions will lead to the establishment of local, effective communication, where it does not currently exist, with groups who work in this area.

## Support

"This document is significant given the contribution made by the external members of the Essex Lesbian, Gay, Bisexual, Transgendered

and Police Consultative Group who have played such an active part in its production."

Members of the consultative group include representatives from organisations such as Colchester Gay Switchboard, South Essex Switchboard and Harlow Helpline.

Mr Neil Frost, chair of the ELGBTPCG, said: "A lot of hard work has been put into this by professionals and volunteers, and the result is a workable document with which we can all move forward.

"With this policy in place gay, lesbian and bisexual people should now be able to feel more confident about the support they can expect from the police."

## Home improvements mean subs increase

PLANS are under way for a £4.2 million development at Flint House, the police convalescent home at Goring on Thames.

The development will provide an additional 40 beds, enabling the home to once again offer 14 day admissions to all applicants.

During the past two years an increase in the demand for places has meant the average stay has been reduced to ten days to avoid long waiting times for admission. In addition, restrictions have been placed on the number of retired officers admitted.

The cost of the development will be met by use of the home's £1.5 million donation from the Police Dependants' Trust, £1 million from various appeals, and possible lottery funding.

This leaves a deficit of £1.2 million which contributing force representatives have

agreed may be funded from increased voluntary contributions.

The monthly convalescent home subscription of £2.34 is included in an officer's monthly donation to the Essex Police Benevolent Fund.

Contribution rates rose by 10p per week in January, and will rise by a further 10p per week in January 2000, to help fund the project.

Negotiations on site purchase and gaining planning approval are underway. Assuming all goes to plan, it's believed planning permission will be gained shortly, site purchase should be completed by mid/late 1999 with contracted works commencing in early/mid 2000.

A feature on the home and its facilities will be included in the March edition of *The Law*.

## Cameras cut crime

CHELMSFORD'S town centre CCTV security system is continuing to pay dividends for the public, according to the latest statistics.

Although complete figures for 1998 are still being compiled, early indications are that crime in the town centre has fallen by nearly one sixth - 16 per cent - compared to last year.

This means that crime has been reduced by over a third - 34 per cent - since CCTV was introduced in 1996.

The camera system is also producing more arrests. In total there were 262 arrests last year, a 14 per cent increase on the previous year's total of 226.

There have now been 688 arrests as a result of CCTV since it was launched.

# Were you here - and do you know the year?

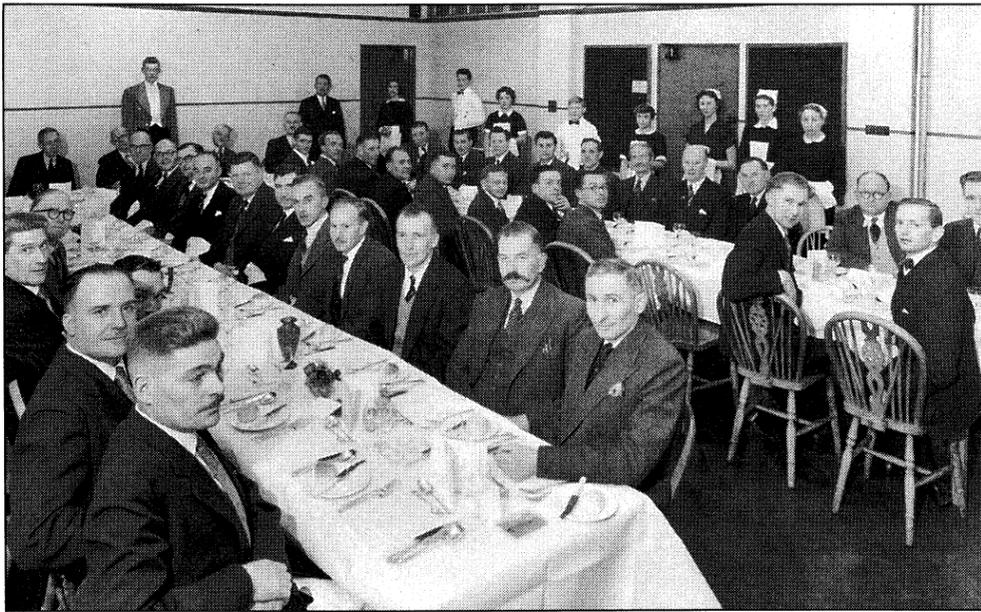
I FOUND this photo the other day when I was turning out a drawer.

I think this was taken at the Kings Head public house in Market Place, Romford, at the Romford Police Dinner in 1936, 37, 38, 39, or after I came out of the Navy in 1946. I am unable to recognise many of them.

I am on the first table from the left of the picture in the second row, sixth from the Toastmaster.

I wonder if any of your readers can identify them, perhaps you will let me know.

R.H. Billett (ex Pc 257)  
Braintree



# Time to re-think cuts

WITH the onset of budgetary savings within the force, certain items falling into the criteria for reduction are not necessarily the primary areas for reduction.

Looking at the rank structure within the force, there are four senior command officers, assisted by civilian personnel of similar status. If a reduction of one senior officer was made, it would represent an average saving of £67,000 pa.

Moving down into the Superintendent rank, there

are 30 officers of this rank. Questions could be asked as to why it is necessary to have six officers of this rank in the DCC Department. Surely this could be managed with four, a saving of £97,000 pa.

It could also be questioned, with the onset of civilianisation, whether the training centre could be managed by a civilian, with a lower police rank (eg Chief Inspector) overseeing the police aspects of the establishment, resulting in another saving of £12,000 pa.

Moving on to Chief Inspectors, of which there are 48, why when most divisions have three officers of this rank are there four in each of Chelmsford division and Complaints and Discipline Department?

A further reduction of two Chief Inspectors could save £71,000 pa.

### Ranks

Due to the demand for police officers to be 'on the street' it would be impractical to reduce the ranks of Inspector, Sergeant or

Constable.

Another saving to be considered would be to require officers completing their 30 years' pensionable service to resign. Similarly, any officer reaching the appropriate age limit should also go.

Equally, officers who have completed 25 years' service could be offered a substantial inducement to retire. Savings in the region of £318,000 pa could be made by these changes to retirement policy.

Another way to save money

is to make sure that equipment purchased is the latest up-to-date version and not equipment which will be outdated before it goes into service.

Any reorganisation of a company in industry would involve an outside organisation coming in to recommend budget cuts, to stop the 'fat cats' protecting their own little empires!

Name and address supplied.

# Law letters

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

## Sincere thanks

MAY I through *The Law* paper send my very sincere thanks for all the many cards, letters, phone calls and the beautiful flowers received in the loss of Clive.

To the fitting tribute of the young Pc at Burca's Corner on the day of Clive's funeral, to Jock Whitehall for the touching words in Clive's memory and to the very large number who attended his funeral.

The kindness and care shown to me and all my family has been a great comfort. Thank you all.

Shirley Burchfield and family, Clacton-on-Sea.

## Not so cosy memory

IN the last issue David Rose painted a cosy picture of fixed night duty points as understood by one Sergeant.

I feel it would be appropriate to quote an example of the opposite attitude in 1935.

I had a 3am point at Clacton Golf Club, followed by a 3.30am at the old Palace Theatre on the seafront.

As I got to this second one, sure enough the late Sgt Johnnie Andrews was waiting for me. I greeted him with the required "All right

Sergeant" and explained I was five minutes late because my feet were killing me.

With some emphasis he told me to go sick in the morning.

I said that it certainly was not serious enough for that, to which he replied: "You get to your points on time or you go sick." End of conversation!

I, a very new Pc, plodded on towards my 4am point at St Michael's Church.

Ron Bearman (Ex Traffic), Chelmsford.

# 'Tiny' is my hero

AS police officers we go through our careers working with many people both within and outside of the organisation.

As young probationers we were weaned on stories (often grossly inflated) of policemen of the past with 'superhuman' characteristics..

Every so often this job produces these icons. I would like to mention one.

To many, many policemen, support staff and perhaps most importantly, the general public, he is the sort of copper who, if you had to pick one, would represent absolutely everybody's idea of the 'perfect bobby'.

On January 10 this man retired after more than 30 years' active service with Essex Police. To the benefit of Essex Police he is to stay on

with us, as a civilian operator at Force Information Room.

He is best known for the many years' service he gave to the public of Blackmore, as the archetypal beat bobby.

He stands almost seven feet tall, of proportionate build, thereby attracting the nickname 'Tiny'.

His mere presence and calming influence reassured colleagues and the public every day of his service and still does in his present role.

If ever there was one bloke you wanted to walk around the corner just as the baying mob moved in, it was him.

Stories about him are still exchanged over tea at many stations.

Yet he remains somewhat shy and embarrassed at times, which shows those in his company that he is natu-

rally respectful to them as well. He is known county-wide. If you don't think you've met him, think again.

His deep booming voice can be heard regularly on Channel 4 and on the Harlow Division personal radio system - he's the one who can be heard directing units to locations to the nearest tree stump!

That's typical of him though. His meticulous attention to detail, with an inbuilt desire to help everybody shines through. He is and always will be a jewel in Essex Police's crown.

I, like many others, am very proud to have served with Pc 945 Peter Mills and I couldn't let his 30 years of exemplary service go without a mention.

Alan White (Pc, FIR)



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# Video highlights need for forensic awareness

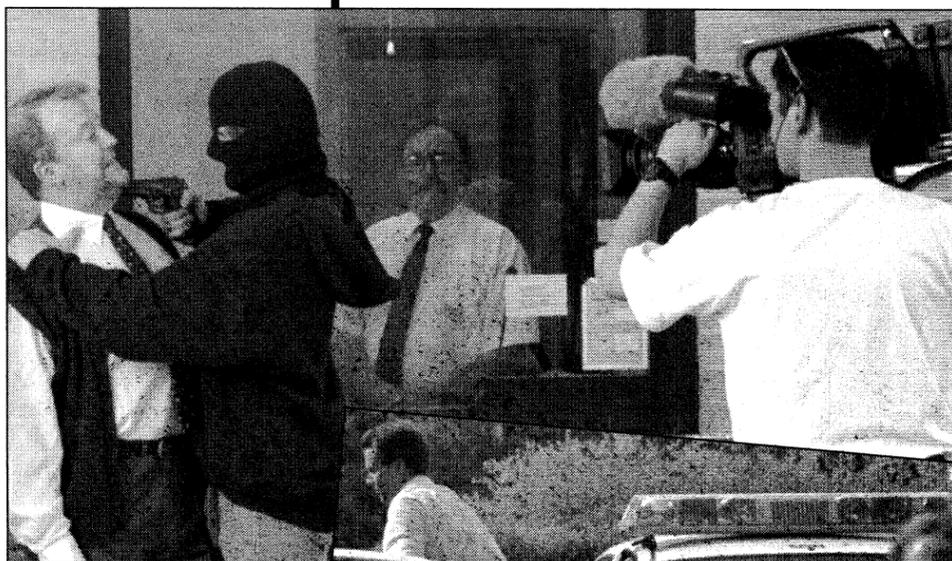
A SUSPECT flees an attempted armed robbery of a railway ticket office. A rail worker is left injured and police are called to the scene, they arrest a man matching a description of the suspect.

There is enough forensic evidence for the suspect to be tried, but as the defence starts to probe the integrity of this material, serious cracks appear in the prosecution case.

This common but avoidable scenario forms the basis for Unrequested Transfer, a new video specifically for training purposes which was launched last week.

Produced by Essex Police TV Unit, this courtroom-based drama has been designed to highlight basic problems encountered when dealing with potential forensic evidence.

Aimed at police officers, the project has been funded by British Transport Police, Kent County Constabulary and Essex Police, all of whom played a key role in ensuring the programme achieves its objectives. It is also the first time three forces have combined to produce a project of this nature.



The initial concept came from British Transport Police.

Unrequested Transfer considers issues such as awareness of fibre transference, gun shot residue and blood spillage.

The video, which features professional actors in the main roles, will be available to buy after the launch at a cost of £18. It can be used in conjunction with a structured tutorial or to develop forensic knowledge. Anyone wanting further information is asked to contact Essex Police TV Unit on extension 56540.



● Left and below - action from the Unrequested Transfer video in production by Essex Police TV Unit



## ASU's new tie-tac

THE Air Support Unit has commissioned a new, limited edition tie-tac to commemorate acquiring its new helicopter G-EPOL.

The tie-tacs feature the helicopter in its new blue and yellow colour scheme on a white enamel background, surrounded by a black and white checkered band, with the wording 'Essex Police Air Support Unit' printed above and below the helicopter.

### Gold

These tie-tacs are available in both gold and silver and are priced at £2.25 each. All proceeds will be donated to various charities.

Advance orders are now being taken. The tie-tacs are expected to be extremely popular, with more than 200 orders taken already.

If you would like to place an order, contact ASU on 01245 451564.

## Flexibility survey

by **DC Shirley Howard**  
Lancashire Constabulary

THE police service in England and Wales employs over 182,000 police officers and support staff throughout its 43 forces.

As an organisation we have undergone many changes, but as we move into the next century, the expectations not only of the general public in the way we police our towns and cities, but the expectations of our staff in the way they are treated while at work will become all the more clear.

One of the most significant changes that has occurred in recent years, as in most other industries, has been the increasing representation of women and the increase in part-time workers.

A person who chooses a reduction in hours does so for a variety of reasons, but that doesn't mean they have opted out of the need for a viable career.

Progress has been made in recent years, particularly for police officers with the introduction of part-time working. But we have yet to see more supervi-

sory and managerial opportunities for part-time staff, also managers and staff working in partnership, whether they be full-time or part-time, to achieve a flexible and dynamic workforce.

Does the service really encourage flexible working? Is flexibility integrated into the culture of the organisation?

Do we see senior officers with caring responsibilities taking a pro-active role, visibly promoting flexible working and encouraging younger people to consider a police career?

Today's police service comprises 31 per cent women and just over five per cent of the workforce (mostly women) are working some form of flexible hours.

In view of the changing face of the workforce and the high percentage of men and women with family commitments, I am conducting a survey, as part of a Police Research Group award.

This confidential mail survey is being sent out initially to 2,000 police and support staff in three UK police forces, but anyone who is interested and does-

n't receive a copy will be able to obtain one from their Force Equal Opportunities Officer, or online at [www.lancashire.police.uk](http://www.lancashire.police.uk).

A password "boris" will be needed to access the survey and, once completed it will have to be printed off and sent via snail mail to: PRG, Lancashire Constabulary, PO Box 77, Hutton, Preston, PR4 5SB.

Alternatively, you can e-mail me at [pow@easynet.co.uk](mailto:pow@easynet.co.uk) and I will send you a survey, together with a pre-paid envelope.

The survey aims to evaluate the needs and determine the types of flexibility and services the organisation could offer, in recognition of the important contribution all staff make and the added responsibilities of staff with families.

The survey findings will be published in a report in mid-1999.

You are the key to the success of this project and I hope that as many people as possible throughout the service take time out to fill in the questionnaire. Closing date is February 26.

## Emergency manual

EMERGENCY services in Essex, in association with the Local Authority, have joined forces to produce a guide to the correct procedures to be followed by those involved in major emergencies.

Produced by the Essex Emergency Services Co-ordinating Group, the new manual paves the way for greater understanding of the roles and responsibilities of all the services, giving guidance and direction, enabling common goals to be collectively achieved.

The manual gives guidance on defining a major emergency, the roles and responsibilities of each emergency service in dealing with such incidents and covers many agreed procedures, including scene management, command and control, communications and the care and treatment of disaster victims.

Geoffrey Markham, Assistant Chief Constable (Operations) for Essex Police, the current chairman of the group, said: "Regular consultation

between emergency services and other supporting agencies has ensured a co-ordinated and structured response to any emergency in Essex. The manual will provide guidance to all organisations involved in responding to emergencies."

### Lead role

He thanked all those who had contributed to the new manual, in particular Essex Ambulance Trust, which took a lead role in its co-ordination and production.

The Co-ordinating Group comprises British Transport Police, Essex Ambulance Trust, Essex County Fire and Rescue Service, Essex Police, HM Coastguard, Local Authority (represented by Essex County Council, Thurrock and Southend Unitary Authorities) and military (represented by 24th Air Mobile Brigade, Colchester Garrison).

## Mobile phone alert

IT communications are warning all mobile phone users to be on their guard against a scam which is currently operating.

If you get a call from someone identifying themselves as a mobile phone technician performing a test, asking you to press nine, zero, and hash, refuse to do so.

By pushing these keys you will give that person access to your telephone line, enabling them to make calls which will be charged to you on your bill.



● Probationer Pc Daniel Bull, left, with his tutor Pc John Staines.

## Tutor Unit gives probationers a head start

# Leading to

**PROBATIONER Constables in Thurrock Division are being put through a new training regime during the first weeks of their service.**

A Tutor Unit has been established at Tilbury, designed to give them a good grounding in practical policing, without being plunged straight into the hurly-burly of working on a shift.

Headed by Sgt Neil Davidson, the unit consists of six tutor Pcs, who will guide new recruits through the first ten weeks of their two-year probationary period, following their basic training at Ashford.

"The scheme is based on a new idea which has been trialled by National Police

**Norman Hicks meets the Essex pioneers recruits to help them reach a standardised**

Training (NPT)," said Sgt Davidson.

"Because of new competencies which have to be met, training has to be targeted and specific, so that there is a much more standardised officer, with a known range of skills, at the end of it."

### Busy

What has often happened in the past is that officers joining a shift straight from their basic training, find it difficult to achieve the competencies required, because they are too busy dealing with the everyday routine of the shift.

The Tutor Unit system puts the emphasis on the needs of the probationer, giving him or her a taste of every aspect of police work, where possible, building up confidence and

basic knowledge and show them where help can be obtained in future.

"With this system, we are able to choose which jobs to do, to ensure that the probationers are achieving the competencies," said Davidson.

Once the trainees join the shift, the idea is that they will have enough basic knowledge under their belts to play a more useful part in shift activities, although they will still need support and guidance from their colleagues.

"The training at Ashford includes few practical skills, is predominantly theory. This means that when they leave the training college, they have had little practical experience. This system allows them to gain that exper-

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# Meet the

## Intelligence strategy takes shape

by Kim White

THE first intelligence strategy for Essex Police is now complete and a major aspect of it has already been put into practice with the recruitment of divisional analysts.

The introduction of the Crime Division last year, was the first big move towards a more intelligence-led police force. Restructuring centrally led to changes in roles and the addition of new posts.

However, it is recognised that the performance and improvement of Essex Police is heavily reliant on effective divisional work and the new strategy, as a living document provides a framework

for the way forward.

Director of Intelligence Mick Payne explained: "The document is just a starting point. It is not intended to stifle the excellent work already being carried out on division. It is, however, aimed at ensuring consistency and continuity."

### Allocated

In line with this a divisional analyst has been allocated to each division to work in conjunction with the principal analyst and two senior analysts already in place at headquarters.

Once again the aim is not to replace existing resources. It is hoped the recruitment will enhance divisional work



● The new team of D

already being undertaken providing a facility to criminals in greater both locally and across

ders. The nine analysts are currently undertaking an

start in their training

# the way

new way of training  
of competence

under direct supervision," said  
Davidson.

It also has the benefit of  
developing the training skills  
of the tutors themselves, giv-  
ing them constant experience  
in teaching probationers, to  
ensure a consistent level of  
quality control and providing  
the force with better value for  
money all round.

## Pool

There is a pool of 40 officers  
who are trained tutors within  
the Division, although only six  
are with the unit at any one  
time.

One, Pc John Staines, is cur-  
rently teamed up with proba-  
tioner Pc Daniel Ball. He said:  
"Having tutored on both sys-  
tems, this is a lot more man-  
ageable and gives us much

more confidence in training  
them.

"We have got time on our  
side to train them properly. We  
still work with shifts, still cov-  
ering jobs for them, but we are  
able to manage our time to suit  
the probationers," he said.

Pc Ball said from his limited  
experience of the new unit,  
which only began operations in  
January, it was working well.

"We are not only learning  
how to do things, but why we  
do them that way," he said.

The new unit is on a six-  
month trial, although evalua-  
tion will start around April.

Said Sgt Davidson: "It has  
been piloted nationally over  
the past 18 months, with  
Essex running one of the pilot  
schemes. The HMI report said  
that this is the way to go in the  
future, but we will have to see  
how it works out. So far it  
seems to be working very  
well."

# Memories of a wartime Auxiliary Policewoman

**ON December 8, 1941, I started duty as one of the first Auxiliary Policewomen (WAPCs) in Essex, being used to replace regular police officers called to military service.**

Duties were mainly clerical, switchboard, telex and answering 'Enquiry Hatch', also in the absence of a police matron, attending female prisoners with an occasional female prisoner escort with a regular police officer.

There were three cells with fascinating double locks, situated behind the Charge Room, with its long desk/table displaying the duty rosta.

This was just an ordinary school slate and slate pencil. The duty Sergeant would spit on the slate and cancel one shift's duties before writing in the next list.

The prisoners' exercise yard adjoining the cells, overlooked the Station Sergeant's living quarters and a concrete yard where the few motor cars were

parked.

Superintendent and Inspector's private cars (no Chief Inspectors then), ARP Sergeant's (Morris 8 ruby saloon?) and CID cars.

There was also a sort of general purpose car, driven mostly by the chauffeur handyman.

With very limited garage accommodation, the patrol car(s) were kept at a nearby pub, for which rental was paid.

Most cars were black and did they look impressive, shining and polished by the chauffeur?

## Cycle

The cycle shed at one end of the yard was always full, including my three-speed Raleigh Roadster, I think it was called.

Stone steps led up to the so-called canteen, which boasted a gas cooker (enjoyed by mice on at least one occasion I remember).

This room, which was part of the courts buildings, was used by USA military police. Should you be fortunate enough to be on a 2-10pm

shift, you could reckon on a hot doughnut from the 'cooker vehicle' standing in the yard and a very strong mug of coffee, with evaporated milk.

The large court building was used, mostly in the evenings, for first aid, civil defence and police lectures and exams.

In due course WAPC were issued with uniforms. We then attended a short course of instruction at Police HQ, with exams and I guess we thought we knew it all.

In reality we were learning something new, including police jargon, nearly every day.

Duties in the Enquiry (front) office included issuing petrol coupons, swine licences, alien's certificates (then one shilling), dealing with lost/found property and children, stray dogs etc.

At the same time in the adjoining room, the switchboard was given priority, especially outside lines in case of Air Riad colours.

On receipt of Red sirens were switched on and Air Raid Wardens' posts were

telephoned. When Green was received the All Clear switch was operated and Wardens' posts informed.

The office housing the switchboard was the 'strong room', sandbagged outside and lined with railway sleepers etc.

As the war progressed, it was left to a few older regular officers and war reserves and full-time Special Constables to 'carry the can'.

Eventually the regular officers dwindled back, sadly and inevitably some did not return.

## Disbanded

WAPCs were disbanded in 1945/6 and we had the option of remaining as civilian clerks or joining regular policewomen in Essex.

I stayed on as a civilian clerk and remained at the same divisional headquarters from 1941 to 1974, almost 33 years. Now an octogenarian widow I have many happy memories.

(Mrs) L M Ince (nee Laver), Little Clacton.

# analysts



Analysts - an essential part of the intelligence strategy.

five week course before  
being deployed to their divi-  
sion on March 1.

Braintree will be repre-  
sented by Lynda Spalding,  
Basildon by Nicola Earl,  
Thelmsford by Tara Martin,

Tendring by Helen Whatton,  
Colchester by Charlotte  
Glister, Thurrock by Russell  
Cole, Harlow by Helen  
Parker, Southend by Alan  
Perry and Rayleigh by Jane  
Sharman. Heidi Scott is also

undertaking the course in  
order to play a similar role  
for the Traffic Division.

Policy Guideline 52/99 has  
been published giving an  
overview of the Intelligence  
Strategy.

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**'Royal'  
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needs  
you!**

FOLLOWING the success of ITV's documentary *The Unseen Diana*, a tribute to the princess, the production team are now producing *The Unseen Royals*.

The hour long programme will portray the family through previously unseen home video footage and personal photographic collections.

It will look behind the public veil of royal life to reveal the family's more intimate and less formal approach to daily life.

The production team would like to hear from anybody with a memorable story to tell of the occasion they met a member of the Royal Family, and who has footage or photographs to support the story.

Please call the production team on 0117 972 2652 or 0117 972 2647, or write to *The Unseen Royals*, HTV, Bath Road, Bristol, BS4 3HG.

# Commended for brave actions

**by Heather Watts**

THE Chief Constable, David Stevens, has presented certificates of commendation to officers who have shown exceptional courage and initiative.

Pc Joanne Runagall, Shoebury was commended for her courageous action on November 11, 1997. While off duty, when she witnessed a theft by two people who attempted to leave the scene by vehicle.

She removed the keys of the vehicle whilst the engine remained in operation. The vehicle then reversed striking a stationary car and both suspects made off from the vehicle.

While following them they threatened and physically assaulted her. Both defendants received a conditional discharge of 12 months for



● Pcs Paul Chesney, Wayne Lagden and Christopher Lett, with Chief Constable David Stevens.

theft and one defendant received a conditional discharge of 24 months for assault on police.

Pc Elaine Holmes, Harlow was commended for the professionalism and dedication to duty displayed when she administered Cardio Pulmonary Resuscitation to a security officer at Chelmsford Magistrates Court on

September 29, 1998.

While in the High Street she received a request for assistance from a member of the public who had run from the court.

The man was still breathing but stopped when moved into the recovery position. She then commenced CPR and mouth to mouth resuscitation and was assisted by a

member of the public and an Occupational Health Nurse from Essex County Council.

The man was revived several times before the arrival of paramedics. He is now at home recovering.

Pc Emma Farrow, Colchester was commended for her professional and determined actions in dealing with 249 seized obscene

videos and successfully prosecuting the offender.

The extraordinarily complex case involved eight full court appearances and liaison with numerous other agencies over an 18 month period and the supervision and viewing of large volumes of offensive material.

Without her personal commitment, a successful prosecution may not have been achieved.

Pc Lee Harris, Epping and Pc Christian Gould, Harlow were commended for the outstanding volume and quality of self initiated arrests and detections gained consistently over 18 months in support of the Essex Police key operational goals.

## Positive

Pc Paul Chesney, Pc Wayne Lagden and Pc Christopher Lett, Southend were commended for their positive action at the scene of an attempted suicide at Southend on Sea on September 1, 1998.

Having found a woman hanging with no sign of life, they commenced Cardio Pulmonary Resuscitation working on her for eight minutes until an ambulance arrived. During this time the woman started breathing and continues her recovery having been taken to hospital.

## History of 'our' airfield

ESSEX Police has had connections with Boreham airfield, near Chelmsford, since the first ever speed trials held there in March 1950 which were won by messrs A.K. Watson, H.W. Dalling and A.H.J. Whitehead from the Essex Police Driving School.

Now the base for the Force Air Support Unit, the history of the airfield is to be featured in a book, due for publication in late spring.

Maybe you were one of the officers who witnessed some of the best of British riders and drivers in Boreham and would be interested in reading the book.

If so, it is entitled *Boreham - A History of the Racing Circuit*, is written by local resident Bryan Jones and will be available from major book shops published by Jan Henry Publications Ltd.

Kim White

## Understanding migraine

ABOUT one person in ten gets migraine headaches. Attacks can take anything from a few hours to a few days to run their course, resulting in many working days lost and social lives spoilt.

On average people who have migraines suffer one a month and more worrying is that most people with migraine do not go to their doctor for help, as they mistakenly believe that nothing can be done.

### Symptoms

It is difficult to distinguish between a bad headache and a migraine and diagnosis can be missed because migraine sufferers experience such a diverse range of symptoms.

Often a migraine is preceded by an aura, a period of time in which a sufferer experiences mild confusion, light-headedness, flashing lights, blind spots or other visual disturbances plus hypersensitivity to noise or even difficulty in speaking.

### Triggers

The attack itself then follows, which may be accompanied by nausea, vomiting and tiredness. Whatever the symptoms, the migraine sufferer looks and certainly feels ill during an attack.

The changes that occur during a migraine are caused by "triggers", which can be diverse as cheese or chocolate, lack of sleep or smoking. It is rare to find a migraine

## Health check

sufferer whose attacks are started by one trigger alone: most often it is a combination of factors, such as lack of sleep, too much of a particular type of food or missing a meal and stress.

Commonest triggers:

- Stress
  - Changing or erratic sleep patterns
  - Lack of food
  - Individual food triggers eg chocolate, red wine, cheese.
  - Smoking
  - Hormonal changes
  - Tension in the head or neck region
  - Exercise or travel
  - Too much heat, cold, light or noise
  - Allergic reactions.
- You can help yourself by:
- Identifying and avoiding your known triggers
  - Keeping a headache diary
  - Seeing your GP
  - Taking your medication as soon as the attack begins.

### Helplines

MIGRAINE ACTION - tel. 01932 352468 (9.30-4.30), answerphone out of hours.

THE MIGRAINE TRUST - tel. 0171 8314818 (9.00-5.00), answerphone out of hours

For further information, contact Occupational Health extension 58611.

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# Busy times ahead

THE first concert by Essex Police Choir in 1999 will also be our first visit to Takeley, where on March 13 we will be singing at the Holy Trinity Church.

The concert starts at 7pm and details of tickets etc can be obtained from Mrs Betty Pearson on 01279 871034.

Over the Easter period the choir will be giving two performances of Olivet to Calvary.

The first will be on Palm Sunday, March 28 at St Nicolas Parish Church, Witham, with the service starting at 6pm.

The second performance will be on Good Friday, April 2 at Coggeshall Parish Church, with the later starting time of 7pm.

Later in April, on the 17th, the choir will be giving a concert at St Peter's Church, Hutton.

In May we are hosting a visit from the Royal Ulster Constabulary Ladies' Choir. Two concerts have been arranged, on Friday, May 7 at St Luke's Church, Tiptree and on Saturday, May 8 at Christ Church, Chelmsford.

Tickets for these concerts can be obtained from Ann Brown on 01245 269869.

If you would like to be on our mailing list, to obtain details of forthcoming concerts, please give either Jenny Young (01245 452111) or Norman Eastbrook (01245 452581) a ring at HQ.

Bill Fancourt

THE following letter has been received by choir secretary Jenny Young from Joanna Wright, fund-raising manager for Colchester and North East Essex Headway charity, for the survivors of head injuries:

"I write to thank your magnificent choir for singing at our Headway Christmas Carol Concert at the Moot Hall on Wednesday, December 9, 1998.

I know that everyone

enjoyed the evening and left the concert full of Christmas spirit and I think that the Sleigh Ride was fantastic!

I am sure you will be pleased to know that the concert has raised £1300 towards the day care of survivors of head injury.

Please pass on our special thanks to all the members of the Essex Police Choir, especially to Peter and Norman and everyone involved in the carol concert."

## Speeding crackdown

ESSEX police has launched its toughest crackdown yet on speeding with a campaign aimed at changing drivers' attitudes.

The force is supporting the six week :Kill Your Speed campaign, run by the Department of the Environment, Transport and the Regions.

A recent study indicated that 80% of drivers thought that police should give a high priority to speed enforcement in 30 mph areas.

But Acting Chief Inspector Tony Rayner of HQ Traffic

said: "We know from extensive surveys that 70 per cent of drivers break 30 mph speed limits."

Clearly, while the general consensus supports enforcement, the message is not getting through on a personal basis.

Acting Chief Insp Rayner added: "Driving too fast for the conditions kills and injures more people in the country than drink driving. The public has come to detest a drink driver. Now that scorn must be directed at speeders."

## A life on the ocean wave

IF you have ever fancied competitive sailing then you have the chance to enter one of the most fiercely fought yacht regattas in the world.

Richard Houghton has chartered an eight berth X99 racing yacht for this year's Cowes Week yachting Regatta which commences on Saturday, July 31 and ends Saturday August 7.

About 1600 yachts will take part and all the racing will be busy cut and thrust around the buoys stuff.

The excitement on the water is equally matched by the demanding social side.

The cost is £65 per day, for a minimum of three days. Beginners and experienced equally welcome.

If you are interested, then call Richard on ext. 51504.

## End of an era

WITH the fate of the motorcycle fleet still awaiting a final verdict from the Police Authority, a decision has already been made to end motorcycle training at the Driving School.

To mark the occasion, instructors at the school are organising a reunion for all current and past police motorcyclists, which will be taking place on Friday, March 19 at the Sports and Social Club pavilion, starting at 7.30pm.

Admission is by ticket, costing £3 each, including buffet. Anyone interested in going along should contact Pc John Woods or Pc Kevin Moore at the Driving School, on ext. 53633.

## Southend play benefits drugs misuse initiatives

# A new stage in education

**ESSEX Police and the Threadbare Theatre Company have joined forces in an innovative project to benefit drugs misuse education.**

Bouncers - The Remix, a humorous play about doorstaff, ran at the New Empire Theatre, Southend, in January.

The proceeds from a special performance on January 21 went to Essex Police drugs misuse initiatives.

by Norman Hicks

The Doorstaff Registration Scheme, developed by Essex Police and local authorities, has created a body of trained, professional doormen and women, who play a key role in ensuring public safety and appropriate action in dealing with incidents of drug abuse.

In support of this partnership, Assistant Chief Constable (Crime) John Broughton attended the Press

preview, together with colleagues in local authorities who have been involved in the doorstaff scheme.

Mr Broughton said: "The partnership with the theatre company is an innovative way to help support our creative and effective drugs education initiatives.

"It also provides the opportunity to acknowledge the valuable partnerships which have developed the role of doorstaff through the Doorstaff Registration Scheme.

"Working with our partners in a variety of areas means we can achieve so much more."

## Here comes the Lambeth Walk!

REHEARSALS by Essex Police Musical Society are almost complete for Me and My Girl, the musical being performed during the week February 15-20 in the Assembly Hall, Headquarters.

There may be one or two odd tickets remaining, but it looks like being another sell-out week.

The cast this year contains quite a few new faces, as well as the old ones.

Following this show, the society, by way of unwinding, is organising a barn dance on Saturday, March 6, from 7.30pm to 11.30pm, also at the Assembly Hall.

Tickets at £5 each include a cooked supper and the services of Dave Record as caller.

If Lynda Barkway of Corporate Support has any tickets left and you are lucky enough to obtain one, please don't forget to bring your own liquid refreshment, as there is no longer a bar available.

After this day of relaxation it is back to rehearsals for the three-day July concert,

which is to take place in the Assembly Hall, in the form of a Music Hall.

If there is anyone out there who has enough energy to join us, you will be made most welcome, in any of the many capacities needed to put on a show.

We meet on Mondays at 7.30pm in the hall. Believe it or not there are only a few tickets left at £5 a head including nibbles. Again please bring your own drinks.

These concerts are usually done solely for charities - last year we gave £250 to Essex Air Ambulance and £250 to Bob Foster's Heart Foundation appeal.

We are still paying off our piano fund debt, so half this year's profits will go to charity, the rest being used to pay off this commitment.

We look forward to seeing you at some, if not all of our functions.

No member of the society seeks or gets time off to participate in their hobby, which gives pleasure to some and help to many people.

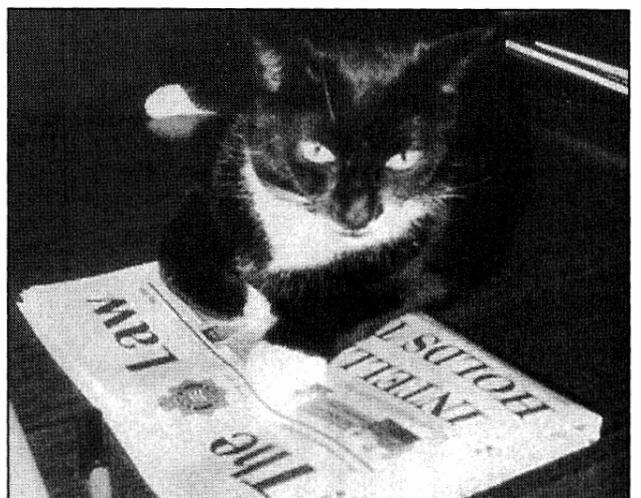
John Bray

## A purrfect reader

A CORRESPONDENT, Mrs Shirley Morris, writes:

I am the Community Crime Prevention Officer, employed by Southend Borough Council in partnership with Essex Police. I am also a Beat Supervisor for the Special Constabulary based at Leigh Police Station.

I enclose a photograph that I took of my intelligent cat reading a copy of The Law newspaper, which I thought you may find amusing. My cat's name is Yardley and she enjoys sitting around on papers. She is four years old and, yes, you've guessed it, I purchased her as a kitten from a receptionist at Yardley Perfumery factory in Basildon, hence her name.



Perhaps next time I photograph her, I'll dress her up in police uniform, although being a black and white cat, perhaps she already fits the bill!

I thought in view of all

the doom and gloom reported this would add a bit of humour, I hope that you agree!

Mrs Shirley Morris  
Southend Borough Council

For display advertising in The Law contact Kevin Sheldon at Sentinel Publications on 01782 602510

# Events diary 1999

## IPA

OUR first event for 1999 is a return visit to the New Times Inn carvery in Tiptree. Due to overbooking we have had to revise the date and we now have a firm booking for February 26.

Next will be the AGM in the downstairs room at the HQ Sports and Social Club pavilion, on March 11. The start time is 7.30pm, to allow time for social events at the conclusion of business.

Derek Thomas will be running a quiz and we are planning to round the evening off with an American supper.

The main item will be the election of a chairman. After two years Martin Garwood has decided to stand down.

John Eady is prepared to stand for election and we are looking for a good attendance to ensure that the election of our chairman for the coming year is a majority decision.

April 9 will see us at the Sports and Social Club pavilion, when we hope to have an interesting speaker, topic to be confirmed.

On June 4 we will leave HQ in the afternoon for a mystery tour that will include a stop at a pub/restaurant for a meal.

June 25 will see us back at the pavilion for a German evening, with deli-

casies to get us in the mood for the trip to Monschau.

Even if you are not coming with us on the trip, come along and sample the wine and cheese. There will be a raffle to cover the cost of the evening.

August 6 is another chance to make your fortune with a visit to Newmarket Races.

We leave Chelmsford in the early afternoon with plenty of time to have our picnic before the evening meeting, after which there will be entertainment on the course.

On October 1 we will travel by coach to northern France, leaving Chelmsford early to cross to Calais for a meal in the Boulogne area, followed by a visit to an interesting local site and a visit to the shoppers' paradise, the Cite de Europe, to collect your goodies for Christmas.

On November 2 we have arranged a visit to the Tower of London to see the ancient ceremony of the keys. We hope to combine this with a buffet in the Yeoman Warders' bar. Spaces are limited to 35, so please book early.

December 10 will bring us back to the Sports and social Club pavilion at HQ for our annual Christmas dinner and dance. We have booked the same caterers as last Christmas.

To book for any of the above events please call Frank Joslin on 01245 602872.

Bill Fancourt

## Market Place

**ABI** Globestar caravan, 4/5 berth, new awning, hot and cold water, shower, oven, fridge, heater, mains hookup with charge system. Excellent condition, many extras, £2,200 ono. Contact

B. Simmonds, 01621 783012.

**ALGARVE**, Portugal. Two bedroom apartment, sleeps six. Swimming pool and bar on complex. Ideal base for golf. 15 mins walk

### BLOCK LETTERS PLEASE - ONE WORD PER BOX


Name and rank .....

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

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

Send to The Editor, The Law, Press Office, Essex Police Headquarters.

# A New Year QPM

## Names in the news

**A FORMER Essex police officer, whose work in the field of family liaison and bomb threats is nationally acknowledged, has been named in the New Year's Honours list.**

Peter Whent, who has been awarded the Queen's Police Medal, served his final policing days as Det Chief Supt for British Transport Police. However his career began in Essex in 1966 and the majority of his 25 years in the county were spent within CID.

### High profile

He was involved in high profile jobs such as the Bamber inquiry, the murder of Diana Jones in Coggeshall and the particularly distressing deaths of four young children in Basildon, killed by their mother. In addition he recalls his input into two significant PCA investigations serving alongside two former Deputy Chief Constables, Mr Peter Simpson and Mr Jim Dickinson.

Of particular importance was his work in 1988 in Essex when he carried out research to identify the needs of families following serious crimes such as murder. The knowledge he gained

from the research has served him well for the future as he continues, in his retirement, to talk to officers on the subject as well as give training in major investigation.

His move to British Transport Police in 1991 saw a change in the nature of his work and he quickly became experienced on the subject of bomb calls. Just seven days after his arrival at the force

the IRA detonated bombs at Paddington and Victoria stations.

Over the next seven years he dealt with in excess of 40 bomb incidents and over 7,000 bomb calls.

As a result he headed the development of a bomb threat computer system, the first in the world and a system now recognised nationally.

When told of his nomination for the QPM, he told *The Law*: "I feel very honoured

and flattered. It reflects a long police career surrounded by very good, and effective police officers demonstrating that it is team work, not the work of individuals which does justice to the service."

Mr Whent, who is 52 and married with two grown up children and four grandchildren, will be kept busy in his retirement with his own business of company security, specialising in the transportation industry, but also covering issues such as train crash investigation and family liaison.

## New face for Chelmsford

CHELMSFORD has a new divisional commander. **Supt Brian Storey**, a former Senior Investigating Officer based at headquarters, has taken on the role.

Former Acting **Supt Julia Jeapes**, who was heading Chelmsford division, has now been promoted to Superintendent and is the new head of Complaints and Discipline at headquarters.

More officers have joined the Multi National Police Team in Albania. Acting **Sgt Ian Gennery**, from Basildon, and **Insp John Yee-King**, of Brentwood, have both commenced secondments.

Acting **Supt Dennis Rensch** has had his secondment in the troubled state extended to June.

The Special Constabulary at Colchester has a new Divisional Officer. **Pauline Sherwood** has been promoted from Section Officer to take over the role.

**Dc Alan Jones** of Crime division retires on February 14 after 20 years with Essex Police. His 30 years' total service includes ten years with the Royal Marines.

**Pc Thomas Statter** of Newport Traffic will

retire at the end of the month with exactly 30 years and one day with Essex Police.

Two officers are retiring on medical grounds this month. They are **Pc Alison Smith**, of South Woodham Ferrers, with over 20 years' service, and **Pc Leslie Blackburn** of headquarters Scenes of Crime with over 27 years' service.

### Obituaries

Retired **Supt George Brown**, from Great Leighs, has died at the age of 82. He leaves a wife, Dilys, a son and a daughter.

As a detective he investigated many high profile crimes. He ended his career as superintendent at headquarters.

Retired **Sgt Stanley West** of Great Bromley, has died at the age of 80. He retired in 1969 after 30 years in the force. He leaves a widow, Margery.

Former **Pc Gilbert Holliday**, of Rayleigh, has died aged 78. Before retiring in 1975 he served at Leigh and Southend.

Also remembered is police pensioner **Mrs Gladys Dunn**, of Shoeburyness, who died on January 22.

from sea. £150 per week. Contact Brian Spiers on 01268 558211.

**CAR HIRE**, Spain. Arriving at Alicante airport for your holiday? Pick up your car hire there. Special offers and winter rates, i.e. all types of vehicles only 14,000 pesetas per week (£60). English family business. Contact Alf Henry (ex Harlow Pc) on 01992 522304.

**CARAVAN**, Compass Rallye 430/2, 1990. Double glazed, mains oven, cassette toilet, fridge, extras, good condition, £3,300 ono. Bradcot awning £350. Contact Pc Chris Clancey, Rochford, ext. 34180.

**CORNWALL**, Polperro. Chalet, sleeps 4/5. All mod cons. On pleasant site with heated indoor and outdoor pools. Club and all facilities included. £75 to £250 per week. Contact Craig Bailey, 01279 653570 or 01279 832837.

**CYPRUS**, outskirts Limassol, studio apartment, fully equipped. 50 yds from beach. £14.50 per day. Contact Bill Lang on 01279 871056 or ext. 20807.

**DAIMLER** Sovereign, 1974, tax, MOT April 1999. Much work done, new welded body panels, respray, no

rust. Handsome car, £1,500. Contact Pc Walsh on 01245 320333.

**DISNEY** World. Air conditioned three bedroom luxury villa, sleeps up to 8. Ideally located 15 mins from Disney World with own private 25ft pool, £425 per week. Contact Stephen Warwick on 01245 464768.

**FOR SALE** Readers' Digest Spanish course, 16 cassettes and two books, £10. Contact Pc Barry Woods on ext. 39180.

**FORD TRANSIT** campervan, 2.5 turbo diesel automatic, 1998. Two year Ford warranty 15K. As new condition. Two berth, cooker, fridge. £17,995 bargain. Contact M. Gander, 01206 752669.

**FREE STANDING** access tent for caravanette, 6ft by 6ft, also toilet tent, £30 the two. Contact R.F. Ross, 01702 615521.

**GERMAN** built camping trailer, approx 4ft by 3.5ft, very good condition, £110 ono. Contact Pc Gary Challis on ext. 45376.

**HELP!** I am looking for a small bungalow in Florida for two weeks in April, inc. April 19, for our 30th wedding anniversary. Just the two of us. Contact Julie Bennett, 01702 297035.

**HIGHLAND** holidays. Bed and 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. Call Andrew Nunn (ex Chelmsford Traffic) on 01479 841717.

**KISSIMEE**, Florida. Brand new for 1999, luxury 3/4 bed villa, own adult and kiddies' pools, close to all attractions, Disney World, golf, etc. Large pool, tennis courts, play area on site. Contact Denise House on 01268 758545.

**POLZEATH**, Cornwall. Self contained static home, five mins walk to sandy beach. Miles of National Trust coastal walks. TV/video, own toilet. Most dates available. (fishing and golf nearby). Contact D. Turner on 01375 846704.

**WANTED** Essex Constabulary whistle, also high collar tunic, 42in to 44in chest, or any other pre 60s bits. Contact Jason Burnham on 0467 770696.

## Remember those old 'boro' times

IT IS 30 years since the demise of the "Boro". With the advent of the Millennium, what better excuse for a reunion?

The search is on for as many former "boro" bobbies as possible, including those who didn't make it through to their pension but resigned to take up other pursuits.

Mike Robertson wants to hear from all interested parties by letter to the Southend Police Club Secretary or on 01702 423113.

He will need your name and address, for a formal invite, and your preference of a lunchtime or evening event on Thursday, December 16 or Thursday, December 23.

The reunion will be held on the date and time most ex-boro and their partners would prefer.

As *The Law* doesn't go to officers not receiving a pension, please get in touch with anyone you know who might be interested in making this one to remember.

## Sport and Leisure

### French connection

ESSEX Police HQ Sports and Social Club has arranged two more trips, for which tickets are now on sale.

On Saturday, April 10, a day trip to France will leave HQ at 8am for the 10am ferry to Calais and Cite Europe.

Tickets are £12 members

and £14 non-members.

On Wednesday, April 14 there are a few tickets left at £24 each for Les Miserables (coach leaves HQ at 4.30pm).

For tickets or further information, contact Shirley Turner on extension 50666.

### Lottery winners

THE result of the January 1999 lottery is as follows: £1500 Christine Stevens-Meredith, Southend; £1000 Insp Glyn Evans, Harlow; £500 Brian Beales, retired; £300 Dc Jack Bowler, SB(S); £200 Rita Revell, HQ Estates

Management; £100 Pc Elizabeth Roper, HQ FIR.

The following will receive £50 consolation prizes: Dc Gary Washbrook, Drugs Profit Unit; DI Roy Fraser, Hainault; Linda Hart, HQ; Pc Sarah Bamfield, Clacton; Pc Fraser McRae, Clacton; Pc Gary Cushing, HQ FSU; Louise Banks, Colchester; Stephen Mundy, HQ FIR; Michael Haig, retired.

### Croker Cup round-up

**Appeals** - The Rules Committee has adjudicated in two recent appeals. In the football competition the fixture between Southend and Rayleigh must be played by February 20, despite Southend's written appeal, claiming the match when Rayleigh failed to fulfil the original fixture. Southend and Colchester have been given until February 20 to complete their table tennis match, following attempts by both sides to claim the tie for non-completion.

**Swimming** - Result of the Croker Cup swimming competition is: 1 Rayleigh 145 points (12 Croker Cup points); 2 Basildon 139 (10); 3 Southend 119 (8); 4 HQ 67 (7); Colchester 43 (6); Harlow 26 (5). All other Divisions failed to enter a team and receive no points.

**Ladies' 5-a-side football** - PC Susan Bakewell at Leigh (A shift) has very kindly volunteered to organise this competition, to be held at HQ in March. Divisions should notify Pc Bakewell as soon as possible and no later than February 15, to register their interest.

**Tennis** - The Croker Cup Lawn Tennis tournament will take place on Wednesday, March 24, starting at 1pm. The venue will be the Essex Golf and Leisure complex at Earls Colne. Organiser is Stuart Bowman (HQ Crime Prevention).

**Positions** - (after 12 completed events) 1 Southend (107); 2 Rayleigh (71); 3 HQ (64); 4 Braintree (63); 5 Colchester, Harlow and Basildon (61); 8 Chelmsford (49); 9 Grays (34); 10 Tendring (28).

**Darts** - The Croker Cup darts competition will take place at Southend Police Station bar at 1pm on Sunday, March 28. Will all divisions please register their interest with Pc Paul Bates at Southend by March 14?

## Elco Jones storm to success



● Elco Jones - making a name for themselves.

IF you haven't already heard the best the county has to offer in R 'n' B and Soul, then where have you been for the past few years?

Four Essex officers head the line-up of Elco Jones, who have taken the local soul music scene by storm and have played at venues as varied as The Park Lane Hotel, Mayfair and Latchingdon Sports and Social Club!

Pc Warren Byatt, Dc John Harrington and Sgts Kerry Bennion and Alan Gooden form part of the 11-piece line-up. Joining them is Craig Smith from the Essex Police Band and Amanda Gooden, herself a retired officer.

Music by The Blues Brothers, Eddie Floyd, Wilson Pickett and even Tom Jones has been given the Elco Jones treatment and led to the group playing to 500-plus audiences in the Rayleigh and Southend areas.

So, if you want to see what all the fuss is about, you can see them at their next two public engagements, Friday, February 12 at The Hollywood Restaurant, Shipwrights Drive, Benfleet and Saturday, April 10, at Chinnerys, on Southend seafront.

Tickets for both events are £5 each in advance and are available by contacting Kerry at Benfleet or Alan at Laindon Traffic.

## Shooting section to be revived?

**THERE has always been a shooting section of the EPSA.**

Unfortunately, since the demise of the handgun as a sporting weapon in this country it appears to me that the shooting sports have gone into a decline in Essex Police, writes Mike Aldridge.

I would like to get this section up and running once again and enter both individuals and teams into the many shooting events which are held around the country under the PAA umbrella.

There are various disciplines open to people in which they can compete.

There is full bore rifle (both long and short range), F-class (full bore rifles with bi-pods and scopes), .22 target rifle (again both long and short range), sporting rifle (semi auto .22 with scopes), gallery rifle (pistol calibre rifles), black powder pistol and various air weapon classes.

There is also practical rifle for the more energetic.

It would appear that there are already some members of

Essex Police participating regularly and it would be good if we could all get together and get the section going again.

The competition is open to all serving and retired police officers and support staff.

If we are able to generate enough interest then the Chief Constable, David Stevens, who is chairman of the National PAA shooting committee has kindly agreed to become chairman of an Essex Section.

He is keen to encourage greater participation in all sports across the county.

So come on, give me a ring or drop me a line and let me know if you are interested. you don't have to be very good, just enthusiastic!

Perhaps we could persuade some of our permit holders to participate. Here's looking forward to hearing from you soon.

Contact me, Mike Aldridge, at Rochford (01702 547241, or extension 34135 or fax 34300).

### Electrical discount

THE Force Sports Secretary has arranged for all members of the Essex Police Sports Association to receive a minimum of ten per cent discount off the price of all electrical products - from a toaster to a sound system - from Bennetts Trade Sales Direct, Unit 5,

Riverside Retail Park, Victoria Road, Chelmsford. On visiting the store, members should be in possession of an authorisation slip from the Force Sports Secretary John Stonehouse (58888) and should ask for John Colbey, the trade sales manager.

## BSc (Hons) Policing

PART-TIME

### DEGREE PROGRAMME

Canterbury Christchurch University College is now offering places on its BSc (Hons) Policing programme to serving officers and civilian employees of the Essex Police Force.

The part-time degree will be delivered in the Essex area and comprises taught sessions and tutorials at a venue local to you, distance learning materials and accreditation of professional and experiential learning. The degree can be completed in three years and topics covered on the programme include:

- Inter-agency policing
- Policing by invitation
- Policing the domestic sphere
- Theories of criminal behaviour
- Offender profiling
- Computer crime
- The inconsistency of conviction
- The management of serious and series crime

IF YOU WOULD LIKE FURTHER INFORMATION PLEASE

TELEPHONE DOMINIC WOOD ON:

01227 782807

fax: 01227 470442

email: admissions@cant.ac.uk

or write to: Admissions and Recruitment  
Canterbury Christ Church University College  
Canterbury Kent CT1 1QU



Canterbury Christ Church  
University College

A degree better

*Sport and Leisure*

**THE Essex Police table tennis squad completed a near clean sweep at the recent No 5 Region PAA championships, at Sittingbourne, Kent.**

## recent No 5 Region PAA championships, at Sittingbourne, Kent.

Winners of each event are guaranteed selection for the national championships.

Essex won five out of the six events, only losing out in the ladies' singles, with Mo Chaplin (Rayleigh) swapping darts for a bat, to lose narrowly to Debbie Washer from Kent.

Essex already have a ladies' singles champion in Julie Askim (Southend), who did not need to compete at Sittingbourne, as she is the reigning national champion, receiving automatic entry to this year's national event.

Julie teamed up with Mo in the ladies' doubles, which they won 23-21 in the deciding set. It was a thrilling match, Mo's cool head and Julie's tactical change saw them recover from 19-16 down to come through as worthy victors.

Dave Birkett (Chelmsford), who regained

his men's singles title after missing last year's championships, dominated the men's events.

Dave looked very sharp and took the men's singles title with backhand supremacy 21-11, 21-15.

### Backhand

He then went on to partner Chris Jacob (Hockley) in the men's doubles to win 21-15, 21-12 in the final.

Again Dave's backhand and some short serving from Chris ensured success in what was a closer match than

the score suggests.

Chris was not finished and in the veterans' final his style of play destroyed Keith Lythgo from Kent as it has done to many fine players over the years.

Keith could not contain Chris's hitting and was not able to take advantage of his relative lack of mobility.

Chris and Julie completed the day with a fine win in the mixed doubles 17-21, 21-11, 21-18.

All the Essex players have now qualified for the national championships, which will be at Potters Holiday Centre,

near Great Yarmouth in April.

Although all the players are seasoned campaigners at national level, this championship is very special.

Mo Chaplin is attempting to make history by being the only person to win two national titles in different sports.

Mo has previously been the ladies' darts champion.

If she and Julie win the ladies' doubles at this year's nationals, then Mo will take a unique place in the record books. Good luck to Mo and all the Essex competitors.



● Essex Police Hockey team take a break from the PAA Cup action at Maldon.

## Hockey men so unlucky

ESSEX Police men's hockey team just failed in their first bid to reach the finals of the PAA Cup when they were defeated narrowly 1-2 in the Southern Zone Final, played at Maldon Hockey Club.

The Metropolitan Police side was always going to be difficult to beat, given that they play regularly in

Division One of the Surrey league and have been in the PAA finals almost every year.

Essex on the other hand, only plays in Division Six of the East League and has only been in the finals once.

However, the game was played at a furious pace, with the Met taking the lead with a penalty flick awarded when

Matt Brooking stick tackled a player with a clear shot on goal. Chris Routs got a hand to the shot, but couldn't stop the goal.

Towards the end of the first half Essex got right back into the game and started to really pressurise the Met defence. Matt Brooking, Graham Lawrence and Nathan Vacher all came close to scoring.

However, half time saw the score at 0-1, with all to play for.

Essex started the second half determined to go for goals and a brilliant move down the left saw Graham Lawrence get his stick on a flashing cross to level the score at 1-1.

### Clever

However, the Met came back almost immediately with a clever goal from their captain to regain the lead.

The game then went from end-to-end, with both sides coming close.

Matt Brooking shaved both posts and Mark Potter also came close.

At the other end Steve Powell and Andy Cryne made some superb last ditch tackles time and again to deny the Met forwards and Tony Manze was inspirational in the midfield. All the Essex team ran their hearts out, in the end to no avail.

However, the visitors were full of tributes for the Essex team, who as usual gave them the toughest test so far in the competition.

The team is now drawn against the RUC in the semi-final qualifying round, which will be our toughest test yet. Watch this space.

Bob Ward

## Rugby Sevens

**SIMON Halford at Harlow has kindly volunteered to run the Croker Cup Rugby Sevens.**

**He is hoping to gain support for a veterans' and ladies' competition, as well as the Croker Cup men's event, to take place in March. Further details when finalised.**

## Squash

**IN the Croker Cup squash latest results include Thurrock 3, Harlow 2 (8 points). Thurrock now play Colchester in the final.**

SOMEHOW Essex held on to their overall league positions, despite the disappointing turnout for the penultimate race, held at Mount-Browne, Guildford.

Perhaps those who stayed away knew what faced the eight all-male runners from Essex who made the trip!

Two sloping ploughed fields, linked by an incline more suited for abseiling and soaked by torrential rain during the previous few days, made this one of the severest tests any runner is likely to

face.

Every one of the Essex eight gave his all, with a determination which was a credit to the force.

Roy Kebbll will have to wait to see if his superb performances all season will be enough to win the men's V50 title, as his only rival was disqualified for taking a short cut, but will appeal against the decision.

Mick Bond (4th), Russ Welch (13th), Rick Matthews (23rd), Charles Quaey (40th), Chris Mathlin (41st), Roy

Kebbll (46th/1st V50), Laurie Rampling (64th/V50) and Andy Eves (69th) were the Essex runners.

### Medals

With a full squad at the final league race, there will be medals in the B category for Essex and a real chance for the A and vets' teams to snatch third places.

Last season we were in a similar position and lost out when only seven runners

bothered to turn out.

So, on Wednesday, February 10, leave EPTC at 11.30am (pick-up at Nags Head, Brentwood) for the fixture at Horsham.

The South East Region Championship will be held on Wednesday, March 10, at Reading, Thames Valley and I would expect all of those who have accepted entries to the PAA champs to turn out for this and the final league race.

Mick Bond

## Cheviot 2000

THE annual Cheviot 2000 Team Fell Race is again being staged in the Northumberland National Park on Saturday, June 12.

Although not a PAA event, the competition is now part of the sporting

calendar.

Officers will compete in their own time and at their own expense. Further details available from the Force Sports Secretary.

## Shop open

**THE Essex Police Sports Association had a very successful clearance sale last month.**

**There is still some stock to be sold at greatly reduced prices. Contact the Force Sports Secretary for details, or attend the shop on Wednesday lunchtimes until further notice.**

## New England trip planned

THE New England Thanksgiving long weekend, including return scheduled flights, three nights' accommodation at the splendid Boston Park Plaza Hotel, transfers

and taxes, departs Thursday, November 25 at a cost of only £399.

Further details from the Force Sports Secretary, John Stonehouse, on 58888.

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