

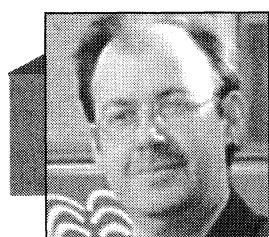
# The Law

The newspaper of Essex Police



Issue 305

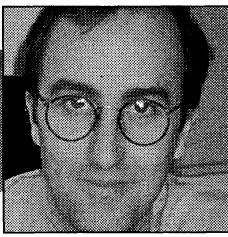
March 1999



New sponsorship  
co-ordinator - P5



Putting her best  
foot forward - P7



Meet the force  
'legal eagle' - P8

**'No complacency' over issues raised by Lawrence Inquiry**

# RACISM HAS NO PLACE - CHIEF

**THE PUBLICATION of the Lawrence Inquiry report is being seen in Essex as a challenge to the British police service to continue its programme of reform.**

The Chief Constable, Mr David Stevens, commented: "Racism has no place within Essex Police."

"A different approach is needed for dealing with unconscious and unintentional racism, which is also unacceptable. Here, the emphasis must be on education and training, and good management with clear, positive leadership."

"We are committed to developing policies and procedures which the public, as well as our officers and staff, can have confidence in."

"However, we recognise that the majority of men and women who make up Essex

Police are not racist. They are dedicated to giving their best to the public of Essex and are doing an excellent job."

"But the new definition of 'institutionalised racism' outlined in the report sets a standard and our intention is to work with it to further develop the positive work which is already being done."

"We will never be complacent about dealing with the problem and we will give full consideration to the recommendations within the report."

Policies already exist to tackle racial incidents in Essex. A Service Delivery

Standard addresses racial incidents.

Each division has a racial incident officer, an inspector whose details are sent to every victim of harassment or discrimination.

They sit on Racial Incident Panels, made up of representatives from different agencies such as housing and education, to provide a multi-agency response to what is, in effect, a community problem.

Racial Incident Panels in Essex covering rural areas were quoted as an example of good practice in a 1998 Home Office report.

During the year ending

March 31, 1998 there were 163 reported racial incidents, an increase compared to 134 the previous year. This increased level in reporting can be attributed to a greater understanding among staff, and a greater willingness on the part of the victim.

The Racial Incident County Forum, chaired by a police representative, meets

regularly and acts as a steering group for the Racial Incident Panels.

In 1998 Essex Police launched the Equality of Service Management Group, whose terms of reference include addressing racial discrimination. Chaired by ACC(C) John Broughton, it includes members from outside agencies.

● Federation Newsline, page 2

## Piccolo verdict

A VERDICT of suicide has been recorded at an inquest into the death of John Piccolo, who shot himself in the head in September while surrounded by Essex Police armed officers.

And a Police Complaints Authority investigation has vindicated officers of any failure to follow correct procedures, the inquest heard.

The incident began on the afternoon of September 9 last year when Mr Piccolo shot his son Darren at a house in Suffolk before driving to Essex to hunt down his former lover Jane Smith and her new partner Martin Cass. Coroner, Dr Malcolm Weir, was told how Mr Piccolo lay in wait outside Miss Smith's home in Ford End and when the couple arrived home from a shopping trip he shot and killed Martin Cass before turning the gun on Miss Smith.

Despite serious injuries she survived the attack. Darren also survived his assault, but requires further surgery to insert a metal

plate in his head and will have to learn to read and write over again.

As soon as police were alerted to the attacks, the hunt for Mr Piccolo began and the help of the media

was enlisted. Descriptions of Mr Piccolo and his car were issued along with warnings to the public. The media coverage led to a number of reported sightings and eventually helped officers locate Mr Piccolo in his car in Ingatestone on the evening following the shootings.

It was at this point as officers surrounded his car that Mr Piccolo shot himself in the head with a handgun.

Det Supt Bill Rayner, from Hertfordshire, who conducted the inquiry on behalf of the PCA, told the inquest: "I am totally adamant all procedures were carried out appropriately."

● At a second inquest into the death of Martin Cass, Dr Malcolm Weir recorded a verdict of unlawful killing.

## Following the safety code

SEVEN-YEAR-OLD Natalie Austin, and her little brother Sean, 6, had fun when they met officers from Rayleigh Traffic Unit and Southend's Town Beat Section.

The pair were among the many visitors to a road safety exhibition in Southend's High Street.

The initiative was carried out in association with WH Smith to promote the new edition of the Highway Code.

Pictured with Natalie and Sean is Sgt Jack Lawton from the Town Beat Section.



# The Lawrence Inquiry legacy

**BY the time this is printed, the Lawrence Inquiry will have been discussed for some two weeks but it is not an issue that is going to go away and it is not one, I believe, that should go away.**

I know the feelings that are being felt by ALL Officers of Essex Police, regardless of rank or colour and I reproduce below a letter sent by Fred Broughton, your National Chairman, to the national press:

"Spare a thought this week for thousands of ordinary British Bobbies as they go about their job, protecting life and property, and preventing and detecting crime."

"The 126,000 men and women, black officers as well as white, who belong to the Police Federation, have to face up to the consequences of

a bungled murder investigation and seeing the police service branded 'institutionally racist'. They feel battered and bewildered by forces beyond their control.

"Many officers are angry, and justifiably so. They are not racist. They have families. They know what the Lawrence family has suffered and they feel sad and frustrated about their failure to receive justice. They have done their utmost to honour the oath they took on the day they were sworn into the ancient office of Constable. They have sought, at all times, to uphold their pledge to act towards all their fellow citizens, 'without fear or favour'.

### Human face

"Ever since its foundation the police service has enjoyed a bond with law abiding citizens that has made it the envy of the world. That is why so many countries adopted the British policing model, and are as proud of that link today as they have always been. The British bobby, men and women, have embodied policing with a human face, non-threatening and respectful. And when the need has arisen, those officers have been ready to lay down their

lives. Now that proud reputation lies in tatters, buried beneath an avalanche of allegations and bitter recriminations.

"Millions of ordinary citizens, like the readers of this newspaper, must also feel bewildered by this turn of events. All their lives, they have turned to the police when concerned about crime, or when they have been faced with any of dozens of little personal emergencies which, at first sight, have little or nothing to do with policing. Even now, the same opinion polls which tell us that a growing minority of the public thinks that some police officers are racists, also say that more than eighty per cent of the public still thinks their police are polite and helpful.

"Far from regarding 'their' police officers as insensitive racist yobs, the public continues to demand more of them.

They want to see their bobbies on their streets and complain about their disappearance from their neighbourhoods. They want the massive reassurance that goes with the sight of a British police uniform. And the demand for the police to be less remote, and more in touch with the people, comes from citizens of all races.

### Contrast

"The British citizen, unlike the poor devils in Kosovo and elsewhere, does not equate the police with tyranny and murder. What greater contrast could there be than to see the Metropolitan bobbies patiently negotiating to lift the siege of the Greek Embassy by Kurdish protesters, and the thought of how Turkish, Iranian and Iraqi 'police' have treated the Kurds in their homeland?"

"There are many areas in Britain where the fear of crime is ruining the lives of our most vulnerable citizens, including the poor and the elderly. In our problem ridden, multi-racial inner cities, crime is the number one concern of people who look to the police as their only real protection. Local thugs do not discriminate when choosing whom to burgle or rob. They just prey on their neighbours.

"After Lawrence, what are the police in the inner cities to do? For years, they have felt as if they have to tread lightly on eggshells, careful not to raise levels of tension that might explode into riots. Now, faced with any situation with racial overtones, will they still have the confidence to do their jobs, without fear or favour, confident in the knowledge that they have the support of their senior officers and society at large?

"Or will they fear being accused of fascism, either deliberate or unintentional, and decide to opt for the quiet life and look the other way. If they do, the losers will be the very people who most need their help. Let those who have rushed to smear a proud and dedicated service with the brush of collective racism, think about that."

## Report of shift review awaited

THE REPORT on shifts should be published and have gone to the Force Development Group and JNCC by mid-March.

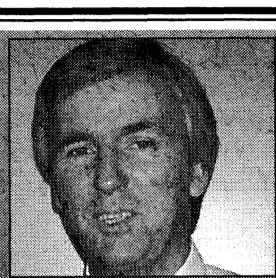
There will obviously need to be a lot of consultation before any final decisions are made.

While we perhaps are all hungry for changes and decisions, we must make sure all views are aired before reaching any agreement.

## Hambro update

HAMBRO has now been taken over by Eastgate Assistance.

The telephone helpline number remains the same, i.e. 0870 523450.



## Federation Newsline

by Terry Spelman



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## A welcome (tax) relief

THIS IS just to remind you that the Federation subscriptions are tax deductible. This was agreed and backdated to April 5, 1994.

I obtained agreement with

County Hall and Inland Revenue for this to be done at source so there was no need to submit individual claims each year.

Everybody is under this

new system. If you wish to claim prior to 1994, you can submit a claim to the Inland Revenue but there is no right or entitlement to anything prior to this date.

## Choir prepares for Easter concerts

REHEARSALS are now well under way by Essex Police Choir to ensure all are in good voice for the two performances of Olivet to Calvary over the Easter period.

In both cases the choir will be joining other choral groups.

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

On Good Friday, April 2, the choir will be at Coggeshall Parish Church (7pm).

On April 17 the choir will

be singing at St Peter's Church, Hutton.

The choir had planned a return visit to Danbury's twinned town of Croissy-sur-Seine, Paris for the last weekend in April, to sing with the choir of Old Croissy.

### Hectic

However, due to problems with French School holidays the singing events have had to be cancelled, but 40 members have decided to make the trip anyway and turn it into a simple sight-seeing trip.

The following weekend will

also be hectic as the choir is hosting more than 40 members of the RUC Ladies' Choir for two joint concerts.

The first will be on Friday, May 7, at St Luke's Church, Tiptree and the second, on Saturday, May 8, will be at Christchurch, Chelmsford.

Both concerts are in the evening and if you want to be sure that you don't miss the opportunity to see and hear both choirs in action, give Ann Brown a ring on 01245 269869 to reserve your tickets (costing £5 each, all proceeds to separate charities).

Bill Fancourt

## Likely boro' reunion date

THE BAR at Southend Police Station has been now been provisionally booked for 7pm on March 27 for the reunion of ex-Southend Borough officers.

The charge will be £3 per person, to include a buffet, and will be payable on the night. Partners and wives are welcome.

Dc Fred Simpkins, who is organising the event, has already heard from a number of

officers who want to attend, and is urging anyone who hasn't contacted him yet to get in touch. He will also need to know the final numbers to arrange catering, etc.

Final arrangements will be confirmed by post or telephone. Dc Simpkins can be contacted on (01702) 471212, or by writing to Leigh Police Station.

# A welcome for new members

FOUR independent members of the Essex Police Authority have been appointed for a four-year term of office.

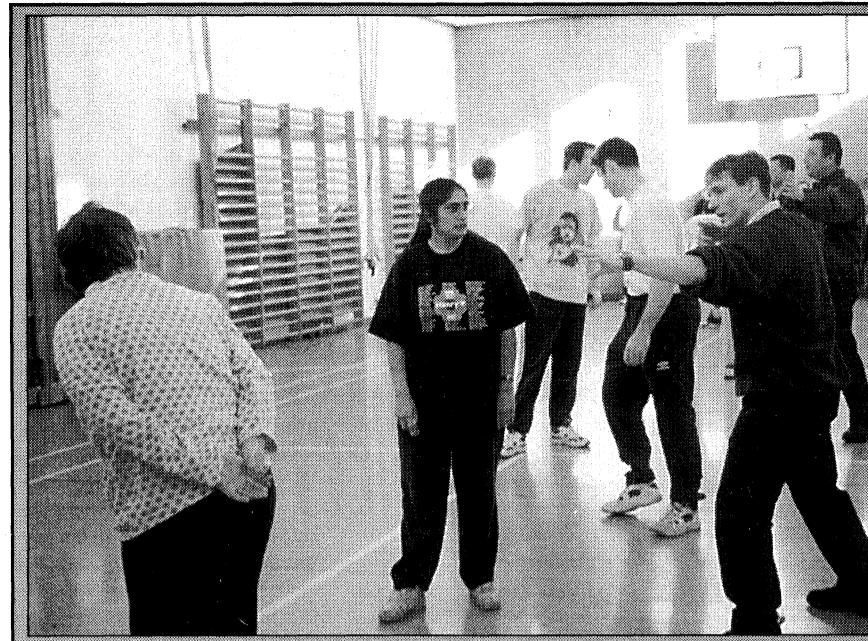
They will take up office from April 1, and were selected following over 70 applications from members of the public.

They are Denise Coles, aged 54, from Grays, a former assistant headteacher and now a vice-principal with a firm of education associates.

Geoffrey Nash, aged 59, from Leigh-on-Sea, a serving independent member of the Authority who is also an educational consultant.

Gita Sootarsing, 49, from Theydon Bois, who is also a serving member of the Authority and who runs a consultancy and training company.

Rosemary Start, aged 39, from Chelmsford, who is a board business manager for an NHS Trust.



## Visitors face CS training

NEW members of the Police Complaints Authority came face to face with the realities of policing when they visited a CS Spray training session at the police training centre in Springfield.

Linda Allan and Mehmuda Mian met probationers who were learning the techniques for using the spray.

They then took part in a practical training session using practice sprays filled with water.

They also visited HQ, where they met Supt Julia Jeapes, head of Complaints and Discipline Department, to discuss issues around dealing with complaints.

## Budget cuts agreed

**BUDGET** reductions totalling £7.1 million were approved by Essex Police Authority when it met last month.

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

Chief Constable David Stevens said after the Police Authority meeting that the cuts would not lead to any redundancies and that no police stations would close as a result.

"I am satisfied that the way we've managed to balance the budget is responsible and will not see a loss in service to the public."

Police Authority chairman Anthony Peel said he regretted the loss of the mounted section, but stressed: "The most important thing is that Essex is still a safe place for people to work, rest and play."

As reported in last month's Law, the budget reductions had to 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.

## Offbeat

A REPORTED skull bobbing just beneath the surface of the water of the appropriately named River Brain in Witham turned out to be a tailor's dummy. They look so lifelike these days...

IT'S been piggin' busy this month with reports all over Essex of stray porkers. This prompted officers to ask if any warning bacons had been put out for drivers...

# Tough campaign nets over 11,000

## This won't hurt a bit, Sir...



● Nurse Evelyn Hickey takes a sample of blood from Chief Constable David Stevens.

A NEW health check machine costing £5000 has been put to the test by Chief Constable David Stevens.

The Reflotron machine has been provided by the Essex Police Benevolent Fund and will be taken out on Look After Your Health road shows when they visit divisions later this year.

Kept at the Occupational Health department, at the training centre at Springfield, the machine uses a small blood sample to test cholesterol levels and other vital signs.

Jeanette Poston, acting

Occupational Health and Welfare manager, said: "We were looking for a way of attracting more people to attend the road shows and thought that this machine would help us to achieve that."

The machine will be operated by a fully qualified nurse and is to be used as part of a general health check.

Nurse Evelyn Hickey, who tested the machine on Mr Stevens, said: "It is important that this is not used in isolation, but as part of a more detailed check-up."

### MORE than 11,000 motorists in Essex will be prosecuted for breaking the speed limit during the toughest ever national anti-speeding campaign.

During the initiative, which ran from January 26 to the end of February, officers rigorously applied the enforcement standards approved by the Association of Chief Police Officers' Traffic Committee.

They concentrated on roads with 30 and 40 mph limits where there is a history of speed-related crashes.

As a result, 5,852 motorists were dealt with by patrolling officers and all will be prosecuted.

A further 3,212 were caught by speed cameras in towns, and 2,555 by cameras at roadworks.

In the last campaign in September, 1,551 people were dealt with by patrols and 210 by cameras. 5,666 received warnings.

### Casualties

Acting Chief Insp Tony Rayner, operations manager for Traffic division, said: "The whole point of the campaign was to reduce casualties and we will not have those statistics until near the end of the month.

"But these figures come as no surprise as we already know that 70 per cent of drivers regularly break 30mph limits. We deliberately chose to reduce the number of

bal warnings we gave - in fact we haven't even counted them in this campaign.

"We targeted 30 and 40 mph limits in locations where we know there is a history of speed-related injury crashes.

The national campaign was accompanied by a series of hard hitting television advertisements.

Chief Insp Rayner added: "This was just the opening barrage in the war against speeding. In the months and years ahead, drivers must come to expect that if you are so careless as to let your speed rise above the limit you will be prosecuted in Essex.

"The difference between 30mph and 35mph can be the difference between life and death for a pedestrian. The usual whining excuses we get will not wash. Speeding is not acceptable. This is about saving lives."

## National forces on track for bloodhound success

A BLOODHOUND expert from Switzerland is flying in to help Essex Police host the first ever National Police Bloodhound Training Course.

The course, to be held at Sandon Dog Unit, Chelmsford, comes almost a year after Pc Malcolm Fish was awarded a Home Office research grant to train two of the breed and evaluate the benefit of using them as tracker dogs within the police service.

Sherlock and Morse, now 13 months old, have already produced help in searches for missing people, and provided additional evidence to crime investigations. Three other forces, Northampton, Dyfed Powys and Devon and Cornwall, have now bought bloodhounds.

Keen to ensure a national standard for training and operational use of the dogs, Pc Fish has arranged a week long training

course, from March 8 to 12, for all four forces with a total of six bloodhounds, some of which are still puppies.

Invited guest for the week will be Marlene Zahner, a Swiss vet, who is also president of the Swiss Bloodhound Association and currently works with the country's police force on missing people inquiries.

Pc Fish said: "Bearing in mind that Sherlock and Morse are still very young and have a lot to learn they have already produced some promising results and it's nice to see that other forces across the country are already starting to react to the success. Because of this positive response we felt the opportunity to get together and share good practice would be an opportunity not to be missed."

## Old photo sparks memories

REFERRING to the photograph in *The Law*, February issue, sent in by ex Pc 257 R.H. Billett, I think it is most unlikely that this was taken post war, i.e. 1946/47.

I was a civilian clerk from 1946 to 1948 in Romford at this time. So also was Pc 272 Roy Coleman who I met and married. Other than Pc Billett (who we recognised very easily) we can see no one else we knew.

We would have expected to see one or more of the following: Supt Sutton, Ch Insp Pilbury, Insp Nightingale, Talbot and (CID) Barkway, Sgts "Knocker" White, Goose, Llewelyn, Arnold, Cressey and lovely Jim Haylock with his beautiful handwriting. Pcs Len Harrison, Chalkley, "Kipper" Herrington and Special Pc Tabby Dawsett. Memories!

I wonder if Bill remembers the Pc (we believe Pc Bill Smith) who, on his first day after training, was on his way to make a "point" at Black's Bridge (Raphael's Park), looked over into the lake and saw a body floating in the water.

Best wishes Bill, from Ray and I.

Hazel E. Coleman  
Bicknacre

MAY I take this opportunity, through the columns of your paper, to appeal to the writer of the letter in the February edition entitled 'Time to Rethink Cuts'.

I have been in position here at Chelmsford since the beginning of January and was intrigued to read the part of that letter which states, "Why, when most divisions have three officers of the rank of Chief Inspector are there four in the Chelmsford division?"

Why, oh why did the letter

writer not want his name published? If only he had given his details. I appeal to him to contact me because, seek as I may, in drawers, cupboards and offices, I am unable to find the aforementioned four Chief Inspectors.

In fact, I have yet to see the division with three Chief Inspectors and as I write I am still restricted to an Operations Manager and a Support Manager.

The thought of an additional two Chief Inspectors is one that I would warm to, know-

ing that it would reduce the hours worked by all of us here to a more reasonable level.

On a more serious note I feel I need to mention that by publishing a letter so inaccurate in many areas, *The Law* has failed to ensure that the content of its publication is accurate.

Not only may this letter have given a false impression to my colleagues around the county as to what luxuries I have here at Chelmsford, it is also circulated into the community we serve, giving them

a false impression.

It seems clear to me, from the content of the letter, that the writer's research has been conducted solely from past records of establishment levels shown on Delphi.

It is naive in the extreme for anyone to assume that we are yet at the stage where looking purely at statistics on a machine gives a true picture.

**Supt Brian Storey**  
Divisional Commander,  
Chelmsford Division

## Mad drivers need check

I AM writing to register the appalling driving manners of motorists.

The two worst roads are the Southend A130 and the Braintree to Great Waltham A131.

The two roads suffer from irresponsible tailgating by contractors' large vehicles, and suicidal overtaking from driving in the wrong lanes.

The roads in question are extremely dangerous even in good conditions, but in the recent fog the system seems to be pass if you can, even in terrible conditions.

Could we have some early morning checks on these roads before we have a massive accident?

R A White, Chelmsford

## Giving scheme's tenth anniversary

IT is now ten years since, following my retirement, I was involved with negotiations through the County Treasurer's Dept to introduce Work Aid, a payroll giving scheme for all county council employees and pensioners through agents Charities Trust.

All Essex Police personnel, civilian staff and pensioners were sent application forms and many chose to give to their favourite charity. A considerable number still do so.

In particular the six Essex hospices have benefitted substantially over the years and on their behalf, through *The Law*, I thank everyone concerned for their invaluable contributions during

a period when charity fundraising has been extremely difficult due to the introduction of the National Lottery, recession and other factors.

Deducted at source and tax enhanced, Work Aid is still one of the most tax efficient methods of making donations to a registered charity. If any reader who is a taxpayer would like to become a donor, please contact HQ Finance for an application form.

Once again, thanks to all who continue to help the hospices and other registered charities through the scheme. You can rest assured that your support is much appreciated.

**George Harris**  
Chelmsford

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

## Group for RAF Police

## A fine tribute to Stan West

THROUGH *The Law* may I, on behalf of the family of Ex Ps 127 Stan West, thank all those friends who have written letters of condolence and who attended the service of thanksgiving at St George's Church, Great Bromley, on February 1.

Over 300 people attended the service, a tribute I believe to a wonderful man.

Stan joined Essex Police prior to the Second World War and returned to the police service after the war.

He was stationed at Tilbury, Purfleet, Great Bromley and Colchester, from where he retired in March 1969.

I know from the way colleagues have spoken of him with respect and affection, how highly he was regarded.

After his retirement he involved himself in many of the activities in the village of Great Bromley.

He was chairman of the Pantomime Group, Neighbourhood Watch, the village Friendship Club, the Village Hall committee, the Leonard Cheshire Fete committee, local East Anglian Daily Times correspondent, and assisted with fundraising at Hamilton Lodge.

He raised thousands of pounds for the church, in particular organising Essex Police Band and Choir concerts.

He sang in the choir at the church and was often requested to sing solo at weddings and other functions.

He was a member of the Old Comrades' Association and also of NARPO.

He will be sadly missed by his wife Margery and his family and the people of Great Bromley.

**Fred Nicholls (Ex Dc)**  
Chelmsford

## Were you in the TA?

I AM attempting to contact serving and former officers from your force who may be former members of a Territorial Army unit, 164 Provost Company RMP(V).

Due to defence cuts the unit is being disbanded and we would like to invite former members to the disbandment parade and evening function.

This will be held on May 22. For further information, please contact me on (01344) 626280.

**WO1 (RSM) David Jeffries**  
Acton Police Station

## Invitation for a cuppa

I RECEIVE *The Law*, having worked for nine years as one of those very special civilians!

My boss was Chief Insp Green and we were known as Western division.

My sergeant was dear old Fred Paxman, Ron Frost was the cashier and David Hurrell our firearms officer.

I must say with love in my

heart they were nine of the happiest years of my working life. I will be moving back to Essex in March and would welcome anyone to come and have a cuppa and to talk of old times at Rayleigh.

**Agnetta Hesketh**

● Anyone wishing to contact Mrs Hesketh should contact *The Law* office, and we will pass on your details.

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# A night of horror and carnage

**CARNAGE and devastation with one man dying and another fighting for his life, was the scene at the Village Inn Pub, South Ockendon on a March evening last year.**

And as the first two officers on scene went to the aid of the injured men, they too were threatened and chased away.

It was a scenario that has led to convictions for 22-year-old Jason Bolger and his elder brother

Brian, and praise for both police officers and members of the public alike.

It began as any other night until trouble flared between two customers - Brian Bolger and Gary Edwards.

## Dragged

Having received a single blow to the face Mr Edwards was then smashed over the head with a bar stool before being dragged out of the pub and subjected to a beating which was described by judge, Mr Justice Blofeld, as "an horrific assault for which there was no real excuse or mitigation".

During the attack both brothers used broken bottles, ashtrays, stools, fists and

## Special report by Kim White

feet to beat the 40-year-old victim. Pathologists later found injuries included eight broken ribs, a jaw broken in four places and bruises all over his body

A motorist who went to help had his car kicked, but there was even more violence to come. Passer-by, Edward Buckingham, on his way to work went to Mr Edwards' aid, presuming he had been injured in a road accident. The 51-year-old care worker was also set upon resulting in a blow to his head with a broken bottle which left a hole the size of a golf ball.

Senior investigating offi-

cer, Supt David Bright, said: "Mr Buckingham only survived because of the skill of the surgeons. Even one of the paramedics on scene said it was the worst injury he had ever seen."

Pc Tom Mitchell and Sgt Paul MaMahon were then physically threatened as they arrived at the pub.

## Guilty

At Chelmsford Crown Court Jason Bolger was found guilty of the murder of Mr Edwards and sentenced to life imprisonment. He claimed during his evidence that he had blacked out dur-

ing the actual killing and only remembers waking in a police cell and thinking he was at home in bed.

Brother Brian, aged 27, pleaded guilty to manslaughter on the grounds of diminished responsibility. He will be sentenced at a future date.

A third man, Craig Wickes, aged 19, was cleared on the murder charge following legal submissions.

Although charged with the attempted murder of Mr Buckingham, both brothers were cleared by the jury of this offence. Despite this particular verdict Mr Buckingham was praised by the judge for his gallantry. Also praised in court was barmaid Stacey Westphell who used her fingers to scoop blood from Mr Edwards

mouth before attempting mouth to mouth resuscitation.

Supt Bright still recalls the scene that night with horror. He explained: "Murder now occurs all too frequently and SIOs across the country seem to go from investigating one job straight to another. But every so often you come across one which has particularly unusual circumstances. When I arrived at the Village Inn I was shocked by the absolute devastation I was faced with."

"It led to a very intense and painstaking investigation which required outstanding team work. The convictions secured reflect the difficult but professional work undertaken by all."

# Building links with sponsors

**ESSEX Police is looking to develop its potential for gaining sponsorship with the appointment of its first full-time, dedicated, sponsorship co-ordinator.**

Part of Mark Ellis's role will involve looking at what is already being done in divisions and departments.

He will also be building contacts with the local business community, stressing the benefits of partnership with the police.

## Foundation

Since 1994, police forces have been able to raise one per cent of their income through sponsorship. As yet, there isn't a force in the country that has come close to reaching that ceiling.

Foundation work in Essex began in 1995 and there have been numerous sponsorship deals since then, including mobile CCTV cameras, community cars, mobile phones for victims of domestic vio-

lence, and the award-winning 2 Smart 4 Drugs roadshow.

However, there are strict restrictions governing how sponsorship can be used. It cannot be used for core policing, and it cannot be allowed to compromise the integrity of Essex Police.

Based within the Community Safety department, Mr Ellis, who has a background in marketing, will also be making sure these rules are followed, not only to protect the force, but also for the protection of individual officers.

But he is keen to emphasise the possibilities of sponsorship. Its aim, he says, is to enhance the service police can offer, not pay for it completely.

An example of this in action is the 2 Smart 4 Drugs roadshow. Drugs education for secondary school pupils would always have been part of the police role, but the roadshow enabled the anti-drugs message to be broadcast in a way which independent research concluded was more successful because it did not preach to young people.

With the Crime and Disorder Act heightening the importance of partnerships between the police and other agencies, sponsorship is bound to become more of an issue.

"In Essex and nationally the concept of sponsorship is



● New sponsorship co-ordinator Mark Ellis.

still quite new and is still developing, and is not always as easy as it sometimes made out," said Mr Ellis.

"I can hopefully make Essex Police more proactive and receptive to sponsorship opportunities. I hope to develop further our involvement with the private and public sectors throughout the county, and demonstrate the benefits of working in partnership with Essex Police.

"It's not just about money. Sponsorship can be in kind, in the form of resources, expertise or equipment."

Mr Ellis began his career with NatWest bank before joining Longmans publishers as a promotion executive, and then as a market analyst.

Then, he moved to Harlow Council, firstly as leisure services marketing officer, before transferring to corporate communications.

Six months as marketing project co-ordinator for a small company in Epping followed, and then an extended visit to Australia.

He added: "I shall be a resource that divisions and other departments can draw

upon for advice and guidance, rather than someone who's necessarily going to administer every last sponsorship deal.

"I will be facilitating and enabling divisions and other sections to gain a better understanding about how to get sponsorship and what the system involves.

"I want to get out into the field and see what's happening in all the divisions and help generate bigger and better sponsorships."

## Change of roles in force dept

A RESHUFFLE of roles and responsibilities has been carried out at HQ Community Safety.

Prompted by the demands of the Crime and Disorder Act, the aim of the changes is to enable the department to offer improved support to divisions.

The four inspectors within the department are now working together in one office. As well as their specialist roles, each will have responsibility for two or three divisions for the Crime and Disorder Act.

The sponsorship co-ordinator will also work alongside the inspectors, so sponsorship will be considered at an earlier stage in planning projects.

Insp Paul Morton's specialist role is overseeing the implementation of the Crime and Disorder Act, and he also covers Basildon, Chelmsford and Stansted divisions.

Insp Jacqui Chear currently deals with the youth aspect of community safety, and covers Southend and Thurrock divisions for the purposes of the Act.

Insp Mike Smith's role is drugs education, and he covers Braintree and Harlow divisions.

Insp Andy Adams oversees community relations and covers Colchester, Tendring and Rayleigh divisions.

# Dedicated to easing the pain

**JUST a few miles away from the bustle of the busy M4 west of Reading is an oasis of tranquillity.**

Overlooking the Goring Gap, a designated area of outstanding natural beauty, is Flint House, the police convalescence home serving Essex and 27 other forces.

It could almost be mistaken for a luxury hotel. The main house has a medieval look to it, although it was commissioned in 1913, and once belonged to descendants of Dick Whittington.

Inside the 80 rooms are fully equipped with all the mod cons you would

expect from a hotel. An en suite bathroom, coffee and tea making facilities, telephone and colour television await guests. There is also a 24 hour nurse call facility.

#### Treatment

The rehabilitation dept is staffed by experienced chartered physiotherapists and boasts state of the art equipment. Treatment uses a 'hands

●Flint House Police Convalescence Home.

per cent have specific injuries sustained while on duty, the other cases are a gradual degeneration, mainly of the back or knee.

Another 15 per cent have stress related problems, and the home offers a range of facilities from relaxation classes to one-to-one counselling. In addition, a good 10 per cent of officers with physical injuries will also seek some kind of help for stress during their stay. The remaining five per cent come for convalescence.

Three single bedrooms have been knocked into one

three Essex officers a ...  
In some ways, the ...  
has become a victim ...  
own success. Popular ...  
it was opened in ...

**'If you co...  
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demand has grown ...  
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first expanded in the ...  
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Administrator Ly ...  
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in the last six years. ...  
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of stay was reduced fro ...  
days to ten days. ...  
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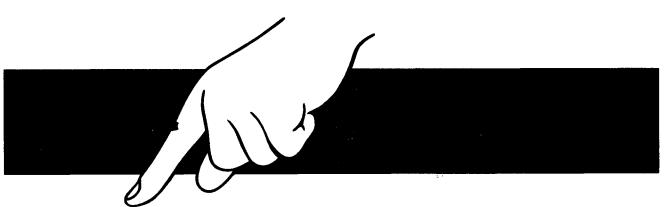
#### Expansion

Plans are now in ha ...  
expand the centre aga ...  
accommodate a furth ...  
beds. This should cope ...  
the current demand ...  
leave sufficient room ...  
further increases. It ...  
also allow more retire ...  
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To help fund this p ...  
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Police Benevolent Fun ...

These rose by 10p ...  
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10p next year. Most o ...  
cost of the expansion w ...  
met by a donation from ...  
Police Dependents' T ...  
various appeals, and ...  
bly Lottery funding.

## Preferential rates on car insurance for Police Officers



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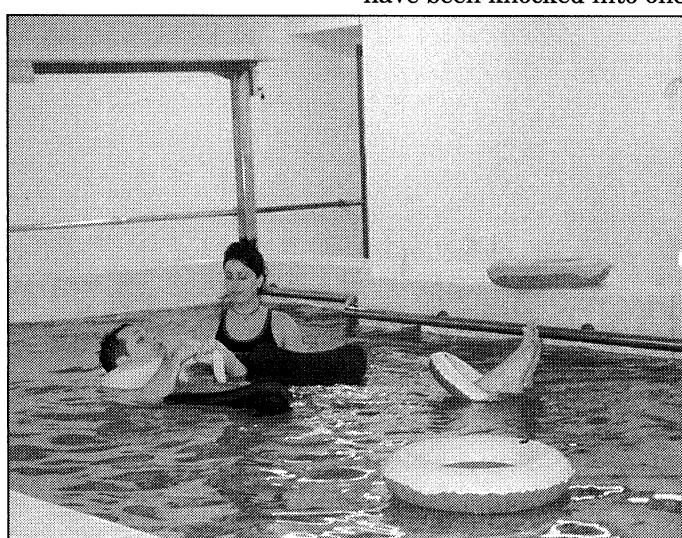
8am-8pm Mon-Fri, 9am-2pm Sat

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**LAWOOI**

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●Rehabilitation in the hydrotherapy pool, part of a full range of "state of the art" facilities.

on' approach incorporating a variety of skills such as ultrasound, interferential, short wave, diathermy, TNS, biofeed-back, traction and acupuncture.

In addition the dept offers a gymnasium, hydrotherapy, an exercise pool and spa bath, sauna and numerous other facilities.

About 80 per cent of officers come to the home with orthopaedic problems, for rehabilitation and physiotherapy. Between 40 and 50

to make a twin bedded high dependency suite for people who want, or need, to bring a carer.

It includes a small lounge area and a large bathroom with turning space for a wheelchair, a push in shower, a hoist, and jacuzzi facilities.

#### Demand

Last year, over 126 serving Essex officers and four retired officers attended the home. On average, Flint House sees two to

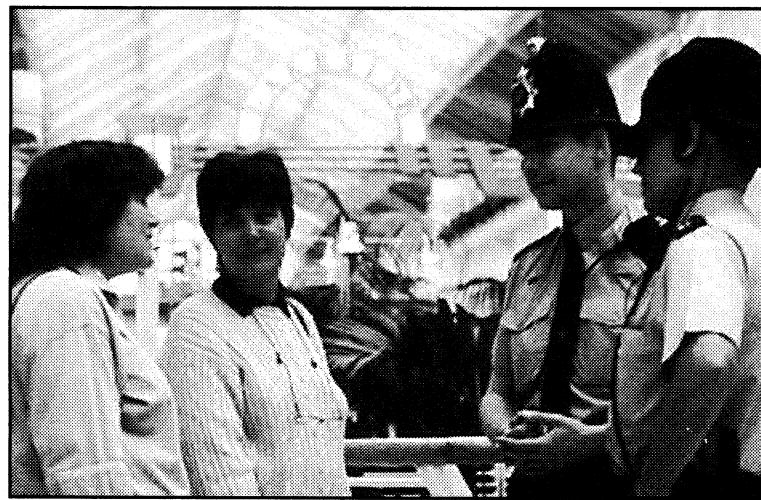
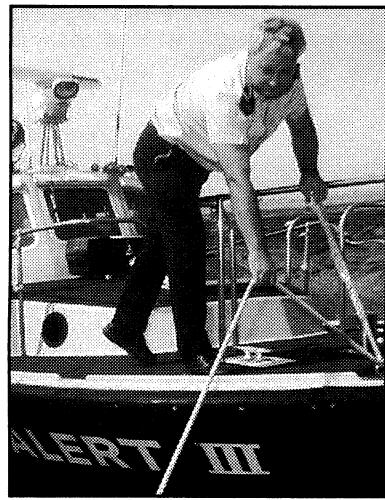
PUBLIC NOTICE

# ESSEX POLICE

## Performance report 1998-9



taking a lead in making Essex safer



## PUBLIC NOTICE

Police performance figures show Essex among the safest counties



# WE'RE ONE OF THE BEST

**ESSEX** people are among the least likely in the land to fall victim of crime.

This reassurance comes from figures being fed into the Audit Commission for its forthcoming annual review of police performance.

Only four of England's 39 police forces reported a lower crime rate than Essex's.

During the 12 months to the end of March, 1999, there were 62.9 offences per 1,000 population in Essex.

Police areas with a lower crime rate were City of London, Hertfordshire, Suffolk and Surrey.

### Burglary

The household burglary rate continued to fall in Essex, dropping to 10.7 offences per 1,000 households during the 12 months – less than half the national average.

Essex was also well below the national average rate for violent crime.

Another positive message came in the form of increased detection rates in Essex for crime as a whole.

A sombre note, however, was an increase in fatal or injury road crashes, which rose by 66 on the previous 12 months to 6,450.

While Essex Police had fewer officers per 1,000 population than the national average, they managed to spend more time in the community than those in most forces.

Yet the annual cost of policing Essex was £104 per head of population, against a national average of £115.

● See opposite page for the Essex figures in detail.



## Support for dog section

MORE than 1,000 people attended an open day at the Essex Police Dog Section in June, pictured above.

The successful event came as HM Inspector of Constabulary Peter Winship published his inspection report, in which he commented favourably on the wide range of action taken within the section to ensure that training methods meet the highest standards, following animal cruelty convictions.

In September, an independent review of the

section concluded: "It was encouraging ... to see that changes for the better are already taking place and, with the implementation of the recommendations from this review, the team felt there was good reason to be optimistic for the future." An independent panel of lay visitors has been formed to monitor the dog section. Essex Police dog trials will be reinstated next year and will be a public event.

Pictures: Evening Gazette

# Effective and efficient rating

A SEARCHING examination of Essex Police has earned it a rating of being effective and efficient.

This accolade was given by Her Majesty's Inspector of Constabulary Peter Winship, who conducted a full inspection of the force last January.

All major facets of the organisation were put under scrutiny during the two-week examination, producing findings that it was generally performing well, but facing a wide-ranging programme

of change. The report contained particular praise for Essex's scenes of crimes officers, who look for fingerprints and other scientific clues as part of an investigation.

They were shown to have the best identification rate per officer in the country, a tally nearly one-third higher than the average for provincial police forces.

Mr Winship described their performance as "exemplary."

He also commented favourably on another fall in crime in Essex,

bringing it to its lowest level for ten years and 25 per cent below the average for provincial police force districts. Steps taken by Essex in support of intelligence-led policing were cited as a positive move.

The quality of traffic policing and community relations work at Essex Police was also praised. The report made eight specific recommendations, covering needs for a comprehensive long-term development plan, a medium-term financial plan to relate to

the force strategy, analysis of training needs and sickness, addressing call handling delays and testing mutual aid arrangements.

Mr Winship concluded: "Essex Police has presently an agenda for change second to none. The Chief Constable and those who support him are confident of their ability to see it through.

"They build on a foundation of sound operational performance and solid commitment by staff and deserve to succeed."

**Sights set on giving quality service**

CHIEF Constable David Stevens describes Essex Police's performance during 1998-9 as gratifying.

He pays tribute to the dedication shown by police officers, special constables and support staff.

In his first annual report, Mr Stevens says: "Of the eight key operational goals set, we met six fully or in part. Targets, by their very nature, need to be challenging and our success, set against a background of financial restriction and on-going change, is gratifying.

"Since my appointment in July, 1998, I have taken the opportunity to consolidate my knowledge of the force. I have identified the need to make a number of significant changes to ensure that we are fully prepared for the challenges which lie ahead.

### EVOLUTION

"My focus has been one of evolution, rather than revolution, acknowledging the importance of securing the full and lasting commitment of both the public and the staff to the changes.

"Of particular note are the improvements to policing in rural Essex, where our commitment to community policing teams of local officers working with the community has received strong public endorsement.

"I am impressed with the motivation, professionalism and openness of members of our organisation and the clear commitment to delivering a quality service to the community as a whole.

"I am also encouraged by the close professional relationship which is continuing to develop with our partner agencies. This is not only meeting the requirements of the Crime and Disorder Act, but is also motivated by the clearly-perceived advantages of working together to make Essex safer."

*. . . taking a lead in making Essex safer*

# Rural cover is improved

ESSEX Police's commitment to the village bobby was underlined following a review of the service offered to rural areas.

An 18-month review project assessed the services currently offered, both in Essex and elsewhere, to establish how they could be improved and a public consultation period followed.

It was clear communities valued highly their contact with individual police officers and this personal link has become the key to the Rural Policing

Teams now in operation.

The teams came into action in April and form the basis of the policing service to rural communities. Every community now has an identified local officer, who works as part of a community policing team. This team will give support to the officer and to the local community through the sharing of expertise and good practice.

A programme of building works to establish permanent rural section stations is now under way, to replace police houses. The reduction in police

houses has enabled Essex Police to invest in officers rather than under-used buildings. The first phase includes temporary units in Shalford, near Braintree, and Great Horkesley, near Colchester, until a suitable permanent location is found.

Each rural section station will be furnished and equipped to serve the needs of the rural teams, including a dedicated community callminder telephone line to enable the public to contact their local officer.



Picture: East Anglian Daily Times

## Force area set to grow

WORK is well under way on a major expansion of Essex Police.

From next April, Essex will absorb areas of the Epping Forest District which are currently served by the Metropolitan Police.

Under the change, Buckhurst Hill, Chigwell, Loughton and Waltham Abbey will be part of Essex Police's Harlow Division.

The emphasis will be on community policing and additional officers – including transferees from the Metropolitan Police – will join the division.

The change follows the Home Secretary's decision to merge outlying Metropolitan Police districts into neighbouring county forces. It will end the anomaly of some district council areas, such as Epping Forest, being policed by two different forces.

## Charter's commitment to high standards

A COMMITMENT to providing a quality service to the public has been issued by Essex Police.

The pledge is contained in the Essex

Police Charter, which was published earlier this year.

It informs the public of the level of service they are entitled to receive, whether they are victims, wit-

nesses or suspects. The charter covers sensitive issues, including the service the public should expect if they are victims of sexual assault or racial harassment

or report someone missing.

It also explains how incidents are prioritised and how police should respond.

A key part of the

charter is a commitment to monitor and review performance regularly, taking account of comments from the public, other agencies and police data.

The charter is geared to explaining Essex Police's objectives clearly and concisely.

It has been distributed to all police stations.

## ESSEX POLICE PERFORMANCE FIGURES AT A GLANCE

INDICATOR	1997-8	1998-9	NAT.AV.	INDICATOR	1997-8	1998-9	NAT.AV.
999 calls received 999 calls answered within target time of 10 seconds	176,374 79.5%	186,386 78.1%	185,723 88.6%	Fatal or serious injury road crashes % with positive breath test	6,384 4.8%	6,450 3.3%	5,132 3.0%
Incidents requiring immediate response	76,082	67,490	58,802	Complaints against police Substantiated Resolved informally	559 22 109	510 25 147	713 17 256
Response within target time – urban 12 minutes – rural 16 minutes Overall within response target	86.1% 82.9% 85.2%	84.3% 81.3% 83.6%	88.5%	Public satisfaction: response to Violent crime Household burglary Road accident	91.9% 97.8% 92.3%	83.3% 91.6% 88.9%	81.6% 91.5% 92.6%
Crimes per 1,000 population Violent crimes per 1,000 pop. Household burglaries per 1,000 homes	58.2 4.0 11.5	62.9 6.2 10.7	92.1 9.7 22.0	Police officers on duty per 1,000 population % uniformed officers' time in public	1.9 61.4%	1.9 54.3%	2.3 51.8%
Detections of all crimes by primary means By other means Violent crime by primary means By other means Household burglaries by primary means By other means Crimes detected by primary means per officer	23.7% 4.2% 72.6% 0.4% 16.6% 9.3% 7.3	26.0% 2.7% 72.8% 0.0% 17.1% 6.7% 8.8	27.4% 2.9% 74.7% 0.2% 15.0% 7.4% 11.7	Police costs per head of population	£102.09	£104.00	£115.07

Primary detections: offence detected by police activity prior to court appearance. Other means: offence admitted or revealed for the first time after court, often during interview of offenders in prison.

■ Data produced on behalf of Essex Police Authority, an independent body with a statutory duty to secure the maintenance of an efficient and effective police force for its area.

### TELEPHONES

Target time of 20 seconds for answering non-999 calls achieved on 76.8% of calls. (1997-87: 77.4%; national average 83.3%).

### LETTERS

No survey carried out on answering letters.

### ACCESS

Number of Essex Police buildings open to the public: 105. Buildings with full access to disabled people: 7. Many other buildings offer provision for disabled people.

### EQUALITY

Essex Police has a published policy to provide service fairly to all sections of the community. Performance is monitored through regular reviews, public surveys and consultation with staff. Essex Police follows the Commission for Racial Equality and Equal Opportunities Commission codes of practice on employment.

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You'll be trained to deal with anything from controlling crowds at a local carnival or attending the scene of an accident to arresting a suspect whilst walking your local beat. As well as helping to reduce crime and disorder and deliver best value services, you'll be getting a lot out of the role as well: excitement, challenge and a real sense of job satisfaction.

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For more information please call the Specials Recruitment Hotline on 01245 452824.

*taking a lead in making Essex safer*



Visit to the Police  
on-Thames.

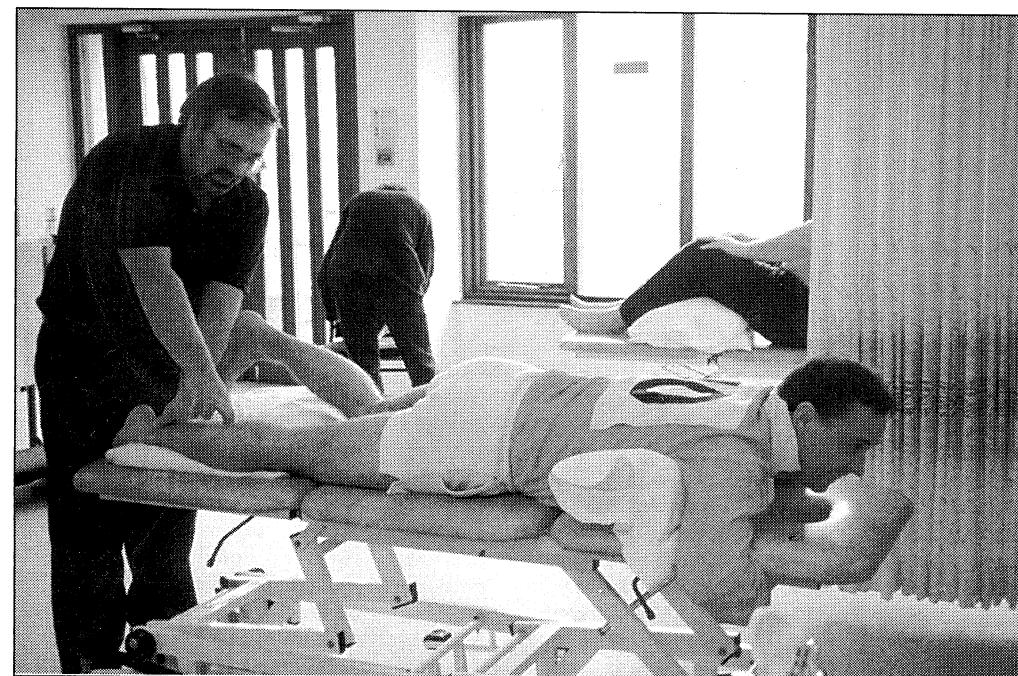


However, the project is not running as smoothly as hoped. As Mr Filer says, the home's position in an area of outstanding natural

**here once in  
or afterwards,  
have got your  
- Lyndon Filer,**

beauty can make planning permission a "challenge" and in February, plans for the extension were turned down.

The home is planning to appeal against the decision, which could take between four and six months. But they are also looking at other options.



● Undergoing physiotherapy at Flint House.

"Should we not get planning permission on the site, we will be negotiating with the contributing forces as to the future of the home," said Mr Filer.

"The response from all

# Hayley's new venture is no mean 'feet'

WHEN Hayley Taylor joined Essex Police in March 1993, based at Southend, she was looking forward eagerly to making it a full-time career.

But tragedy struck eight months later when the response car in which she was a passenger was involved in a collision while on a 999 call and she suffered a number of serious injuries, which eventually caused her to be invalided out of the force.

She still walks with a limp and is awaiting a final decision on her compensation claim.

However, the 26 year old has made a new career for herself since leaving two years ago and has set up in business as a reflexologist.

Operating from Additions hair salon at Eves Corner, Danbury, Hayley is pleased with the way the business has grown since she started last October and is keen to develop her healing skills in other directions, once she is established.

"Because of my injuries and

pain I saw a lot of alternative therapies, which got me interested in the subject and I became convinced that this was an area people would be turning to more and more, rather than going to their GP," said Hayley.

She trained for a year after leaving the police service and qualified last July.

**by Norman Hicks**

"It is nice, because a lot of people coming to see me have got serious ailments, but after a few weeks of treatment they are feeling much better.

"Some people who have been having treatment since October have stopped taking their pain killers, because their pain has stopped," she said.

Reflexology is the art of reaching affected parts of the body via manipulation and massage of the patient's feet.

It can be used to reduce stress, induce relaxation, or overcome or ease a range of medical problems.

A one-and-a-half hour ses-

sion is required for the first appointment, at which a patient's details and medical history will be taken before treatment begins. This session costs £25.

Thereafter, it is recommended that patients receive six weekly treatments, at £20 each, followed by monthly top-up treatments if required.

Each treatment includes a foot massage using lavender oil.

"Patients may suffer a 'healing crisis' 24 hours after treatment, including migraines, but this is the body ridding itself of toxins as a result of the treatment," said Hayley.

She and partner PC Andy Fuscher, currently a trainer at Shotley, live at Maldon with their 11-month-old son David.

Andy is shortly to be moving nearer home, when he becomes the new Divisional Training Officer at Basildon. With Hayley's new career well under way and with the birth of baby David, she can now begin to feel that, after the pain and misery of the past few years, the world is once again at her feet!



**Above:**  
**Hayley Taylor gets to grips with a patient.**

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AND YOU'RE  
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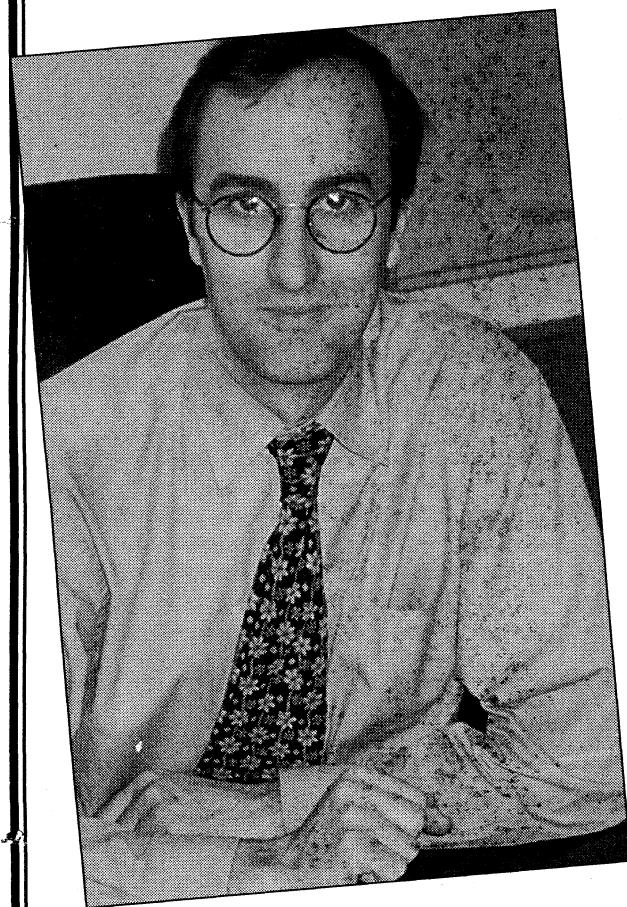
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## Force solicitor offers on-the-spot advice and value for money



● Force solicitor Adam Hunt

**THE decision to appoint a force solicitor is already paying dividends and Adam Hunt, the first to hold that post in Essex, believes other forces will soon be following suit.**

He said: "It must be generally accepted that police forces countrywide are facing greater legal challenges now than probably they have ever done.

"The public are becoming more aware of their rights to sue. There is also greater criticism of the police in the Press, often for political reasons. The need for a lawyer on the spot is great and there is going to be that need for ever more," he said.

"The appointment of a force solicitor within every force is going to be a general requirement from the experience and feedback I have received."

Born in Mersea Island, Mr

Hunt went to school in Bishops Stortford, attended Warwick University and York Law School.

Articled to Birkett, Westhorpe & Long at Colchester and Ipswich, he qualified in 1992 and, after four years, joined Hambro Legal Protection, in Colchester, where he set up a new advocacy department, dealing with employment matters.

### Risk

"So far, since arriving last July, this job has surpassed all my expectations," said Mr Hunt.

"A lot of my role is risk assessment or risk analysis and trying to fit the law in with the policing requirements of the force," he said.

"With the growth of human rights legislation and what have you, it is a learning process for us all. Having someone on the spot means the force will be prepared."

Other areas of his responsi-

bility range from dealing with disputes under the Police Property Act to giving legal advice on deaths in custody and everything between, including legal issues surrounding major operations and various PACE related criminal matters.

On the corporate side, Mr Hunt advises chief officers on legal issues which will be affecting forces in the future, as well as advising them on other issues which require an interpretation of legal authority.

Other matters he has become involved with since last July have related to complaints and discipline; civilian personnel; health and safety; working time regulations; unfair dismissal claims and police officers' terms and conditions.

He also buys in the services of counsel or firms of solicitors, as and when required.

"Being in-house I can get to understand the culture of the

police, I know what they want, so that when I buy legal services I can spell it out. It's my job to ensure value for money," he said.

"The key problem is getting the work through the right filter so that I am not inundated with matters. On the criminal side, there is a great deal of expertise within divisions for police officers' advice.

"Ideally what would happen is that any lawyer work would come through line managers, so it can be assessed before it reaches me."

### Advice

He does not deal with private litigation involving individuals. "Officially I am the solicitor to the chief constable. I cannot give advice on personal matters because of liability reasons.

"When I am asked to give my expertise, I would like a full briefing note. If officers give me a full note of what they think is relevant, then I can get straight into the advice without too much hubble-bubble. It would also be nice to receive some feedback occasionally."

## Convictions stand

FORMER Essex Police Dog Section sergeant Andrew White has lost his appeal against conviction on seven offences of causing another to ill-treat an animal.

But he walked free from Chelmsford Crown Court after appealing successfully against his sentence of four months' imprisonment.

The court reduced this to 28 days' imprisonment, suspended for 12 months.

Former dog section constable Kenneth Boorman was alongside him to appeal against his sentence of four

months' imprisonment for six similar offences. His prison term was reduced to three months, but was not suspended.

He gave notice of a further appeal to the High Court. An application for bail pending the second appeal was refused.

The case arose from an investigation into training methods used on Essex Police dogs.

Announcing the court's finding, Judge Michael Yelton said: "This case casts no aspersions on the vast major-

ity of those involved with the training and handling of dogs in the Essex Police force, with whom we were impressed."

He added: "On each occasion the handlers acted under the direct orders of the trainers and in our view the handlers are without any moral blame for what occurred."

As a result of their convictions, both officers were dismissed from the police service under disciplinary procedure in January. The reduced sentences do not affect the dismissals.

## Volunteers sought

THE NSPCC Child Witness Support Project is keen to recruit more volunteers, willing to train as independent young witness supporters.

The role entails helping to prepare and support young people through the experience of giving evidence in a criminal court.

The project has been up and running for 18 months and involves a partnership between the NSPCC children's charity and Essex Police.

Janet Moore, one of the project co-ordinators, said: "In our first year we had more than 200 referrals.

"Most of our work is through Basildon and

Chelmsford Crown Courts," said Mrs Moore. "Although the project is based in Tilbury, if there is enough interest from the north of the county, we will try to organise training sessions in Colchester."

There is a six-day training programme, with volunteers receiving experienced support in the early stages.

"We are basically looking for people who have experience of dealing with children, working with children, or perhaps helping children through a difficult and emotional time," said Mrs Moore.

Volunteers need to have use of a car and to be fairly flexible with their time.

"We are keen to recruit more retired police officers, or Specials," said Mrs Moore.

Volunteers visit the families of child witnesses before a trial, stay with the youngsters at court, take them there beforehand for a familiarisation visit and offer post trial support.

The next training sessions are planned for mid-April. To find out more, send for an information pack to: Child Witness Support Project, 76-82 Dock Road, Tilbury, Essex, RM18 7BX, call 01293 449414 (24 hours) quoting reference HC177, or phone Maggie Pryce or Janet Moore on 01375 855210.

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## Chance to visit Royal garden show

**SOUTHEND** Police Club is organising a coach trip to the last day of Hampton Court Garden Show on Sunday, July 11, giving a chance to buy those favourite plants or blooms.

Tickets are £16 (or £18 on the day) plus coach fare.

Names with a £5 deposit to Mike Robertson, club secretary, Southend Police Club, no later than the end of April in order to get the discount.

**CHIEF Constable David Stevens presented commendations at a ceremony at HQ last month, in recognition of further acts of courage and professionalism.**

Pc Mark Shaw and Sc Daren Wilkinson, Basildon were commended for their courage and patience at Basildon on October 2, 1998.

They were called to an incident at which they were confronted by a man waving a knife and threatening to kill someone.

They assessed that he was mentally disturbed and spent time gaining his trust, eventually disarming him and arranging for appropriate medical treatment.

Pc Michael Peel and Pc Warren Lamb, Shoebury were commended for their brave actions on October 2, 1998 in Shoeburyness, when

they forced entry into a smoke filled house to alert the sleeping occupants and remove a burning chip pan.

Had the officers not acted quickly, it is likely that serious injury would have been sustained. As a result of their actions, the officers suffered the effects of smoke inhalation.

Pc Ian Lodge, Basildon was commended for the professionalism and dedication to duty displayed when he administered mouth to mouth resuscitation to a woman who had fallen from the roof of a multi-storey car park in Basildon on Friday October 9, 1998.

### Injuries

Pc Lodge and other officers were in Basildon police station when the incident occurred. Despite obvious and severe injuries to the woman, Pc Lodge continued with the resuscitation, sup-

ported by colleagues who assisted giving Cardio Pulmonary Resuscitation, until the ambulance arrived.

Unfortunately, because of severe injuries the woman did not survive.

Pc Peter Edmondson and Pc Mark Hobbs, Rayleigh were commended for their professionalism and quick

thinking when they successfully revived a young drunken man, who had collapsed and whose breathing had stopped. The officers found the man lying in the undergrowth in Love Lane, Rayleigh on August 10, 1998.

Pc Hobbs ascertained that the man was not breathing

and could detect no pulse. He immediately commenced Cardio Pulmonary Resuscitation, assisted by Pc Edmonson, who had also requested an ambulance. As a result of their actions, the man revived, and on arrival of the ambulance he refused further medical assistance.

## Covert operation praised

**SEVEN Essex officers have been commended for their role in a covert operation to catch a man who threatened to contaminate products made by the Chelmsford soft drinks company Britvic.**

Over five weeks, inquiries were carried out in East Anglia, the Midlands, the North of England and Scotland as part of Operation Bald Eagle.

As a result, Paul

Bovingdon was arrested and subsequently sentenced to six years in prison.

The officers, Det Supt David Bright, DCI Robert Seals, Ds Paul Mulally, Ds Deirdre Nowell, Dc Michael Dunion, Dc Gary Staff and Pc Joanne Sims, also received a court commendation.

In commanding them, Judge Pearson stated that the investigation was very

sensitive, required considerable organisational skills and was conducted to a very high level of professionalism for which had success not been enjoyed, the consequences could have been quite disastrous.

The officers were presented with their commendations in a ceremony at HQ by the Chief Constable, Mr David Stevens.

## Albanians learn from Essex officers

**Five Essex Police officers are currently seconded to a multi-national force, setting up a Police Service in Albania. The Law caught up with one of them during a trip back home.**

the project.

"My responsibility is for logistics - buildings, vehicles and equipment.

"The vehicle fleet consists of 130 different makes and models, including three Chinese trucks, dating from 1952. We estimate that 90 per cent of vehicles on Albanian roads are stolen."

### Logistics

Also out there currently are T/Supt Dennis Rensch, whose role on the project is as head of personnel; T/Sgt Russell Gay, internal logistics (computers and supplies) and T/Sgt Alan Fitzjohn and T/Sgt Francis McAdam, who are the only qualified trainers among the 100-plus police officers there.

While they are seconded to the project, the Essex officers are staying at the former

home of ex dictator Enver Hoxha.

Insp Yee-King's first impressions of Albania were from the airport at Tirana. "The terminal is very undistinguished, not to say understated, giving a good indication of the country."

As he made his way to the MAPE base, his transport drove along precarious roads which reminded him of Greece, "with many horse driven carts and manic drivers".

Insp Yee-King has kept a journal of his first tour of duty in Albania. Here are some extracts:

"This is a very poor country, with buildings being constructed everywhere and as we reach Tirana a cloud of choking dust lies everywhere, probably just cement dust."

"We arrive at the villas where I will be living for the next six months and find that they are guarded by an unarmed man in some form of uniform and four armed soldiers in army uniform, one at each corner of the site."

"Apparently they are employed by the private company, which owns the villa. The kalashnikovs look quite dramatic and are hopefully just window-dressing."

### Guarded

"I can't believe the number of buildings guarded by Armalite-toting guards. Most of them are Government buildings and a number show recent bullet marks. Apparently the guards sometimes let rip if someone walks too closely to their boundaries but I am assured they fire into the air."

"There are a lot of small piles of goods of all sorts displayed on the pavements attesting to the entrepreneurial spirit that now dominates after decades of rigid communism."

"We get to a large building as shabby as all others which I am informed is the town house of the former dictator Enver Hoxha now deceased. This is the Headquarters of MAPE."

"So far MAPE have lost five vehicles to armed hijackers in two years but no MAPE officer has been harmed. I am anxious to maintain this record."

When he returned to Albania, Insp Yee-King was to take up the additional task

of identifying improvements which are needed to the facilities at the police training centre at Dorres, an hour's drive west of Tirana.

A visit there during his first tour of duty proved an eventful day, as his journal testifies:

"On the way to Dorres . . . an armoured car with police escort front and back went past us with sirens blazing .

"There are 750,000 mushroom-shaped pillboxes throughout Albania most in a state of disrepair. The larger ones are sometimes occupied by whole families and we saw one complete with illegal electricity cables and a TV aerial on its roof."

"On the way back from Dorres we came to a policeman slowing down traffic on the busy road and as we passed him there were about six men in cloth facemasks armed with the ubiquitous Kalashnikovs. They were Special Forces Police and I had a momentary temptation to take a photo but common sense prevailed."

"Back at the MAPE centre a Dutch member told us he had seen a liquidation on the road near the centre. There were about 60 police on the scene when the Dutchman came to it and he watched as they picked up the murder weapon without regard to forensic preservation."

January 13 was National Police Day in Albania and the Essex officers decided to spend it visiting one or two Commissariats or Divisional

stations. At No. 4 Commissariat which is on the outskirts of Tirana, they were made very welcome and were greeted by most of the command team in the Commanders office, which was well and recently decorated.

"They have a total of about 250 officers to cover all of a vast area around Tirana but none in the city with a population of about 750,000. They were pleased with their detection rates and said they were the busiest Commissariat in the country, which I could well believe."

"I was very impressed with the commitment of the (Albanian Police) Academy Director to his role in the face of years of indifference and hostility."

### Dilapidated

"The principal points I noticed were the lack of a perimeter fence, the very dilapidated state of almost all of the buildings, the abysmal hygiene conditions of the kitchen, toilets and dormitories."

"The kitchen has mainly wood stoves and is in a terrible state. I told the Director that good policemen and women would not result unless they were fed and accommodated properly and were able to take a pride in their Police Service."

"He fully agreed with this but shrugged as if to indicate that he knew this well but had been unable to do anything to resolve these problems given the frequent changes in the Government, society and police leadership."



● Essex in Albania - l-r: T/Sgt Francis McAdam, T/Supt Dennis Rensch, T/Sgt Alan Fitzjohn, Catherine Jones (Deputy Ambassador to Albania), T/Sgt Russell Gay, Insp John Yee-King.

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

## Mind your own business

The column of the Ex-Essex Police Business Association

OUR membership continues to expand, with a steady influx of new members.

However, the need to meet as an association has been overtaken by the constant contact by phone between individual members, exchanging ideas, experiences, jointly marketing their services and providing mutual back-up, when required.

The circulation of letters of introduction to the Association by Welfare to retiring officers has increased our membership, but I suspect that many are still not aware of the benefits we can provide.

The knowledge, advice and personal experience that we can offer to guide and set up a business has been thankfully received by many.

### Marketing

Problems such as tax, National Insurance, accounts, VAT, computers, marketing, advertising, reasearching opportunities, etc just some that are made that much easier to resolve by talking to those who have done it and got the tee shirt.

Our current subscriptions are cheap at £10 joining fee and £10 annually (there has been no requirement to pay the annual fee for a number of years, as costs are kept to the absolute minimum).

There will be three meetings this year, on April 7, September 8, both at 7.30pm at the HQ Sports and Social Club, with a Christmas do on December 8.

Contact Dick Bloomfield on 01702 202959 or Bob Craven on 01702 546615 for details of membership.

**Bob Craven**

**DETECTIVE Chief Insp Kevin Macey has become one of the Senior Investigating Officers, based at Headquarters.**

He was formerly crime manager at Thurrock Division and replaces Supt Brian Storey, now divisional commander at Chelmsford.

Congratulations to HQ Press Officer, Mrs Heather Watts, on gaining a Bachelor of Arts (Hons) degree from the Open University.

### Retirements

Retirements notified this month include that of Supt Michael Gamble, who is to retire on May 11.

The Thurrock divisional commander will have completed 32 years and one day's service when he leaves.

Sgt Frederick Britnell, based at Braintree, leaves on March 31 after more than 31 years' service, including

## Names in the news

almost two years with Essex County Council.

Sgt Christopher Brown retires on April 5, after more than 30 years, including almost eight in the Royal Navy. He is currently based in the Force Information Room.

Sgt David Downing, of Traffic Management, retires on March 31, after almost 32 years' service with Essex Police.

Dc Stephen Bardwell, based at Stansted Airport, retired on March 6, having completed more than 35 years' service.

Dc David Sweeney, who leaves on March 28th, will have served Essex Police for more than 30 years.

Pc Edward Smith's 30-plus years' service includes 11 years spent in the Royal Navy. He retires on March 31 from the Force Support Unit.

### Obituaries

Ex-Supt Albert Negus has died, aged 72. He is survived by a widow, Dorothy.

Mr Negus served from 1952 to 1979 at Harlow, Pitsea, Basildon, HQ and Southend.

Retired Chief Insp Thomas Layzell has died, aged 70. He leaves a widow, Joan.

He served from 1949 to 1980 at Colchester, Brentwood, Grays and Special Branch at HQ.

Ex Sgt John Morrison, formerly of Chelmsford, has died, aged 83. He served the force from 1938 to 1963. He leaves a widow, Minnie.

Ex-Pc Cyril Turner, of Stow Maries, Chelmsford, who served from 1936 to 1967, has died, aged 86.

Ex-Pc Richard Donoven,

who has died, aged 70, served the Southend Borough Police from 1953 to 1978. He leaves a widow, Anne.

## Membership list needs updating

### NARPO

re-join:-

Branch secretary Steve Lamacraft 01702 299275.

We will be supporting the Southend Borough 30th anniversary reunion, to be organised by Fred Simpkins, based at Leigh Police Station.

For more details please make contact with Fred on 01702 471212, ext 37435 or fax 01702 480544.

**Bob Craven**

## Busy social calendar for International Police Association

### IPA

Dennis Duffy, for 'an audio-visual experience'.

This has been variously described as 'a fascinating blend of sight and sound' and 'music with a visual trave-logue'.

May has been kept clear of events, because many members are also involved in the Essex Police Choir and have a busy month already, with a visit to Paris and a visit from the RUC Ladies' Choir.

June will be back to normal and on the 4th we will be leaving HQ in the early after-

noon for a mystery tour and meal.

A number of members have already sent their newsletter responses back to Frank Joslin, showing the events in which they are interested. Please keep them coming, as we need to know what you want us to organise and Frank needs to know numbers before booking.

If you haven't received a newsletter and would like to book for any of our events, please give Frank a call on 01245 602872.

### South-East Essex Branch

AT the branch AGM, the committee agreed to continue and were all re-elected.

Future plans include a "Jack the Ripper Walk" on Thursday, March 18. Coach leaves Southend Police Station at 7pm.

A visit to the Tower of London for the ceremony of the keys has been arranged for Tuesday, April 20. Coach leaves Southend Police Station at 5.45pm.

There will be a fine wine tasting at Southend on May 12.

All members of IPA are welcome to join us for the London trips. Contact Gordon Oakley on 01268 734692.

For the wine tasting, ring John Johnson on 01702 585697.

## Market Place

BLOCK LETTERS PLEASE - ONE WORD PER BOX


Name and rank .....

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

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

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Essex Police Headquarters.

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**CALPE**, Spain, apartment, sleeps four; two bathrooms and toilets, large lounge, kitchen and balcony; beach five minutes walk; town location; from £100 per week; Bon Naden, 01255 815140.

**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. Craig Bailey, tel 01279 653570 or 01279 832837.

**CYPRUS**, near Limassol, fully equipped one bedroom apartment, sleeps four; sea view, swimming pool; close shops, restaurants. From £150 per week. Ex Dc John Green, 01371 875841.

**DISNEY** World. Air conditioned three bedroom luxury villa, sleeps 6 - 8. Ideally located 15 mins from Disney

World with own private 25ft pool; £425 pw. Contact

Stephen Warwick on 01245 464768.

**ERCOL** Old Colonial three piece suite, plus two arm chairs, floral design, £150 ono. Contact Niki Nolden 01245 452734.

**EXERCISE** bike, dual action, upper and lower body workout. Computer measures time, speed, distance, calories. As new cost £120. Accept £40. Contact 01245 472689.

**FLORIDA**, near Disneyworld. Brand new luxurious air-conditioned, four bedroom, two bathroom villa, with private heated pool. Sleeps up to ten. Located on peaceful, gated, private estate. Eleven minutes from Disneyworld and other major attractions. Approx 150 yards from newly developed golf course. Clubhouse, communal pool and soccer pitch facilities also included. Book now for 1999/2000. Also available other villas for sale or rent. Tel/fax 0191 3856549 or 01670 713489.

**HOLIDAY** home for rent in Orlando. A new luxury four bedroom detached villa, private swimming pool, immediate access to floodlit tennis courts, volleyball/basketball courts and communal swimming pool, 12 minutes Disney. Tel/fax 0191 4132542; tel 0191 4547555 ext 61247 (Sharon).

**HYUNDAI** Accent 1.3 coupe Si, N reg (May 1996); cape blue; 19,000 miles; stereo, radio/cassette, electric aerial, sun roof, rear spoiler, excellent cond, £4995 ono. Contact Chris Brown, ext 55054.

**LUXURY** Victorian cottage to let for holidays, Bonchurch, Isle of Wight.

sleeps six; two bathrooms (one en suite); sea views;

south facing enclosed garden; pets and children welcome; please phone for brochure and availability, 01279 437560.

**MAZDA** 323 1600 SE Fastback, Greg, five door, red, power steering, tax

MOT, central locking, radio cassette, one family owner,

mileage 148,000, £1800.

Contact S J Claydon, ext 54052.

**PEUGOT**

405 1.9GR, 1991, auto, electric windows, sunroof, mirrors, tax, MOT, service history, £2000 ono. Contact Phil Golding, Laindon Traffic.

**SCUBA** gear. Mares, women's size 2, long legged and sleeved 3mm suit, never worn. Dacor women's BCD, excellent condition. Dive computer, Suunto Companion; manual - PAD. Rescue Diver; £200 or can be sold separately. Contact Emma Salisbury 01268 758471, or ext 55320.

**SEATON**, Devon, detached Canadian cedarwood chalet on small select park, heated and fully equipped; two bedrooms, full details on request. Phone 01404 891188.

**TWO** burgundy leather recliner chairs with matching foot stools £320. Will sell separately at £160 each. All in vgc. Chris Brown 55054.

**WANTED** flat/house share for single n/s female officer stationed at Basildon. Contact Anne Dalby, 01702 341178.

## Sport and Leisure

# Croker Cup events to come

SOUTHEND have been awarded their semi-final in the Croker Cup snooker, because of Tendring's non attendance.

They now face Basildon in the final - date and venue to be advised

The following are the confirmed dates and venues for the outstanding events:-

Rugby 7s on Wednesday, March 17, at Harlow Rugby Club (10am start), organiser Simon Halford at Harlow.

Tennis on Wednesday, March 24, at Earls Colne (The Essex Leisure Centre), 1pm start, organiser Stuart Bowman.

Darts on Sunday, March 28, at Southend Police

Station bar, 1pm, organiser Paul Bates, Leigh.

Ladies' five-a-side football, Monday March 29, Police HQ (10am), organiser Sue Bakewell, Leigh.

Ladies' netball, Sunday, April 11, Police HQ (10am), organiser Sue Clark, Leigh.

In football, Braintree beat Tendring (4pts) 6-1. Harlow

have been awarded their match, following Chelmsford's failure to fulfil their fixture. Harlow now play Braintree in the semi-final.

Please play by March 15. Organisers Pc Pitt (Witham) and Pc Bolingbroke (Harlow).

In the squash, Thurrock play Colchester in the final, date and venue to be confirmed.

In table tennis, in a close-fought encounter, Southend just pipped Colchester 8-1 (all the games were close!).

Southend now play Rayleigh in the final (date and venue to be advised).

## Were you lucky in the lottery?

THE result of the February lottery was as follows: £1500 Insp Malcolm Ding, Clacton; £1000 Pc Paul Jarvis, Brentwood; £500 Ps Nicholas Morris, Grays; £300 Pc Carol Sinclair, Clacton; £200 Pc Anthony Manze, Southend; £100 Pc Derek Wheddon, Brentwood Traffic.

The following received £50 consolation prizes: Pc Russell Gay, Harlow Traffic; Dc Roy Burnett, Witham; Linda Hart, HQ; Pc John Kettle, Laindon Traffic; Pc Elizabeth Roper, FIR; Ronald Parke, FIR; Pc John Woolaston, FIR; Pc Ken Miller, Braintree; Insp Philip Mellon, NSY (seconded).

## Steps to success



COLCHESTER Police Sports Club raised a total of £2,800 for its 1998 adopted charity Stepping Stones, from a variety of events. Club chairman Supt Julian Field is pictured handing over a cheque to Carol Nice from Stepping Stones.

# Veteran moped beats the odds

**RAYLEIGH Police Motorcycle Club took part in a moped endurance race at Lydden racing circuit in Kent, using a 21-year-old Honda step-thru moped.**

The race had a Le Mans style start, with the riders lining up along the track opposite their bikes, which were held by their team mates.

The rider (Clive Hansen) was supposed to run to his machine and push start it, however team RPM saw this as a golden opportunity to gain a few yards head start and when the flag dropped Doug McMahon and Dafydd Hughes were seen running down the track, pushing the bike out in front of all the other racers.

This left the dynamic duo standing in the middle of the track as 43 desperate moped racers hurtled towards them.

More by luck than judgement they managed to avoid being run over, which would have left Clive as the only surviving team member.

Doug took over riding on

lap 20 and Clive reported that the bike was apparently reliable, if a bit slow and that its tyres had no grip.

This was made worse by the front brake causing the handlebars to wave around, but failing to slow the bike down.

No-one had actually ridden the bike before race day, apart from a lap of Doug's garden when the team first got hold of it.

### Hairpin bend

Against all predictions the team actually completed the race and did 93 laps, despite Dafydd Hughes crashing the bike on a hairpin bend directly in front of the club supporters.

He maintains this was in actual fact a radical braking manoeuvre, which was simply misunderstood by the race marshals who dragged him off to the medical centre against his will.

Much to the team's surprise, they qualified for the final, which featured the same Le Mans style start.

This time the supporting team members noticed that the front wheel had come loose, just as the flag dropped. The problem was rectified after the first lap, although much ground was lost on main rivals The Zany Zedders.

The RPM team gradually clawed back the distance and

eventually overtook them. However Dafydd again demonstrated his new braking system on the start and finish straight. This involved laying the bike down and cartwheeling alongside it down the track!

This time he managed to evade the marshals and got away on the bike, the engine of which had kept running.

At the end of the race the Zany Zedders were only one bike's length in front as they crossed the finishing line.

There was no champagne at the finish. Out of a field of 71 teams, Rayleigh finished 37th.

They completed a total 135 laps (101.25 miles), the fastest in 1min 00.90 mins, which is an average speed of 45mph.

The bike is still running and Doug plans to ride to work on it! There will be another similar event in September.

The Rayleigh team thanks everyone who sponsored them for the event, from which they raised about £150 for tools.

Anyone interested in joining club meetings should attend Rayleigh Police Station on the 15th of each month (or the following Monday if the 15th falls on a weekend).

**EXCLUSIVE offer to all members of EPSA! Improve your golf at Three Rivers Golf Club. Book a half or one hour individual golf lesson in the video analysis cen-**

**tre (Monday to Friday) and we will double your tuition time (eg pay for a half hour and receive one hour's tuition). Ring ext 58888 for details.**

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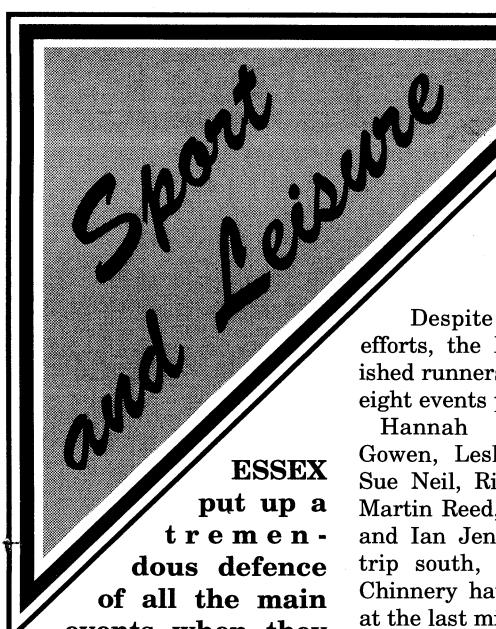
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**Golf offer**



**ESSEX**  
put up a  
tremendous defence  
of all the main  
events when they  
attended the No 5  
Region PAA bad-  
minton championships  
in Gillingham, Kent last  
month.

Despite some valiant efforts, the Essex team finished runners-up in six of the eight events played.

Hannah Lewis, Julie Gowen, Leslie Rosenwould, Sue Neil, Richard Edwards, Martin Reed, Nick Treadway and Ian Jennings made the trip south, with only Carl Chinnery having to pull out at the last minute after being injured on duty.

Essex were defending all the main events - the men's and ladies' singles and doubles and also the mixed doubles.

Hampshire had brought along their secret weapon, in

## Essex put up spirited defence in PAA badminton

# PIPPED AT POST

the shape of Alison Humby, an ex-international and full-time badminton player, who kept the Essex challenge at bay.

Essex results were as follows (all finishing as runners-up):- Richard Edwards, men's singles; Hannah Lewis, ladies' singles; Richard Edwards and Ian Jennings, men's doubles; Hannah Lewis and Julie Gowen, ladies' doubles; Martin Reed and Nick Treadway, vet men's doubles; Leslie Rosenwould and Sue Neil, vet ladies' doubles.

They were up against some very stiff opposition and did very well to get these plac-

ings.

The ladies had an uphill struggle, especially against Hampshire and Alison Humby, but their matches were very exciting, if very gruelling.

### Doubles

In the men's doubles, Essex won two games, losing out to the Kent pairing, who won all their games to take the trophy.

In the men's singles, Richard Edwards won two out of the three games played, losing out again to Kent, who again won all three

of their games to take the trophy.

In the veterans' events, Martin Reed and Nick Treadway had some very long games, going to three in two of them. Kent were again triumphant.

The veteran ladies' doubles was the first such event in the regional finals and involved only two entries - Essex and Kent, with the latter proving the stronger pair to take the title.

Due to the small number of entries, it was played as a round robin, to give everyone a game. The number of games did prove too much for some

competitors, especially those who were playing in more than one event.

At the end of the day, everyone who took part knew that they had had a game. Essex were the only force to put in a full team and enter every event.

At the AGM of the Essex Police Sports Association, at the HQ sports pavilion, Mick Thorp, badminton secretary for the last 12 years, stood down and is to be replaced by Richard Edwards, stationed at Colchester.

**Mick Thorp**

## League honours elude runners

THE final cross country league race of the season took place at Horsham, Sussex.

Only eight Essex men made the trip, ending any hopes of team awards.

Mick Bond had the satisfaction of retaining the male 40 trophy and finishing overall runner-up, losing only on countback, having scored equal points with Jon Frost (Sussex).

Despite missing the last race - holidaying in Spain - Roy Kebbell still won the male 50 award.

Sussex retained the league title, with Kent winning the B category.

In the ladies' section Sarah Bradbury led her Hampshire team to victory.

Essex results at Horsham:- Mick Bond (4th/v40), Russ Welch (11th), Chris Mathlin (35th), Pete Bryan (46th/v40), Lance Williams (57th/v50), Dave Rout (58th/v40), Laurie Rampling (60th/v50), Andy Eves (70th).

Having ended last sea-

son's league in a similarly disappointing fashion, Essex then went on to have one of their best ever regional championships, when the ladies won the title.

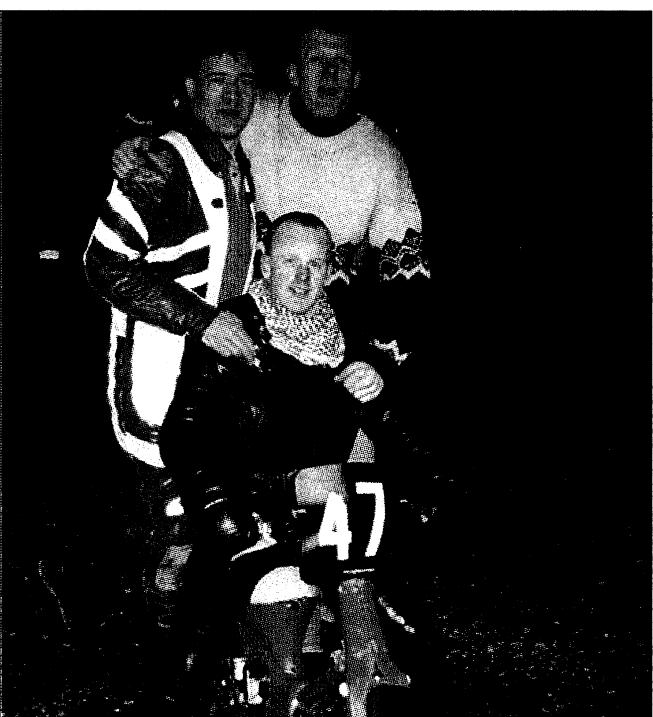
This year's SEPAAC cross country championships take place at Prospect Park, Reading, on Wednesday, March 10, starting at 2.30pm.

The Essex team will leave EPTC, Chelmsford at 11.30am and will pick up at The Nags Head, Brentwood en route.

### Gold

Contrary to local press reports, Mick Bond won the gold medal (not silver) for first v40 male at the Essex County 20 miles road running championship, held at Great Bromley, on Sunday, February 14, thereby retaining the county title he won 12 months ago. Bond finished sixth Essex overall, despite starting the race two minutes behind the leaders because of a logjam at the start.

## All revved up



● READY FOR ACTION - Pictured left to right are PCs Dafydd Hughes, Doug McMahon (seated) and Clive Hansen, of Rayleigh Police Motorcycle Club, at the Lydden racing circuit, Kent, with the 21-year-old Honda moped they raced in the endurance race there. To find out how they got on, turn to page 11.

## Orienteering event

THE PAA Orienteering Championships for 1999 take place on the Malverns, Worcestershire in May.

The event is open to all retired, serving officers and civilian employees of police forces who are members of the PAA.

Provisional course lengths are: Open 6km; veteran men 4km; veteran women 4km; novice 4.5km.

The Malverns are steep-sided, but offer

fast running along the ridges and some good route choice problems. There is a good network of paths.

The novice path will follow path and other line features and will give the fit novice orienteer a 40 to 60 minute run.

The aim of the course is to encourage newcomers to the sport.

A veteran is one aged 40 or over on December 31, 1999.

There will be individual trophies and team awards for open and mixed categories.

Any member of staff wanting to enter this event or who wants to know more about orienteering should contact Sgt Dave Birkett or Pc Wendy Welham at Chelmsford Police Station, on extensions 60108 or 60831.

Closing date for entries is April 30.

## Nominate your star performers

NOMINATIONS are being sought for this year's EPSA awards.

Each year the Essex Police Sports Association makes two awards, to a member or group of members who, in the opinion of the management committee, have made

1. an outstanding contribution to the service of sport and the association and

2. an outstanding performance in sport.

Nominations for the 1998-99 awards have to be submitted in writing, together with a brief pen picture of the candidate, stating the reasons for your nomination.

Please submit to the Force Sports Secretary no later than Monday, April 12.

AT last month's annual meeting of EPSA, trial amendments to the format of the Croker Cup tournaments for the year 1999-2000 were agreed.

All competitions will be run on a one-day tournament basis. This will obviously cause some sections to change their formats radically - for example, the football tournament will have to be five-a-side.

Other sections will need to make appropriate

changes to accommodate a one-day competition.

For this sporting year it will be the responsibility of the section secretaries to organise their respective competition.

If all goes well, the winners of the respective competitions will be responsible for hosting the following year.

The above changes are subject to review in 12 months' time.



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Hicks

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