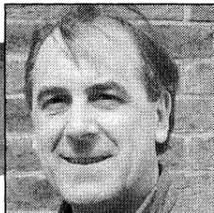




**From El Paso to Clacton - P3**



**Red Cross role for Graham - P6**



**Bernie's a special Special - P10**

## Range of offences extended and budget boosted

# DNA: SPREADING THE NET WIDER

**THE types of offences for which DNA can be obtained are to be extended within Essex Police.**

And £200,000 is to be added to the DNA budget to help fund the increase in samples.

The move comes as the national DNA database clears its backlog and aims to have a turnaround time of 14 days by the end of this month.

But this crucial tool for fighting crime is only going to lead to successful detections and convictions if officers follow the procedures properly.

A recent review, carried out by the headquarter's Inspection and Review Team, shows that this isn't always the case.

Since April 1995 ACPO guidelines have stated that officers should ALWAYS take samples in burglary offences, robbery offences, sexual offences and offences against the person. Legislation also

**by Kim White**

permits sample taking from any other recordable offence, if finance allows.

However, during a two-week inspection period 1,091 records were checked in detail revealing that 14 per cent of prisoners requiring samples were missed.

The results indicate that officers may not fully understand the current policy, a situation which must be rectified if future changes are to prove successful.

### **Samples**

Until now Essex Police has limited itself to the four compulsory categories, but in future the procedure will be extended to include motor vehicle crime and drug related crime.

This will result in an amended policy guideline being issued to reinforce the importance of taking these samples. It is also recommended by the Inspection and Review Team that additional training procedures are introduced, particularly

for officers working within custody areas.

Head of Crime Division, Det Supt Lee Weavers, said: "Every time we deal with someone for an offence, no matter how minor, we must

consider the potential of that person going on to commit more serious crimes, particularly sexual offences."

In at least two recent Essex cases involving seri-

ous sex attacks, the men arrested had more minor previous convictions for which DNA had not been taken.

Det Supt Weavers said: "It's because of cases such as these that it is crucial we now start to spread the net. There is absolutely no point in throwing money at DNA unless we maximise every opportunity to get offenders into the system."

### **Backlog**

The national DNA database is operated by the Forensic Science Service on behalf of ACPO and is the first of its kind in the world.

The backlog of samples from suspects has existed since the database was launched in 1995 as demand for its services and its success rates were far greater than predicted.

Over 500,000 profiles from suspects are now held on the system.

A new DNA processing and analysis unit at the FSS's site in Huntingdon, Cambs, will also help to speed up input on the database and reduce turnaround times.

This means that DNA analysis capacity will increase to 470,000 tests per year.

Over 700 matches between suspects and scenes of crime, and one crime scene to another, are reported to police every week.

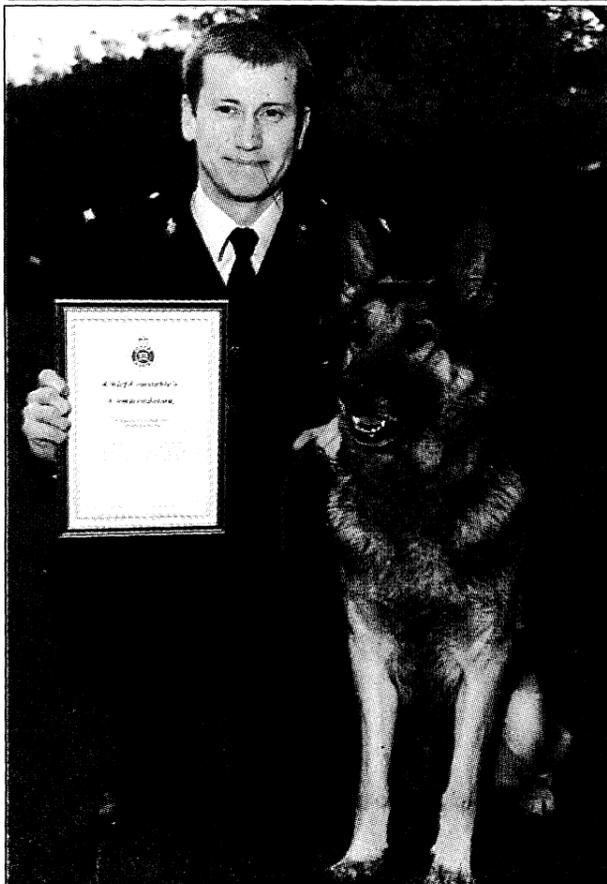
Forty per cent of burglary crime scene stains match with suspects/other scenes in the national database.

Chief Executive of the FSS, Dr Janet Thompson, said: "There has never been a worse time to be a villain. The scientific advances we are making means that we have a greater chance of making an impact on an investigation.

"We know that increased timeliness does make a real difference," she said.

"The conversion rate of DNA work to primary detections in a medium-sized force was zero until efforts were made to cut the turnaround time to less than 28 days. The rate is now 47 per cent. The FSS believes there is potential to increase this to 84 per cent," said Dr Thompson.

## Look what I've got!



● **POLICE** Dog Duke shares the limelight with handler Pc Andrew Kemp after the pair received a commendation from Chief Constable David Stevens for consistent professionalism and dedication to duty. Full story page 13.

## A proud force

ALTHOUGH not yet committed to Investors in People accreditation, Chief Constable David Stevens has welcomed the results of a staff survey which aimed to discover which areas need improving to meet the nationally

recognised standard.

He said: "The findings demonstrate your continued commitment, as they show that the vast majority are proud to work for Essex Police."

● Full story page 11.

## End of an era

ASSISTANT Chief Constable (Operations) Geoffrey Markham retires at the end of the month after more than 43 years' service.

In a special interview he looks back at the high-

lights of a career which has spanned five decades and seen him working with more than half the Chief Constables the force has had.

● Full story page 12.

# Acting Up and Temporary Promotion

OVER this issue and the next I will highlight the issues and questions often asked in acting and temporary sergeants positions.

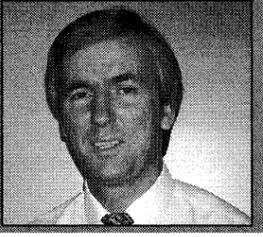
In these notes, the Police Regulations 1995 are referred to as 'the Regulations', the Police (Promotion) Regulations 1996 are referred to as 'the Promotion Regulations', the Police Federation Regulations 1969 as 'the Federation Regulations' and the Police Pensions Regulations 1986 as 'the Pensions Regulations'. A regulation referred to simply by the number is from the Police Regulations.

**What is acting up?** A constable who is asked during the course of his/her duties to undertake duties normally performed by a sergeant is generally referred to as 'acting up'. A constable may be asked to perform such duties on any basis such as 'one off', daily or weekly.

There is no provision which defines acting up and it is a matter of fact whether a constable is or is

## Federation Newsline

by Terry Spelman



not performing the duties of a sergeant.

The main effect of acting up is that a temporary salary becomes payable if a constable acts up for more than 14 days in a year.

The period of acting up will cease either at the end of the period for which it was agreed that the officer would act up or when the officer is ordered to cease carrying out the duties of a sergeant.

A constable may be ordered to cease acting up at any time.

**What is temporary promotion?** Temporary promotion is provided for in the Promotion Regulations (Regulation 6) and occurs where a constable who is qualified to sergeant is promoted on a temporary basis where there is no vacancy for a substantive sergeant.

For these purposes, to be qualified means an officer

must have passed both parts of the OSPRE examinations. Temporary promotion is usually for a stated period but need not be.

A temporary promotion (unlike substantive promotion to sergeant) may cease at any time, at which point the officer will revert to the rank of constable.

**What is the difference between the two?** The main difference between acting up and temporary promotion is that, for the purposes of the former, the member remains a constable and simply undertakes duties which are the duties of a sergeant.

An officer who is temporarily promoted, on the other hand, becomes a sergeant until the end of the temporary promotion.

This distinction leads to several important differences in practice, such as pay and probation and these are dealt

with in more detail below.

### ACTING UP

**Who can act up?** Any constable can be asked to act up. It is a matter of fact whether a constable is performing duties usually performed by a sergeant and an officer may, therefore, be acting up without specifically being told that he or she is doing so.

**Can you be required to act up?** A request to a constable to carry out duties usually performed by a sergeant is likely to be a lawful order within the meaning of Regulation 21 and a constable can, therefore, be required to act up even though he or she is not keen to do so.

A disciplinary offence may, therefore, be committed by an officer who refuses a lawful order to act up, although as a matter of good management, requests to act up should be made with the consent of the officer.

In addition, there may be health and safety issues if an officer who has had inadequate training is required to act up in a role where inadequate training may put the officer or others at risk.

**What is the effect on pay?** Where a constable has been acting up for 14 full days in any year, i.e. for 14 tours of duty, he or she will be entitled to a temporary salary under Regulation 40 for the next full day and any subsequent days in that year in which he or she acts up. For these purposes, the year is each period of 12 months from April 1.

The rate of the temporary salary for the 15th and subsequent days is the lowest rate of pay for sergeants.

Where an officer is engaged in a continuous period of acting up which overlaps two years, a temporary salary will be payable for the whole period (Regulation 40(4)).

The provision has the effect of including the whole period of acting up in the previous year.

In the second year, the part of the period of acting up will not count towards the 14 days of acting up which are unpaid.

The provisions governing temporary salary for part-time officers are currently under review and may change shortly.

**Does a period of acting up have any impact on pension?** Temporary salary payable under Regulation 40 constitutes pensionable pay for the purposes of the Pensions Regulations. Average pensionable pay will reflect periods of paid acting up during the year before retirement.

**Can you still act as a member of the constables' branch board?** A constable who acts up remains a constable and there are, therefore, no issues arising from periods of acting up which could affect the officer's position on a Constables' Branch Board.

**Performing custody officer duties** A constable who is acting up does not hold the rank of sergeant and is, therefore, not qualified to be appointed a custody officer for a designated station or, unless the custody officer is not readily available, to perform custody officer duties at a designated station under the Police and Criminal Evidence Act 1984.

### PROMOTION TO SERGEANT

**What is the effect on pay increments?** When an officer is promoted to full substantive sergeant, previous periods of acting up are not reckonable as service in the rank of sergeant for pay purposes.

The appropriate category of pay for a sergeant is determined by the number of

years' service in the rank of sergeant (Schedule 6, Paragraph 1(6) and (7)). The Regulations provide (at 39(2A)(c)) that periods of acting up are not to be taken into account for the purposes of reckoning service as a sergeant for pay purposes.

**Qualification for promotion to the rank of inspector** Under Promotion Regulation 3, a sergeant is qualified for promotion to the rank of inspector if he or she has passed the necessary examination and completed two years' service in the rank of sergeant.

For similar reasons to those set out above in relation to the probation period, periods of acting up do not constitute service in the rank of sergeant for these purposes.

### TEMPORARY PROMOTION

**Who is eligible for temporary promotion?** Regulation 6 of the Promotion Regulations provides for temporary promotion to sergeant provided that the officer is qualified for promotion under Promotion Regulation 3.

This provides that in order to qualify for promotion, an officer must have passed the qualifying examination (i.e. both parts of OSPRE), have completed two years' service and completed the constables' probationary period.

**Can temporary promotion be imposed?** Although not entirely clear, an officer who is offered temporary promotion may refuse to accept the appointment. Good management practice should dictate that only an officer who is willing to accept temporary promotion should be required to do so.

● To be continued.

## Shift systems delay

AS I write this, we are still in negotiations with the Chief Constable over issues we have raised.

It was hoped that at the Force Development Group meeting on the April 21, divisional commanders would decide if a variable shift system would be acceptable to them from a management point of view. They asked for further

information which will be discussed at the next meeting in June.

### Ballot

If they agree, then it is still down to an agreement being reached by the Federation Joint Branch Board and the Chief Constable.

If we pass the first point, i.e. Force Development

Group, we envisage balloting all members on the proposals with a guide on what is being proposed attached to the ballot.

I am not pre-empting any agreement but what has been said on numerous occasions is that Essex Police is not looking at any system where there are additional costs.

## Thorpe Park discounts

DISCOUNTED tickets for Thorpe Park are available from: Department TP, Surrey Police Federation, Mount Browne, Sandy Lane, Guildford, Surrey, GU3 1HG

Tickets are £11 each for adults and children - normal price £17.50 and £14

respectively. Send a cheque made payable to Surrey Federation TP A/C, specifying what tickets you require with a stamped addressed envelope.

Any profits will go to the Police Convalescent Home and other police charities.

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#### HOSPITAL BENEFIT

If you receive the First Diagnosis Benefit you will also receive a payment of £120 for every night you spend in hospital for treatment or surgery directly related to your female or male cancer. This benefit is payable for a maximum total of 100 nights at any time during the five years after first diagnosis.

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## Tough targets will help reduce crime

AS ESSEX Police continues in its drive to ensure that 'quality intelligence' becomes the key to reducing crime, challenging targets have been set for recording offences.

At present, it can take a number of days for the details of an Essex offence to become a computerised record. This is partly due to the structure of Essex Police which means certain stations don't have the appropriate facilities for immediate crime recording.

This can seriously affect the work of divisional analysts, recently recruited by Essex Police to help identify crime trends and make cross border comparisons and predictions.

A report to Crime Policy Group has urged a more consistent approach to crime recording across the county, assisted by improved technology and better procedures for call handling.

The first aim is to record all crimes within 24 hours, with a further commitment to meet a target of two to four hours by the end of the year.

### Technology

One way of improving consistency will be to introduce the National Strategy for Police Information Systems computer application for crime. This is currently being developed and it is hoped it will be available from late next year. Not to be constrained by technology, however, an interim technological solution is now in place.

Head of Crime Division, Det Supt Lee Weavers, said: "These are tough targets being set but they are needed if we are to meet our strategic aim of reducing crime. The quality of the information we capture is absolutely crucial. The analysts will only come into their own when they are able to deal with timely and detailed information from which they can make predictions and give advice to officers."

"Territorial divisions and Crime Division will be working together in the coming weeks and months to find practical solutions to present blockers to timely and accurate information collection and analysis."

## It's Clacton PD Blue!

OFFICER Liz Marquez, of the El Paso, Texas Police Department, spent a day on patrol with Clacton Police A-shift, but she hardly needed showing around the resort.

Liz, 25, was born in Clacton and lived there until five-and-a-half years ago, when she set off for a two-week holiday to America.

"I loved it so much over there, that I didn't come back," said Liz, whose sister Christina Quiroz is a scenes of crime assistant and administrator at Clacton Police Station.

### 'Ride-around'

"I managed to find work and had no idea I would end up in the police department until the day I got to go on a ride-around and then I was hooked."

Police in El Paso allow members of the public with an interest in their work to join them on patrol in a police

car (hence 'ride-around').

"You're not allowed to do anything, just observe, but at the end of it I didn't want to get out of the car," recalled Liz, who has just completed her 12 months probation with El Paso Police.

"I spent six months in the training academy, followed by a year's probation."

"Now I am going out on patrol, in the same way you do here. We start with a 15-minute shift briefing, then get in the patrol car, which has a radio which will despatch us to whatever call it is."

"We use codes to tell us how fast we can go to get there and a computer monitor in the vehicle which tells you the information you need, such as the name of the caller, any suspects and what you can expect when you arrive."

The 1,000 strong El Paso force polices a town of one million people.



● Liz Marquez swaps Texas for Clacton.

"Normally in the morning it's quite quiet. Then it gets busier in the evening, but the busiest time is at night and weekends."

"It's real hard to get a job doing something you love to do and I love my job!" said Liz, who was partnered on her Clacton late turn shift by her future brother-in-law, Pc Simon Lofting, who is engaged to Christina.

### Eye opening

He said: "We had a very busy day and I think she found it an eye-opener. She

was very tired at the end of it, but said she had enjoyed it very much."

Calls included unwanted customers at a local pub, stop checks, dealing with a drunk driver and attending a burglary at a fishing tackle shop.

"She was able to see how we do things here and compare it with the way it's done in Texas," said Simon.

After the arrest of a motor cyclist, later charged with driving with excess alcohol, Liz was also able to follow the procedures in custody, which she also found useful.

## Wartime memory

THE Essex Police Marine Unit found itself at the centre of a clearance operation when the past came back to haunt Southend last month.

An unexploded para-mine became caught up in the nets of a fishing vessel, The Gannet, anchoring the boat half a mile off Southend Pier.

As the Royal Navy Explosive Ordnance Disposal Unit made its way to Essex, the police helicopter hovered above the area to warn small craft in the area not to enter the 1km exclusion zone which was immediately set up.

It was relieved by the police launch boat Alert III. Meanwhile, the pier was evacuated as a precaution.

The Marine Unit kept watch at the scene overnight while regular safety broadcasts were put out to other vessels in the area.

The following day, the mine was placed on flotation bags and towed to a position one-and-a-half miles off Canvey Island where it was safely detonated.

# Aim for smooth transition



## Medal for Heidi

A BEAT officer who has revitalised the local Neighbourhood Watch Scheme has been honoured in Epping Forest District Council's Civic Awards.

Pc Heidi Rowley, of Nazeing, was presented with the Essex Police Community Service Medal for 1999 in a reception at Manor Hall, Chigwell.

She joined Essex Police in 1989 and has worked as a beat officer in Theydon Bois, Epping, Nazeing and Roydon.

The reception heard that since returning to Nazeing last year she had involved the community in Neighbourhood Watch through newsletters and regular surgeries.

She was praised for her enthusiasm and professionalism, and her great interest in village life.

Pc Rowley was also described as "reliable, honest, conscientious and held in the highest regard by the community she serves."

She is pictured above accepting her award from Councillor Michael Heavens, Chairman of Epping Forest District Council.

CHALLENGING times are ahead for Essex Police when it becomes responsible for areas of the Epping Forest District currently policed by the Metropolitan Police.

But close liaison between the two forces and Epping Forest District Council is set to ensure a smooth transition on the official changeover date of April 1, 2000.

In addition, residents affected by the change are being reassured that the quality of service they currently receive will not diminish.

The areas being absorbed into Essex Police are Loughton, Waltham Abbey, Chigwell and Buckhurst Hill, which it is proposed will become part of Harlow Division headed by Superintendent Andrew Drane.

The current proposal is to split these areas into two sections - Epping Forest South, comprising the wards of Loughton, Debden, Buckhurst Hill and Chigwell, and Epping Forest North, which will include the remainder of the district.

In Epping Forest South, Loughton police station will open to the public 24 hours, Limes Farm and Debden will be bases for community teams and, whilst there is no operational

by Kim White

requirement for Chigwell, the building is likely to be used by other support departments.

In Epping Forest North, Waltham Abbey, Epping and Ongar police stations will open between five and seven days each week and all three stations will house community teams, as will Nazeing police office. Response teams and other specialist support will work from Waltham Abbey and Epping.

Community policing teams will be dedicated to specific areas and will proactively focus their work on reducing crime and disorder, targeting particular concerns of local residents. A reactive role will be retained through 24 hour response teams and a criminal investigation team. Further specialist support will also be available.

## Offbeat

A CONCERNED neighbour dialled 999 when he saw a landing light flashing SOS in Tilbury. Luckily, it turned out to be faulty light bulb!

To ensure that the proposals being put forward by Essex Police take account of the views of local residents, there will be a consultation period of two months.

Supt Drane said: "Since last year we have worked closely with both the Metropolitan Police and Epping Forest District Council to make sure that the transition is smooth and efficient. In particular, all three agencies have carried out a considerable amount of work under Crime and Disorder legislation, highlighting areas of concern in the district which require priority attention. Two special projects are already underway in Waltham Abbey and Debden, so Essex Police will be well-versed by April next year."

"It is very important to us that residents of the district are reassured that they will not be affected by the proposed changes and that they will continue to receive a good quality police service."

Oh dear, what can the matter be? Another 999 call came in from a bowling arcade at 6am. It was from a bowler who had drunk too much the night before. He had fallen asleep in the toilets and couldn't get out.

# Have you made a will?

ONLY three in ten people in Britain have made a will, which is astonishing when you consider the problems that can be suffered by families left behind without this essential document.

Save the Children, the UK's leading international children's charity, has launched a campaign to encourage more of us to make a will and, if possible, leave a bequest to enable its vital work around the world to continue.

The charity has produced a free "Guide to Making or Changing your Will", which can be received by phoning or faxing Nick Wiggins, SCF's Legacy Adviser, on 0181 658 3775, (e-mail to: [nw@scfuk.org.uk](mailto:nw@scfuk.org.uk)). Alternatively, write to him at Save the Children, Legacy Unit, 17 Grove Lane, London SE5 8RD.

IN "Law Letters" of April's issue, two correspondents - Messrs Wilcockson and Holland - voiced their concerns regarding money wasted by Essex Police, despite the well-publicised lack of funding by Mr Straw and his colleagues.

They were two letters with which, I would suggest, most people serving would wholeheartedly agree.

Within a couple of days of *The Law* being published, however, the Thurrock Gazette arrived with another example of money thrown away that could have been put to better use, such as policing the streets for example.

Sitting proudly on page 23 was an Essex Police advertisement of over a quarter page, telling the public of the local "policing priorities" (i.e.

telling them what we should be doing anyway).

Inquiries with the Gazette revealed an ad this size in that particular section of the paper cost £262 (less any possible discount).

Apparently, this ad is part of a series running county-wide. Assuming each division has had a similar amount spent in its local press, that amounts to a sum in excess of £2,500. A drop in the ocean in the overall budget, but surely, in addition to the leaflets referred to in the previous issue and the various other meaningless purchases, this money could and should have been put to far better use.

I've no doubt that someone in control of the readies will respond and shoot me down in flames, but to a mere Pc trying to do his job, which is often dictated to by finance

(sorry, lack of) priorities seem to be a little confused.

Maybe I've just become a cynical policeman!

Pc Ian Howitt, Grays.

## Involving the community

From the Deputy Chief Constable

I REFER to the letter from Pc Ian Howitt (above), in which he supports criticisms made in the last edition of *The Law* regarding spending decisions in the face of the budget cuts.

In response to those letters I made it clear that the force was taking a very positive approach in spending its £169 million budget, that the force was performing to a high standard and was seeking further improvements in

performance in the coming year.

Part of the success of Essex Police has been involving the community in reducing crime and disorder and in letting the community know what to expect from their police.

To enhance and develop this relationship we decided to improve the countywide coverage of what Essex Police was going to achieve in 1999/2000 in either local authority newspapers, free newspapers or local newspapers.

It is true that in Thurrock we had to pay for an advertisement in the "local rag", but keeping the public and staff informed about our intentions and our performance is essential if partnerships are to be maintained and improved.

Charles Clark, Deputy Chief Constable.

## A good do . . . . . missed

I WOULD like to say a public thankyou to Fred Simpkins for organising the 30th anniversary of Southend's Borough Force demise.

It was a splendid occasion, meeting old colleagues and reminiscing. It was also moving. In fact, it was so moving we had to have a collection to replace the tear-stained carpet.

One thing I did discover was that several pensioners do not receive your newspaper and only heard of the reunion by word of mouth.

Dave Hurrell, Westcliff-on-Sea.

● All employees, on leaving the force, can chose to receive *The Law*. Individuals not receiving it, who would like to, should be asked to write in to be added to the mailing list - Editor.

I WAS interested in the article 'Likely Borough Reunion' in the March issue of *The Law* and a brief letter sent by Fred Simpkins.

I'm not a great one for hanging on to the past, so generally speaking I keep away from my old haunts, such as Southend Police Station, as I don't want to become one of those dust-covered relics pretending to be playing snooker, but in fact using the table as a zimmer frame.

However, as an ex-borough man I thought this could be a good night out, to meet some of the old blue line that helped keep up the standards when there were standards.

I noted that, although Fred had indicated a possible date in April for the event, March 27 was shown in *The Law* and that final arrangements would be confirmed by letter or telephone. No such confirmation was received and unfortunately my wife was feeling unwell on the 27th, so I decided to remain at home with her.

## How to get on track

TWO books are now available for those of you who like to walk with your family or just with your dog, suitable for all shapes, sizes and levels of energy.

"15 Walks in S E Essex For All The Family" (4-8 miles) and "17 More Walks In and Around S E Essex" (4-9 miles) can be purchased at £2.25 each from Mrs J Law, 4 Nobles Green Close, Leigh on Sea, Essex SS9 5QH. Cheques to S E Essex Group RA please.

Mrs J M Law, The Ramblers' Association, S E Essex Group.

On April 6 I received a letter from Headquarters in a brown envelope postmarked April 1, 1999.

Well, I knew it wasn't a fizzer, they can't touch you once you've left, or not yet anyway, so could it be they had discovered they owed me some extra money on my pension, or a begging letter for money to buy a motorbike or a horse?

No - it was a letter from Fred, confirming that the reunion was to be held on March 27, some 11 days previously. You would imagine I was a bit disappointed at not getting my confirmation letter. Nothing of the sort. It brought joy to my heart to see that things haven't improved since I left.

Oh and by the way, I am told by those who phoned Fred at Leigh that they were out of luck, as he had been seconded to the Met! As they say, you couldn't make it up!

Ex-Pc Steve Lodge, Westcliff-on-Sea.

## Thanks from Ernie

I WOULD like to thank all my friends and former colleagues who very kindly contributed towards the very nice gift I received following my recent retirement from the service.

As I only live and drive a nine iron away from Headquarters I am sure to see most of you again in the not too distant future.

In the meantime I hope you all remain happy and healthy.

Ernie Carr, Chelmsford.

# Law letters

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

## Fed's early days recalled

IT occurs to me that only a limited number of officers are aware of the inner workings of the Police Federation.

The representative body was introduced after the first world war, when there had been unrest and strikes, to bring to the notice of the proper authority matters affecting the efficiency and welfare of the members.

I was fortunate to be voted into office locally and became involved, holding office at Constable and Joint Branch Board level.

At the time all police reports had to be written in officers' own time, which became a bone of contention and led to a complaint from a constable who thought this practice was wrong. This was passed to the Chief Constable at the time, but was not received favourably.

At the next JBB meeting, it was decided to approach HM Inspector of Constabulary on his annual visit, but at a later meeting it was proposed to rescind the previous minute and take no further action. In company with another officer I walked out of the meeting in disgust.

However, it was clear that the Chief Constable heard of the differences and changed his mind - a victory for common sense.

Archie Rickwood, Southend-on-Sea.

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## One-stop crime prevention shop proves popular with shoppers

A ONE-STOP Crime Prevention shop has been proving a hit with shoppers in Wickford.

Thanks to property agents Mass & Co, a former bakery in the town centre shopping precinct has been taken over once a month for the past four months, offering advice on crime prevention, Neighbourhood Watch and other related topics.

### Popular

Cycle coding has also been a popular feature and each month a different agency has shared the facilities to offer advice on a range of topics.

In April Diana Foster of the local women's refuge joined regulars Gloria Bruce, Neighbourhood Watch Liaison

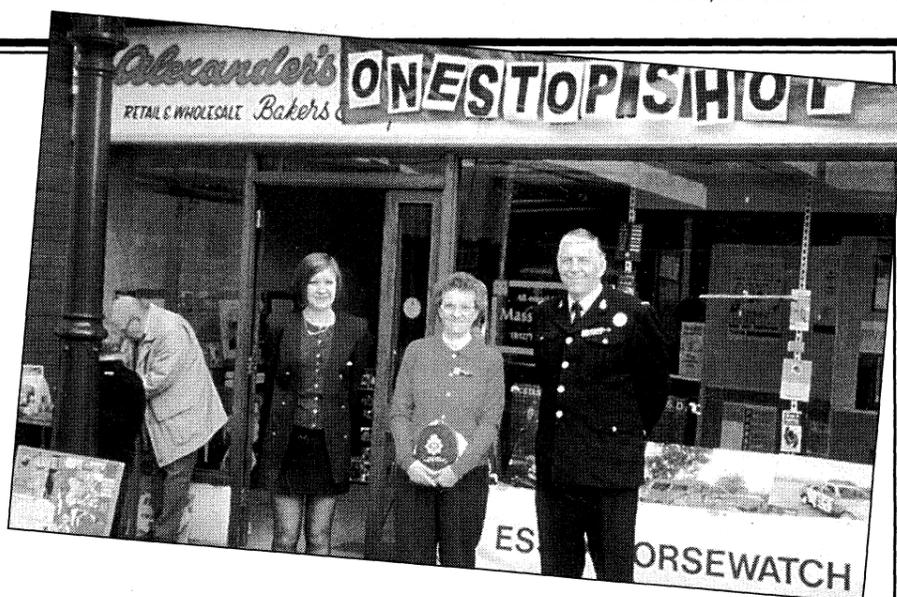
Officer and Pc Geoff Whiter, Wickford's Community Liaison Officer.

Said Geoff: "It has been a very useful exercise and has meant that I can chat to people about their problems who would not otherwise come into the police station."

Basildon Council has also been supportive of the new venture, with input from the sports and leisure and road safety departments.

Neighbourhood Watch have organised the cycle coding, with the help of volunteers and have also been selling ultra violet pens, to enable people to postcode their valuables.

Personal attack alarms have also been sold, as well as a number of crime prevention books.



● Pictured outside the Wickford shop (left to right) - Diana Foster, Gloria Bruce and Pc Geoff Whiter.

## Power cut test dates

A CRITICAL aspect of the Millennium preparation is testing response to a power cut.

The blackout exercise will be carried out at 15 Essex Police locations up to November.

It involves switching off the police station's electricity for three or four hours to assess how the premises function after an emergency battery clicks in and then a generator takes over.

The first test in the series took place in April at Clacton Police Station, where the generator is able to power the building for three weeks.

### Minor

The Clacton test went well, but some minor problems emerged as a result of the mains supply being switched off.

These included the station petrol pump going out of service, some air conditioning failures and difficulties with an access gate and monitoring equipment. The problems are now being addressed.

The remaining 14 power cut tests are due to take place as follows:

- Basildon: May 6.
- Harwich: May 20.
- Harlow: June 3.
- Thurrock: June 17.
- Chelmsford: July 7.
- Southend: July 15.
- Brentwood: July 29.
- Saff'n Walden: August 12.
- Rayleigh: August 26.
- Colchester: Sept 9.
- Braintree: Sept 23.
- FIR: Oct 10.
- Witham: Oct 21.
- Stansted Airport: Nov 11.

## Work under way to ensure a problem-free new century

# IT'S THE Y2K BUG BUSTERS

### Millennium countdown

THE countdown to the Millennium is well under way at Essex Police.

Detailed work is taking place to ensure that the dawning of the new century is problem-free.

The force's functions are being put to the test to identify and eliminate any gremlins, technical or otherwise, in advance of the big date.

Everything from operational needs and transport to IT and estates management is coming under close scrutiny.

The painstaking procedure is being supervised by the Essex Police Year 2000 Group, an inter-departmental forum chaired by Chief Constable David Stevens.

The groundwork is being co-ordinated at Police Headquarters by a Millennium Project Team under manager Insp Tim Stokes and planner Sgt John Andrews.

Their telephone number (landline only) is 01245 268720; fax 01245 491721.

To underpin sound communication, a team of divisional liaison officers has been formed to provide local links with the project team.

They are:  
Basildon: Chief Insp Roger Lowe.

Braintree: Sgt Keith Beechener.

Chelmsford: Sgt Chris White.

Colchester: Insp Paul Fieldsend.

### by Peter Laurie

Harlow: Insp Ivor Harvey.  
Rayleigh: Chief Insp Steve Bottrill.

Southend: Sgt Ian Clark.  
Stansted: Insp Jim Chrystal.

Tendring: Chief Insp Craig Robertson.

Thurrock: Sgt Mick Berry.  
Crime Division: Det Chief Insp Dave Halsey.

FIR: Chief Insp Kevin Bailey and Insp Steve Rawlings.

Operations: Supt Ian Cotgrove.

Traffic: Sgt Paul Spooner.

### Payment

Leave for police and operational support personnel has been cancelled for December 31 and January 1.

Police pay will be in line with national regulations.

Payment to civilian support staff involved in Millennium duties is under consideration.

Both January 1 and January 3 will be public holidays.

Regular Millennium updates will appear in *The Law*.

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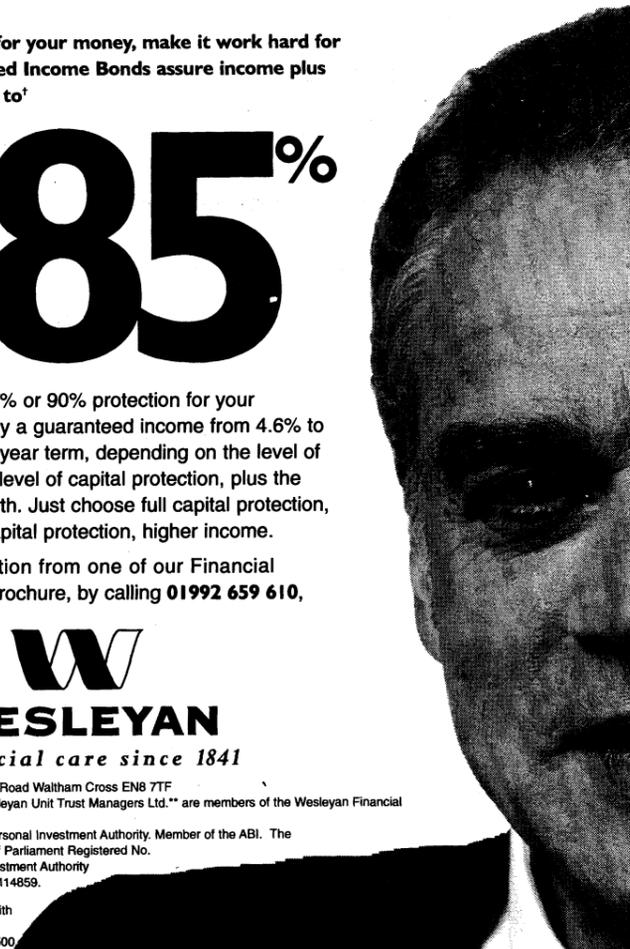
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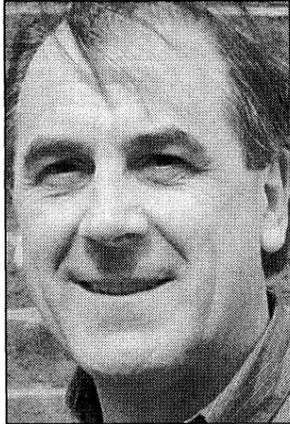
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**RUTH COLLIN met up with retired officer Graham Dossett (right), now involved in the worldwide arena of human rights.**



**THE ICRC - A HISTORY**

IN 1859, Austrian and French armies fought at Solferino in northern Italy, killing and wounding 40,000 men. A Swiss businessman, Henry Dunant, was horrified by the scene and helped by local people bought aid to the injured.

On returning to Switzerland, he proposed the establishment of societies to relieve the wounded and the adoption of a convention to protect wounded soldiers and medical personnel on the battlefield.

In 1863 a charitable association, the Geneva Society for Public Welfare, set up a five-member commission to look at how these ideas could be implemented. They met on February 17 and founded the International Committee

for relief to the wounded in time of war, which later became the International Committee of the Red Cross.

**Fundamental principles**

"The ICRC acts to help all victims of war and internal violence attempting to ensure implementation of humanitarian rules restricting armed violence."

- Humanity
- Impartiality
- Neutrality
- Independence
- Voluntary Service
- Unity
- Universality

# For the sake of humanity

**"I WAS given some advice when I became a policeman - to keep a note of anything I would be interested in doing when I retired."**

Good advice indeed, and when Graham Dossett retired last year, his role he wouldn't swap for the world.

The International Committee of the Red Cross (ICRC) is a familiar organisation to many as the guardians of the Geneva Conventions.

Where war is raging, for example in the Balkans, their representatives have a right to bring relief to wounded military personnel, visiting prisoners of war, aiding civilians and ensuring that those protected by humanitarian law are treated accordingly.

But during peacetime the ICRC plays a key role in making sure law is understood in preparation for war should it occur.

ICRC is currently active in more than 50 countries with 8,600 staff worldwide. It works predominantly in countries where there is or has been conflict, for example the Middle East, Africa and Asia.

For years the ICRC has worked to train military forces in humanitarian law, however in many countries the line between military and police forces has become blurred and increasingly the Committee finds it necessary to extend its teaching to police personnel.

When Graham Dossett was planning his retirement, his interests included seeing the world, learning another language and working in the humanitarian field.

He began to make inquiries and forge contacts in these areas and learned about the work of the ICRC.

**"Rights and privileges that are taken for granted in the UK are not in other countries. In some places torture is still commonplace..."**

With a background in investigating, training and Complaints and Discipline, Graham was initially looking to work as a trainer for the Committee, but out of the blue was offered the role as Co-ordinator for the Division for Relations with Armed and Security Forces.

"The opportunity came about at the right time and

was too good to miss," he says. He took up his new role last November and with the support of his family now lives and works in Geneva.

Under the terms of Geneva Conventions, all governments are obliged to teach their forces humanitarian law and

Graham Dossett says it's his job to offer them assistance.

"I've already been to South America and Africa and am due to go to Asia and the Middle East soon.

There is a lot of work for us to do," he says.

"Rights and privileges that are taken for granted in the UK are not in other countries. In some places torture is still

commonplace, although against human rights law, people are arrested on little or no evidence and prisoners' rights are violated."

He is currently co-ordinating a major training programme with a South American country.

Now half way through, by the end they hope to have trained half a million police personnel and left in place an ongoing training programme to teach new recruits.

"It's difficult to assess what has been achieved," he explains.

**Information**

"We know how many people have received the information and if it's hard to know how the information is used.

But, if we have the smallest influence and have prevented harm or injury or stopped someone being mistreated, then that is a great achievement."

Graham says he finds his new role and living in a new country extremely fulfilling.

"Our standards are so high, we don't always get everything right, but other countries have a different starting point and can be prone to treating people wrongly.

**Rights**

Every single human being has the same basic rights and in some countries they are not respected, as they should be. This is a chance for me to redress the balance."

**●You can find out more about the work of the International Committee of the Red Cross on its website at [www.icrc.org](http://www.icrc.org) [www.icrc.org](http://www.icrc.org)**

**For any further information you can email Graham direct on [HYPERLINK](mailto:GDOSSETT@ICRC.ORG) mail to: [GDOSSETT@ICRC.ORG](mailto:GDOSSETT@ICRC.ORG)**

**THE LAW OF WAR**

"THE following acts are and shall remain prohibited at any time and in any place whatsoever:

Violence to life and person, in particular murder of all kinds, mutilation, cruel treatment and torture;

Taking of hostages;

Outrages upon personal dignity, in particular, humiliation and degrading treatment;

The passing of sentences and the carrying out of executions without previous judgement pronounced by a regularly constituted court, affording all the judicial guarantees which are recognised as indispensable by civilised peoples."

## New rural teams come into effect

NEW community policing teams have been introduced in the rural areas of Essex following three months of public consultation.

The proposals of the Rural Policing Review Team were published in January and, during the consultation period, more than 1,000 members of the public attended 26 open meetings, and strongly supported the move to community policing teams. Under the new system, every parish has a nominated and identifiable police officer responsible for providing a community policing service.

The new structure was introduced on April 26, with the aim of reducing crime and disorder and improving the policing of the countryside.

Chief Constable David Stevens said, "I am confident this is the policing structure which is right for

Essex, and which will deliver an excellent police service in the rural areas in the future."

The proposals maintain the number of rural officers at 147, but will provide an improved level of service. This will be reviewed in 18 months time.

Every rural section station will be equipped with a direct telephone line and answer machine service, known as Community Callminder.

Four new section stations are planned, at Shalford, Great Horkeley, Walton and Copford, and a number of other rural stations need refurbishment. In these areas temporary bases will operate until the proposals can be implemented.

Surplus police houses will be reclassified as non-core and sold under existing policy guidelines.

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	£20,000 OVER 10 YEARS	
	£17,500 OVER 15 YEARS	
	£15,000 OVER 12 YEARS	
	£10,000 OVER 10 YEARS	
12.8%	£9,000 OVER 10 YEARS	£129.87
	£7,000 OVER 7 YEARS	£124.11
	£5,000 OVER 5 YEARS	£111.59

TYPICAL EXAMPLE: £5,000 OVER 60 MONTHS AT £111.59 PER MONTH, TOTAL COST £6,695.40 A.P.R. 12.8% VARIABLE

**THE LAW OF WAR**

"THE following acts are and shall remain prohibited at any time and in any place whatsoever:

Violence to life and person, in particular murder of all kinds, mutilation, cruel treatment and torture;

Taking of hostages;

Outrages upon personal dignity, in particular, humiliation and degrading treatment;

The passing of sentences and the carrying out of executions without previous judgement pronounced by a regularly constituted court, affording all the judicial guarantees which are recognised as indispensable by civilised peoples."

E S S E X P O L I C E

# Special Edition



Lindsay Hurrell

## Special help from Lindsay

SPECIALS co-ordinator Lindsay Hurrell has now had her post extended until March next year.

Lindsay took over from Annette Williamott as the full time link between the Special Constabulary and the regulars last June.

Since then she has kept busy attending open evenings and co-ordinating recruitment, particularly with regard to promoting recruitment campaigns, like Specials Fortnight in January.

### National

Another responsibility is keeping up-to-date with national policies and procedures for Specials, and communicating them throughout the force.

Before her current post, Lindsay worked at Stansted Airport police station and this, together with background knowledge of the Specials, has helped her in her new role.

Looking ahead, Lindsay said: "This year there are lots of things we want to do, and improve on."

"I will be attending different events throughout the county, for example the Clacton and Southend Air Shows and the County Show, to promote the Specials."

She added: "I would like to thank all the Specials for their hard work and support since I've been here. I'm here to help, so please feel free to contact me."

Lindsay can be contacted on ext. 54154 at police headquarters.

**More inquiries for county than anywhere in South East**

# CAMPAIGN PAYS OFF FOR ESSEX

**Report by Alyson Mountney**

**ESSEX came top out of all the police forces in the South East for attracting potential Specials during a national campaign.**

Figures for Specials Fortnight, which ran from January 11 to 22, show that the Home Office received 184 inquiries for Essex during the initiative, more than for any other South East force.

A number of inquiries were also made directly to police headquarters in Chelmsford.

As a result, 143 people attended local open evenings to find out more about becoming a Special Constable.

From the number of inquiries, 78 preliminary

applications were received and between 40 and 50 applications are currently being processed in line with the general selection procedure.

Specials throughout the county took part in a number of initiatives to promote their work during the fortnight, with most detailed in the divisional reports here.

### Minister

In addition, the Special Constabulary played host to a Government minister for the second year running when Home Office Minister, Paul Boateng MP, paid a visit to Rayleigh.

He met with Specials who were taking part in a campaign to make passengers feel safer on local buses, while raising their profile at the same time.

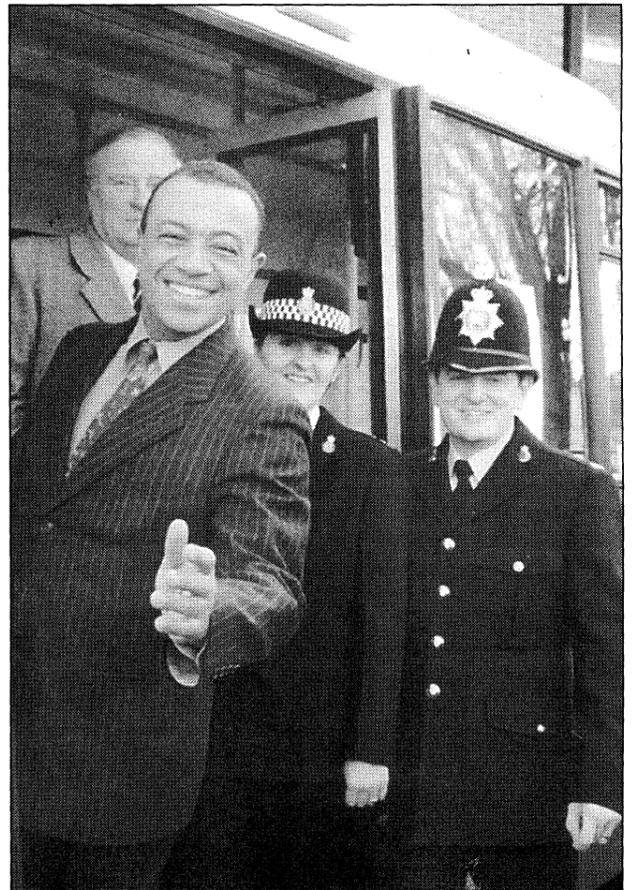
Braintree division organised Exercise Special Reserve at Earls Colne Airfield, which like the minister's visit attracted the attention of the local media. See the centre pages for what happened on the day.

All the campaigns for Specials Fortnight involved a lot of planning, but the results show that all the hard work paid off.

Specials Commandant Alan Hill said: "Every division was involved in something and they all deserve the highest praise. The response from everyone involved in promoting Specials Fortnight was tremendous throughout the force and the fruit of our efforts was the response we got."

"The enthusiasm, and the commitment that these people make to the Special Constabulary and their communities is amazing. They really do give 150 per cent and it shows how important they are in supporting the regular police."

The only challenge now is to beat the level of interest next year!



Paul Boateng gets on board with the Specials and Police Authority Chairman Anthony Peel at Rayleigh.

## Get the boot for a good cause!

**OVER the past four years Essex Specials have taken great strides forward to help the community - and this year is no exception.**

The fifth Special Constabulary annual walk for charity starts on May 14 and follows the Essex Way from Epping to Harwich, a total distance of 81.4 miles.

This year the money raised will go to two charities. One, the Essex Air Ambulance, was the sole beneficiary last year.

The second, the Leywood Parents and Friends Association, provides social evenings and support for people with learning difficulties at the Braintree Training Centre.

Everyone is welcome to join the trek across some of the most scenic parts of

the county, even if it's only for one day.

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

### Itinerary

**May 14** (16.9 miles). 7am - meet at Essex Police Training Centre, Chelmsford, for pick up by minibus; 8am - walk starts from Epping Tube Station; 12/1pm\* - High Street, Chipping Ongar; 5/6pm\* - Star Inn, Good Easter.

**May 15** (13.9 miles). 8.30am - meet at EPTC; 9am - Star Inn, Good Easter; 12/1pm\* - Main Road, Great Waltham; 5/6pm\* - The Ford, Terling.

**May 16** (14.8 miles). 8.30am - meet at EPTC; 9am - The Ford, Terling; 12/1pm\*

- The Church, Cressing; 5/6pm\* - The Church, Great Tey.

**May 17** (12.1 miles). 8.30am - meet at EPTC; 9am - The Church, Great Tey; 12/1pm\* - New Church Road, West Bergholt; 5/6pm\* - The Church, Boxted.

**May 18** (13 miles) 8.30am - meet at Marks Tey Hotel for pick up by minibus; 9am - The Church, Boxted; 12/1pm\* - Quay Street, Manningtree; 5/6pm\* - The Strangers Home Inn, Bradfield.

**May 19** (10.7 miles). 8.30am - meet at Marks Tey Hotel; 9am - The Strangers Home Inn, Bradfield; 12/1pm\* - The Church, Wrabness; 3pm\* - The High Lighthouse, Harwich.

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

## Millennium mayoress

BS RITA Hunt is preparing to take on the role of Mayoress of Colchester for the millennium year.

The mayor-making ceremony takes place on May 19 and Rita, a Special for seven years, hopes to raise awareness of the Specials during her year in office.

It is believed to be the first time in Britain that a Special has served as mayoress.

Her new title means that the divisional command team will have to address her as Ma'am at official functions!

*taking a lead in making Essex safer*

# The intrepid team keep on trekking!

# On call to

BRAINTREE division remains the largest of the ten in the county, having a present roll of nearly 80 Special Constables.

In the past year we have had several good pieces of police work carried out by Specials in the division, mainly in the areas of public order and minor traffic offences.

We also ran our Exercise Special Reserve at Earls Colne Airfield (with thanks to the owner Mr Eric Hobbs).

This was where Specials dealt with a major exercise incident in company with five pumps of various types manned by our colleagues from Essex Fire and Rescue Service, and two ambulances from the St John Ambulance.

Everything was as real as we could make it and many valuable lessons were learned by all

## Braintree

who took part, and indeed by those who watched the exercise unfold.

Finally, over a cool weekend in April, a small group of Specials from the division, including DO John Salmon and SO Derek Hopkins, attended a third team building weekend at Fawber farmhouse just outside Horton in Ribblesdale in the Yorkshire Dales.

On the Saturday the main group walked from Fawber round Sel side below Ingleborough, and then climbed Whernside, the highest point in Yorkshire at 2,310 feet. The round trip was a lit-

tle under 20 miles, and completed in just over nine hours.

However two of our intrepid number, Sc Gary 'Bulldog' Dyer and Sc Lee 'Pit bull' Martin walked the Three Peaks. This endurance walk, completed only by the fittest people over a 24 mile course, ascending and descending over 6,000 feet in the process, was completed by them in a very creditable ten hours and 37 minutes.

The following day those of us without blisters and with a little spare energy walked the Ingleton Waterfalls, at only 4.25 miles yet nearly as daunting as the previous day but very strenuous all the same. It was a most successful weekend at the end of another successful year at Braintree.

**John Salmon,**  
Divisional Officer

THE Specials in G Division have had a very busy year. By far the largest event we are involved in is the annual North Weald Airshow, which is now a one day event but still attracts a huge crowd of people.

Last year the Special Constabulary were responsible for policing the perimeter of the airfield and general traffic control. An event of this size calls for a big commitment of numbers and we are always grateful to other divisions who assist.

There are more localised public occasions that require a high level of policing.

# Offering everyday support

IT'S been quite a quiet year in Tendring and we have been able to concentrate on the everyday problems of policing.

The current establishment is 60 officers in total and hovers around that figure. We have lost quite a few officers this year but most of them have gone into the regular service.

We are losing one of our longest serving officers at the end of April as Section Officer Martin O'Toole from Harwich is leaving us after 31 years.

Our very successful foot patrols are continuing, mainly targeting nuisance and criminal damage.

Various officers also put in requests for assistance with

problems on their beats and we have a dedicated team of officers who support us.

It is thanks to SO Mark

## Tendring

Rowley-Guyon, BS Lynn Fennessey and A/BS Ron Gentry, plus the committed constables, that this has been such a worthwhile operation.

We are also continuing with our identification parade section run by BS Gillian Cuny who organises all the staff, goes out to various locations throughout the division seeking volunteers,

and liaises with the inspector running the parade.

This ensures that the inspector is the only regular officer needed.

BS Lynn Fennessey attends regular meetings so we can have an input into operational matters.

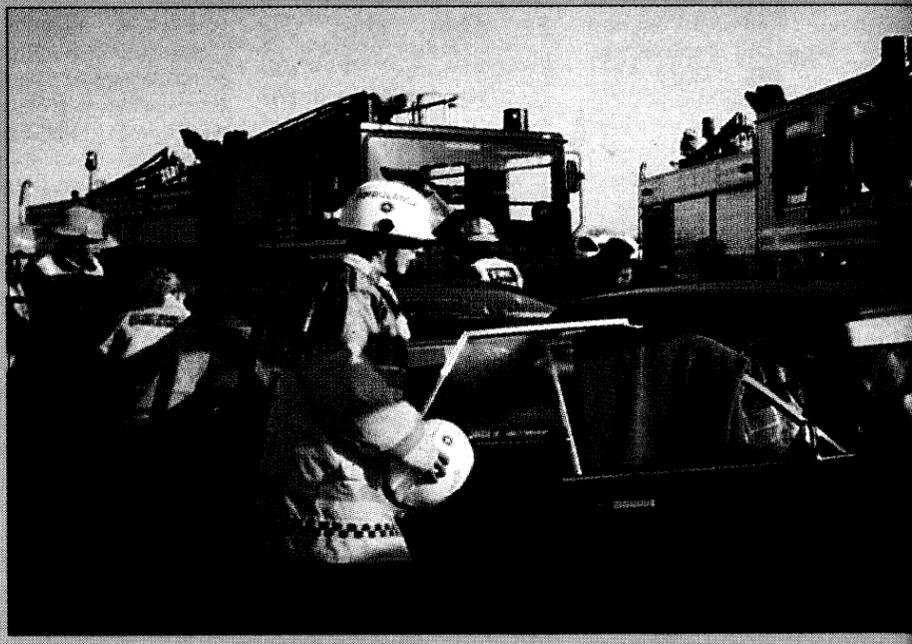
Our recruiting evenings are providing us with about a ten per cent take up so we are just keeping pace with officers leaving.

Harwich has had a few mildly successful recruiting sessions but we still need quite a few new recruits throughout the division to cope with the ever increasing workload.

**Bob Storrar,**  
Divisional Officer

# Specials to the te

● BELOW: The scene at Earls Colne airfield during Exercise Specials



# By royal appointm

SINCE last year when I had just been appointed to my new role as divisional officer, Southend division continues to remain busy.

The structure at Southend has been amended for the benefit of my officers and to try and spread the considerable amount of paperwork.

The structure of the Special Constabulary has changed with the aim of giving officers more variety in their work but balancing this with a commitment to a specific section.

This allows them to develop and have the responsibility for teamwork which contributes to successful working between ourselves and the regular force.

## Southend

Officers now work in the area of Southend Football Club and patrol the perimeter streets on match days, supporting the regulars.

Another successful section is the town beat section which has officers patrolling Southend High Street.

The 'party patrol' has continued to be well received on Friday and Saturday nights. This further enhances the working relationship between the police and the environmental health dept're noise nuisance.

Southend h

royal visit from

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taking a lead in making Essex safer

E S S E X P O L I C E

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## Division

Carnival of Lights procession each year requires... A fireworks display... most the entire section is...  
er large event is the...  
od Festival, which...  
the Specials in...  
duties include...  
ance Parades which are...  
all towns and large vil-

lages throughout the division, where we are on hand to ensure the safety of the marchers and general public.

In addition there are numerous fetes and village days where Specials are called to police. These are ideal public relations opportunities for us and we take part in 'finger printing' for children or just talk to the public.

Earlier in the year all our three sections, Harlow, Epping and Brentwood, ran action plans as part of Specials Fortnight. These involved stop checks mainly for drink driving, resulting in six

arrests in the Epping area alone for drink driving offences, plus other reported driving offences.

Our training continues to be among the best in the county with all officers required to attend a two hour training session twice each month. The training is organised by our regular colleagues. Lessons cover a large range of law and related subjects and these have proved to be of great benefit to us out on the streets.

**BS Tim Cox,**  
Epping Section

# out st

serve.



## SPECIAL Constables were at the sharp end when a light aircraft smuggling drugs into Britain hit a line of cars as it crash landed at a north Essex airfield in January.

The plane's pilot was injured, a passenger suffered serious head injuries and later died, and a number of injured people had to be cut free from the cars.

Fortunately, this dramatic scenario did not happen for real, but as an exercise to test the communication and co-ordination between the Essex Police Special Constabulary, Essex Fire and Rescue Service and the St John Ambulance.

Around 150 people were involved in Exercise Special Reserve at Earls Colne Airfield.

The event was organised by Specials from Braintree division, with Specials from all over Essex taking part as the 'crowd'.

### Complications

Venture Scouts played the parts of the casualties, and the airfield's own fire service also took part. The exercise took a year to plan.

The 'aircraft crash' happened during a fictional charity car boot sale at the airfield.

Added complications for the Specials included a woman in the crowd reporting her purse stolen, packets of suspected drugs scattered from the plane as it crashed, and a search for two missing aircraft passengers involving the Essex Police helicopter and Sherlock the bloodhound.

Organisers of the exercise declared it an overall success. SO Derek Hopkins, who helped run the exercise, said: "I'm very pleased. From my point of view we got everything out of it that we expected to."

# nt On the night watch

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ision's officers st and were g taken part event. Their appreciated by

ere was a the division icers became l off the area. gave me the is name for- nstable for a

Steve Carr, onal Officer

AS WITH every division, nuisance youths are so common, with calls every evening from members of the public.

BS Colin Shead decided this was an area where the Special Constabulary could assist the regular force by performing high visibility patrols in key problem areas.

On Friday and Saturday nights during November and December patrols took place in Mersea, Tiptree, Copford and Stanway, codenamed Operation Nightwatchman.

Although no arrests were made, much advice was given and it was a good public relations exercise with both the youths and the people living in the community.

## Colchester

Due to the growth in the number of outstanding warrants, the Special Constables were approached were approached by the warrants officer with a view to launching an initiative.

Over a two week period the Specials executed 50 warrants and obtained new information on many more.

This increased the division's performance in this area by 54 per cent.

**Pauline Sherwood,**  
Divisional Officer

# Success on the buses

1998/9 HAS been another busy year for the Special Constabulary in the Rayleigh division.

## Rayleigh

We have carried on assisting our regular colleagues both on shift, and working where required in the division. We have also assisted Southend division with the Annual Airshow.

Rayleigh has a total of 68 officers spread across the division with two section officers overseeing their activities. They are Section Officer Mel Snow, newly promoted in January 1999 at Canvey Island/Benfleet and Section Officer Terry Hills at Rayleigh/Rochford.

The divisional training carried out on division finished in October 1998 and all officers passed an exam after the course. This training is overseen by Sgt Ian Collins. There will be another course starting soon.

In December 1998 Rayleigh Division start-

ed Operation Orwell for the run up to national Specials Fortnight. Southend Specials assisted us in this operation.

The operation was launched after research found there was a lot of unreported crime being committed on the local buses.

After speaking to both bus company managers and identifying the troubled routes we started planning high visibility patrols on the buses.

During the time this was running only one person was warned about their behaviour.

Operation Orwell is being continued by the Specials in Rayleigh division both in high visibility patrols and plain clothes.

**Reg Trowers,**  
Divisional Officer

# Bear essentials

THE last year has seen the consolidation of the Special Constabulary at Stansted Airport. We are presently at our authorised establishment.

We have been involved in several local initiatives during the last year including attention to under age drinking in the airport terminal resulting in several cautions to under age drinkers and one of the licensees.

The same initiative was used to pay attention to public order and vandalism on the trains serving the airport from Bishop Stortford.

The Special Constabulary was also involved in anti speeding initiatives in the terminal area in conjunction with the regular officers. All officers have received training in the Muni-Quip Radar gun.

Another traffic initiative involved the use of Special Constables in plain clothes in respect of the activities of unlicensed taxi operators using the airport terminal.

We have also assisted the Traffic Wardens in providing high profile support in keep-

ing the front of the terminal free from traffic congestion.

We have also participated in two security exercises during the year, which tests airport emergency procedures and in which the Special Constabulary plays an important role.

## Stansted

During the weeks leading up to the 1998 World Cup, members of the Special Constabulary contributed to the planning and deployment of officers in assisting with the handling of the increased number of flights during this period. This often involved many late nights and early mornings.

Acting Section Officer Trevor Smith played a vital part in providing Special Constabulary resources during this period.

During the year Specials assisted Braintree Division with several public order oper-

ations in Dunmow and Saffron Walden. We also assisted in local carnivals, the music festival at Audley End and the demolition of the chimneys at Felstead sugar beet factory. I hasten to add that the special were in no way involved in the actual blowing up of the chimneys. A contingent of the Special Constabulary assisted Southend at their annual airshow.

Finally, the highlight of the year was the Children in Need fundraising event.

Members of the division appeared at Lakeside and presented a cheque for £2,000 raised by the sponsorship of SC Bobby Bear, a teddy bear. With the help of his friend Stanley Stansted (alias Sc Stuart Smith) he flew for a day around the network of KLM UK, to whom we express our thanks for their help and assistance. We would also like to thank SO Margaret Ellis and ASO Trevor Smith for their tremendous efforts in arranging this event.

**Tony Butcher,**  
Divisional Officer

# A golden year ahead

BASILDON has its 50th birthday this year, which is probably why no-one calls it Basildon New Town any more.

The celebrations are varied with the busy period being July to September. So, as well as the usual duties at Barleylands and local carnivals, there will be another half dozen events to cover.

The Specials Fortnight in January went quite well. Three open evenings were held at The Basildon Centre, each hosted by a different section.

## Basildon

Some officers went to Earls Colne for Special Reserve, the highlight being bacon and egg rolls - lovely!

A special mention must be made about Bernie Butler, as this will be his last annual presentation ceremony.

Bernie has recently undergone surgery and where most people would mope and feel sorry for themselves, he car-

ries on with his duties, albeit in a gentler role, with the same dedication and fortitude he has always shown.

He retires in June and will be missed by all his colleagues.

Finally, has anyone got an Essex youth phrase book? It's very confusing for some officers when they speak to young people in plain English, only to be told some rather good things are 'wicked,' someone falling down is 'stacking,' etc. The list is quite endless.

**Wally Bones,**  
Divisional Officer

*taking a load in making Essex safer*

# No Oscars for the Lakesiders



●DO Pauline Sherwood

## Essex first for Pauline

THE new divisional officer for Colchester is also the first woman ever to have reached the rank in Essex.

Pauline Sherwood has been a Special for nine years and was formerly the section officer overseeing the rural area of the division.

"It wasn't my intention to be DO. I like being out on the streets, being in touch with what's going on. I was quite happy being a Section officer," she said.

### Teams

Her appointment came in January, during a restructuring in the division which has led to changes in the way the Specials are administered. There is now a Specials coordinator based at Colchester Police Station, and the number of beat supervisors has increased so Specials are now working in smaller, but more manageable teams.

"Everyone's a lot more positive now, but we've still got a long way to go," added Pauline.

Her ambition, she says, is simple: "To make Colchester the best division."

### Dedication

Like all members of the Special Constabulary, being a volunteer requires a commitment which has to be balanced with many other demands on her time.

But she adds: "If you're dedicated to something, you will make the time to do it. I think you've got to be quite flexible."

"I wouldn't dream of demanding my Specials do the hours I put into it, but personally I'm one of those people who, if I'm given a challenge, I will give it 100 per cent to make sure it works."

AT THE time *Special Edition* was produced last year, filming was under way for a fly-on-the-wall documentary series about Lakeside shopping centre.

Since then, the now famous Lakesiders programme has been shown on television, and a number of Special Constables from Thurrock appeared during the series.

However, it has to be noted that no Special has been nominated for an Oscar for their acting ability!

This year has seen a signif-

icant change to the operational policing strategy undertaken by Special Constables in Thurrock.

The changes are designed to focus the more limited resources available into high visibility policing, identified in the division's annual plan.

Officers are assigned to specific beat areas working alongside neighbourhood beat officers, and are dedicated to crime prevention initiatives.

By providing, where possible, details of advance duty availability, better planning

and initiatives can be developed.

The policy should enable a greater empathy with the

### Thurrock

community, providing reassurance and the comfort of police presence.

Public feedback to date has been positive. Inevitably the implementation of the policy has had its teething problems, with radical restructur-

ing of the way in which the Special Constabulary have historically supported their regular colleagues, including the approach to training.

Clearly there is initial impatience to see the early effectiveness of the policy.

During Specials Fortnight in January, as a result of the kind generosity of Capital Shopping Centres plc, we were able to have a display stand at Lakeside to raise awareness of the Special Constabulary.

Recruitment open evenings

have also been held at Grays Police Station.

Finally, the work undertaken by the Special Constabulary would not be possible without the personal commitment and dedication of officers who give their time freely.

Thanks and appreciation is expressed to them for their own efforts and also to their families for the support they provide.

Simon Wootton,  
Divisional Officer

# Honour for a familiar face

## Report by Alyson Mountney



● Dooley Trophy winner Sc Bernie Butler

**SC BERNIE Butler's commitment to duty has already earned him recognition and respect in his local community. Now, it has earned him the Norman Dooley Trophy.**

A Special Constable with Basildon division, he joined the voluntary arm of policing relatively late in life at the age of 52, in 1994.

### Retirement

He was due to retire in June 1997 but was granted an extension in service. The well-known beat officer will now hang up his boots for good in June.

During his service, Bernie has performed regular duties and received many letters of thanks and appreciation for the excellent work he has carried out.

Early in 1998, he took on

the responsibility of patrolling a residential area of Noak Bridge and soon became a familiar face. So much so that when he was not on duty, residents were heard to ask, "Where's the officer we normally see?"

Bernie had not done any voluntary work before he

became a Special. "I wanted to come and do a job which was worthwhile, meeting the public and helping the regulars," he says.

"I've got a lot of satisfaction out of it. I have met a lot of nice people in the job and outside the job."

Last August Bernie was diagnosed as having cancer, but despite this he has continued to serve as a Special.

An operation means he now performs his duties within Laindon Police Station, but he has continued to assist at the local Neighbourhood Watch meetings and Joint Estate Management meetings, where he represents the local station, and intends to do so until his retirement.

### Commitment

Looking ahead to the time when he can put his feet up, Bernie says: "I would love to carry on. When I do leave the job I'll miss it and the people I've been working with."

Bernie has been awarded the Norman Dooley Trophy not only for his service and commitment, but also because while coping with a serious illness which would have resulted in the majority of people retiring, he has still continued to support the Special Constabulary and the people of Essex.

# Cup defenders pipped at post!

CHELMSFORD division is the winner of this year's Salter Cup after just pipping last year's winners, Rayleigh division, to the post!

The Cup is awarded annually to the division based on the highest number of duties performed. Chelmsford scored a very respectable 373 points, compared to Rayleigh's very close 369.

The Salter Cup will be presented to Chelmsford at today's (Sunday May 9) annual inspection.

Fifteen officers with a total of 185 years' service between them will also be

honoured with long service awards.

Receiving the second bar marking 29 years' service is BS Alan Barrass of Brightlingsea section.

Former SO Nigel Lightfoot of Braintree division, DO Brian Moyo of Chelmsford division and Sc Ernest Shilling of Stansted Airport will all be presented with the first bar for 19 years' service.

And receiving the long service medal for nine years' service are BS Mark Berwick of Chelmsford, Sc Lesley Condon of Maldon, BS Gary Hardman

of South Woodham Ferrers, BS Lesley Jones of Rayleigh and Sc Andrew Lumb of Chelmsford.

Sc Ian North of Benfleet, Sc Mark Pudney of Braintree, SO Jeremy Summers of Dunmow, Sc Catherine Turland of Witham, BS Andrew Wells of Chelmsford and BS Brenda Yee-King of Southend will also be presented with the medal.

Winner of the Norman Dooley Trophy is Sc John Bernie Butler of Basildon division.

## Dengie officers show the way

CHELMSFORD division has been leading the way with its Parish Constables who have now finished their probationary period and have been working within the villages throughout the Dengie area.

### Chelmsford

In response to Specials Fortnight in February, Chelmsford division, with members of the divisional licensing team, carried out an initiative to target under-age drinking.

In the run up to the operation the team carried out plain clothes observations in various licensed premises and as a result, certain premises were raided during the Fortnight.

Various under-age drinking offences were disclosed resulting in a number of cautions.

As a whole, the division has been very proactive with a high number of duties involving officers targeting nuisance youth problems throughout the division, which has reduced the number of complaints received.

Finally, I would like to thank all officers and their families for their support during the past year.

Brian Moyo,  
Divisional Officer

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taking a lead in making Essex safer

**Investors in People sets a national standard**

# Listening to the views of all staff

**by David Stevens,  
Chief Constable**



**INVESTORS in People is a nationally recognised standard, accepted by many highly respected organisations in both the public and private sectors.**

Although I have not committed to accreditation at this time, we decided to conduct a diagnostic study across the whole organisation; the response to this was extremely encouraging.

We are pleased that the survey provided us with a baseline from which we can measure improvement in the areas covered by the standard.

The findings demonstrate that there are areas on which

we can focus further activity, particularly in communication and developing managers.

The findings also demonstrate your continued commitment, as they show that the vast majority are proud to work for Essex Police.

This report has already been considered by Chief Officers, the Human Resource Group and Senior Officers at the recent Strategy and Performance

THE Investors in People survey circulated to all staff last year produced a good response, with 1,965 replies received, with a reasonable spread across divisions and ranks/grades.

More than a quarter of replies were from appraisers and over 30 per cent from women, with more than 500 written comments.

Thirty-six questions were asked, designed to measure the effectiveness of five key management processes: planning, communication, management effectiveness, performance review and training and development processes.

All areas need improvement in order to reach the national standard, with the major shortfalls being in communication and management effectiveness.

There are effective planning processes at a strategic

## Survey report

by Ian Nixey TD MBA,  
Investors in People consultant

level. Unfortunately, awareness of these plans at a lower level is poor and reasons for changes are seldom communicated effectively.

Despite this and in spite of recent bad publicity, most staff are proud to tell people they work for Essex Police and see it as quite outward looking, with a reasonable public image.

There appears to be a significant communications barrier, seen by Pcs to be above the rank of Inspector.

A number of support staff do not feel valued by their police colleagues.

Immediate line managers are generally trusted and seen as approachable, but they do not all appear to be

effective in their role as developers of their staff.

While most staff have an annual appraisal, training needed is not always identified or followed up.

Performance review at a strategic level takes place, but issues around communication and management indicate that not all the information needed for effective review is flowing upwards.

Induction and central training are generally viewed positively.

Following a presentation to Chief Officers in January, further information, including graphs of responses to all questions from the survey, is to be made available to all.

Results have been pro-

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# Mr Markham bids goodbye

**FOR ten years Geoffrey Markham has been at the forefront of operational policing in his native county of Essex.**

Now, after more than 40 years' distinguished service, the time has come to retire from the career which he has made his life's work.

He is unique within Essex Police for having worked with more than half the Chief Constables the force has had over five decades.

Looking back, he believes that fundamentally, policing has changed little since he joined the service in 1957.

He said: "We live in an

ever-changing world, but the fundamental aspects of policing haven't changed at all. It's still about prevention, it's still about investigation and it's still about public acceptance. It always has been and always will be."

Mr Markham said he finds the job as enjoyable today as when he joined.

"I have enjoyed all my career. I find it rewarding and exciting and gratifying and the people I work with now are every inch as good as the people I worked with years ago.

"Young people coming into the job now are the best young people we have ever recruited. They have a much clearer idea of their role and where they fit in society."

**by Norman Hicks**

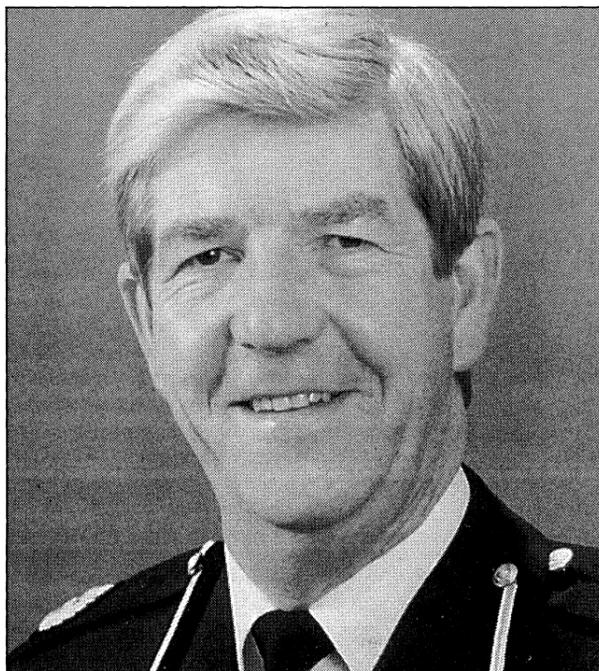
He has mixed feelings about retiring. "On the one hand I am pleased, on the other hand I have a trepidation about it.

"I recognise that the time has come when it is right to move on, but I shall miss the people hugely. I shall miss the very personal contacts with those people, especially when trouble looms and problems strike," he said.

"If I was starting out on life again I would still join the police service and still join Essex Police and still not transfer to another force.

### University

"It has provided me with a superb career and an excellent education. I went to Essex University as a student and later I returned there as a police officer when the students tried to blow it up.



● Retiring ACC(O) Geoffrey Markham

"It was reported at the time that I had been a police spy and that my degree was bogus, which is the most hurtful thing anyone has ever said about me," said Mr Markham.

"The formation of the Force Support Unit was a high point, as was the formation of the Community Services Branch.

"Bearing in mind the types of service they offer, they are almost at opposite ends of the force.

"We had problems at Essex University, which were substantial, but the efforts of FSU in those early days on public order and with the strikes during that period, came together extremely well and the unit more than fulfilled its task.

"Community Services Branch was no less critical to how we co-operate with other agencies - social services, probation service, health service - to protect children. It's every bit as relevant and every bit as exciting."

### Brightlingsea

The controversy over live animal exports through the Essex port of Brightlingsea found Essex Police caught between maintaining the right of the exporter to carry out his lawful business, keeping open the highway and the upholding the right of those who protested at each lorry convoy to make their lawful protest.

Mr Markham is pleased with the way Essex Police performed during this troubled time. "Brightlingsea was a mixed experience for Essex Police," he said. "We ran a major operation for ten months, eight miles from the nearest logistical base and were not forced to move by any circumstances other than the economic situation of the exporter."

A job well done is what Mr Markham finds the most satisfying aspect of police work.

an audience in a village hall about policing, they ask me how things have changed in my time.

"We still provide an emergency response 365 days a year, 24 hours a day. What has changed is the way in which the organisation is held accountable. It was always accountable, but now it is accountable in a different fashion.

"Expectancy about performance and individual responsibility has grown and grown over the years and now the service is accountable in a fashion it wasn't in the late 1950s.

"Our relationship with the media has changed significantly. When I joined no-one spoke to the Press, on pain of discipline.

"My own idea is you tell the truth immediately, unless there is some overriding security reason for not doing so. It is a policy which has stood us in good stead."

As he approaches his retirement, at the end of May, Mr Markham has set himself the priority of becoming computer literate.

He confessed: "I have got a smattering of knowledge, but I rely on the organisation to much to provide me with support.

"I have had some approaches to do one or two individual things, but I am not looking for a full time job."

### Host

He will continue to live close by HQ and says he will always be available to offer advice and counselling to officers who feel they need it.

During his final week he will be playing host to a group of American police students and, typically, will be there to see them off at the end of their visit, even though he will have hung up his uniform for the final time the day before.

## A life of service

GEOFFREY Markham was born in Colchester in 1937 and educated at Lexden Primary School and Colchester Royal Grammar School.

In 1953 he joined Essex Police Cadets, leaving in 1955 for two years' National Service with the RAF.

In 1957 he joined Essex Police and served as a uniformed officer at various police stations in the county. While he was an Inspector he went to the University of Essex, where he studied Sociology, graduating with a First Class Bachelor of Arts (Hons) Degree.

He was promoted in 1972 to Chief Inspector and given the responsibility of forming the Force Support Unit and, in 1976, was promoted to Superintendent and given the task of setting up the Community Services Branch.

He became Divisional Commander at Harlow in 1980.

The following year he attended a Senior Command Course at the Police Staff College, in Bramshill. In 1983 he was appointed Assistant Chief Constable (Personnel) and has been in his current post as ACC (Operations) since January 1989. He was awarded the Queen's Police Medal for distinguished service in 1991.

Mr Markham is married, with two daughters and a son. He lives in Chelmsford.

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# Commended by Chief for dogged determination

FOR ACTS of bravery, professionalism and dedication four police officers and a police dog were commended by Chief Officer David Stevens at a ceremony in April.

Dc Paul Ritson, Braintree was commended for his professionalism and commitment during a joint Essex/Suffolk Police investigation into two sex attacks on young boys, which attracted a great deal of media attention. Throughout the inquiry he provided excellent support to the Essex victim and his family.

Pc Andrew Kemp, South Ockendon was commended for the consistent pro-

fessionalism and dedication to duty he has shown over the past twelve months.

With police dog Duke and by his own proactive work, both on and off duty, he arrested 110 prisoners through good teamwork and patience.

## Heroin dealers

Dc Sheila Roberts, Harlow was commended for her courage, determination and integrity in obtaining the highest standard or corroborated evidence during a special operation conducted in South Ockendon in November 1997.

This enabled the prosecution to present incontrovertible proof of the activi-

ties of a group of heroin dealers, eliciting guilty pleas at Court. Two men and a woman were sentenced to terms of imprisonment at Basildon Crown Court.

Pc Mark Hayes, Basildon, was commended for his dedication and professionalism displayed during the investigation into a murder at Basildon in February 1998.

He and another officer displayed bravery and a disregard for their own safety in pursuing and arresting a 16-year-old youth.

The defendant was convicted of murder at Chelmsford Crown Court in November 1998.

## Memorial trophy will remember Pc Bacon's belief in sportsmanship

# Proud officers win top awards

● BELOW: Pc Dave Letch receives the Millard Trophy from Lord Braybrooke, Lord Lieutenant of Essex, and the Chief Constable.



A BASILDON schools' liaison officer who has received a posthumous award for his work is to be remembered with a trophy of his own.

Together with his colleague PC Dave Letch, the late Pc John Bacon, known to his friends as Max, was awarded the prestigious Millard Trophy.

The trophy is given annually for the greatest contribution to

social services in the community in the furtherance of police/public relations.

### Fair play

It was presented to Pc Letch by Lord Braybrooke, the Lord Lieutenant of Essex, in a ceremony at headquarters last month.

Pc Bacon died in October at the age of 53 and was known

for his belief in the spirit of fair play.

Now his colleagues at Basildon are honouring him with the Max Bacon Memorial Trophy, funded by Basildon Police Sports and Social Club, which will be presented to schoolchildren.

### Rally

Pc Letch said the trophy will be awarded for the first time at this year's football and netball rally for all primary and junior school pupils in the division, at Lee Chapel Primary School on May 15.

"It will be presented to the team that is judged the most sporting on the day, and that includes parents and supporters as well as the players," he added.

As well as the Millard Trophy, Lord Braybrooke presented a number of awards at the ceremony.

The Wilson Trophy, awarded to the police officer performing the most meritorious act during 1998, went to Pc Lorna Henderson, South Ockendon, for her actions on February 6 last

year, when she arrested an armed man, who had stabbed his wife, giving concern for his children, who were being held in the house.

The Betts Trophy, for a Traffic Warden performing the most meritorious actions

in assisting the police, went to Traffic Warden Paul Simpson, Colchester, for his actions throughout last year and in particular his assistance at the scene of a disturbance when an officer was being assaulted.

The Sir Jonathan Peel Trophy, for the highest placed Essex officer in the police promotion examination to Sergeant for 1998, was awarded to Pc Simon Dobinson, Chelmsford.



● Pc Lorna Henderson accepts the Wilson Trophy from Lord Braybrooke and the Chief Constable.

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**Names in the news**

**ACC(O) retires after 43 years**

ACC(O) Geoffrey Markham retires on May 27 after more than 43 years with Essex Police (see page 12 for full interview).

Chief Insp Terry Gardiner, of Colchester, retires on May 16 after 30 years' service.

Insp Stewart Rowe, stationed at Chelmsford, has retired after more than 30 years with Essex Police.

Also retiring this month is PC David Bray of Clacton, with over 27 years' service and Dc Robert Hunt of Colchester, also with 27 years' service.

Ill health has forced the early retirement of Pc Robert Insall of Corringham, after 20 years; PC Kay Gibbs of FIR, who has a total of 17 years' service including nine years with the Metropolitan Police, and Sgt Richard Nightingale of Brentwood Traffic after 29 years.

**Obituaries**

Essex Police pensioner Mr William Mott, who lived in Ontario, Canada, has died. He leaves a widow, Beatrice.

Another pensioner, Mr Thomas Milner of South Benfleet, has died. He leaves a widow Edith.

**999 Fayre moves**



THERE will be a new venue this year for the 999 Fayre, organised annually by the Thurrock Emergency Services.

For the past 20 years it has been at the Bata site, but because of building development there this year, the 1999 event will be at Thurrock College instead.

Main attractions this year will be a motor cycle display team, the world's strongest man and the ever popular 999 major incident, plus many more attractions.

The event is again sponsored by BP Oil UK (Coryton Refinery). In appreciation for its support over the past 20 years, British Bata Shoe Company was presented with a certificate by the Three Nines Fayre Committee.

Picture shows, from left to right: Insp Pat Mahoney, Basildon Police (chairman), Peter Rademaker (Regional Director, British Bata); Peter Nicholls (Director British Bata).

**Market Place**

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Chief Insp Tim Olver, left, welcomes Chief Insp Ranjit Manghnani to Chelmsford.

**Registry - there to be made use of**

by Brian Taplin  
Registry Supervisor

**REGISTRY - what do you do there then?**

This is generally the response when I tell people which department I work in!

For Police officers and support staff with more than two years' service Registry was the office they were taken to at Headquarters to obtain their warrant cards - and for most that was the last time they ever had contact with Registry!

Since 1997 we no longer provide warrant cards so even that slender contact has stopped.

Registry is an absolute gold mine of information with thousands of files on a vast range of topics within which can be found little nuggets which can be invaluable to anyone wanting background information or any form of research.

Home Office circulars, policy guidelines, Police Reviews, various publications, annual reports, HMIC reports and inspections, Acts of Parliament - all these and much more.

We co-ordinate all inquiries from

the Criminal Injuries Compensation Authority, maintain databases on all firearms authorisations, POLSA searches and until December last year, CS Spray use.

Of particular interest to officers making compensation claims for injuries is the fact that the Registry supervisor obtains information for the benefit of their solicitors to help them claim for lost overtime opportunities!

We also order books and publications for numerous HQ departments and we provide many legal reference books for divisions, for example Stones, Pattersons, Blackstones Criminal Practice, etc.

We are able to obtain books and publications at discount prices for divisions, but not for individuals, I'm afraid, unless they are being purchased for official purposes through a divisional budget.

Registry can be contacted on ext. 50653 or 50650, or call in and see us - we are next door to Complaints and Discipline. We will be very happy to assist you.

**Welcome on board**

CHIEF Insp Ranjit Manghnani, former head of training with the Ministry of Defence Police at Wethersfield, has joined Essex Police on six months secondment what is believed to be the first move of its kind between the two forces.

He has been with the MoD Police for 10 years and will return there in an operational role when he completes his secondment.

He said: "I have been involved in training for some time, having been at the Police Staff College at Bramshill and with National Police Training at Harrogate before becoming head of training for my own force.

"For my career profile it was recommended by the HMIC David O'Dowd and my Deputy Chief Constable that I would benefit by having an operational role within a police service. I chose Essex because Wethersfield falls within the Essex Police area and we have a very good professional relationship with this force."

**Trained**

"Probationers - the overflow from Shotley have been trained at Wethersfield for a year and we also run a CID foundation course involving Essex, Cambridgeshire and MoD Police officers."

Throughout his secondment Chief Insp Manghnani will be based at Chelmsford Division, where he is working alongside Operations Manager Chief Insp Tim Olver.

He has set himself a number of performance indicators to achieve with Essex in the areas of operations, crime, public order, licensing, statutory responsibilities, working with the local community and traffic.

"The original plan was to spend two months at Chelmsford, two months at Basildon and two months at Southend, but I feel now that Chelmsford Division will give me the wide range of experience and opportunities I need," he said, although he will also be visiting other divisions for specific activities (eg attending an ID parade at Colchester, or a league football match at Southend).

"I like the ethos of the command team here at Chelmsford, under Supt Brian Storey, have been made most welcome, given every opportunity to gain experience and treated as part of the team from Day One.

"Tim Olver and Chief Insp Dave Folkard have been absolutely superb. If this is what other divisions are like within Essex Police, then I would say it is an excellent force."

He is hoping that if his secondment is successful from the point of view of Essex Police, then it will create a path for other officers from his force, keen to broaden their experience, to follow.

Married with three daughters, Ranjit lives in non-Exsex. His wife also works for the MoD Police at Wethersfield, as fraud squad support staff.

For Ranjit, working as a police officer is a second career, having spent 16 years serving at sea as a Maritime Mariner.

He has also found time to gain a Masters degree in education and is currently studying for a doctorate at Middlesex University, where he also teaches in his spare time.

A keen cricketer, he enjoys dabbling in the Stock Market. "If anybody wants to know how to make a million quickly on the Stock Market, my advice would be to start with two million!" he joked.

**CARAVAN** Dalesman 520ET, 4 berth, 17ft, 1997, 3 year warranty, cooker, fridge, shower, central heating, non smokers/pets, excellent condition, £7,500, contact John Meggison 01268 786061.

**FLORIDA**, near Disneyworld. Brand new luxurious air conditioned, 4 bed, 2 bathroom villa, with private heated pool. Sleeps up to 10. Located on peaceful, gated, private estate approx 11 mins from Disneyworld. 0191 385 6549 or 01670 713489.

**HOLIDAY** bungalow, Bempton, nr Bridlington, East Yorkshire heritage coast. Privately situated. Sleeps 4. Maintained and equipped to a high standard. Dc Pat Oxley 01964 527531.

**HONDA** VFR400R, 1987, 19,000km, MOT Sept 99,

£1,500 ono, Mick Charles 01279 831542, Ednet 22864.

**HOUSE** for sale, staggered mid-terraced, three bedrooms, Economy 7 heating, carpets and curtains to remain, garage, secluded cul de sac, North Springfield, £67,995, tel 01245 467886.

**PARKINSON** Cowan gas cooker, eye-level grill, very good clean condition, £95. Contact Jan extn 52568 or 01376 345178.

**PINE** Lodge Hotel, Henver Road, Newquay, Cornwall. Set in an ideal location for the town centre and beaches. All bedrooms en-suite with tea making facilities and colour TVs. Completely refurbished for the 1999 season. Large car park, gardens and heated outdoor pool. Please ring Roger Wheeler (ex police) for brochure and tariff on 01637 850891.

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

**SIX** berth holiday home for hire on a Haven site, Scratby, near Great Yarmouth, prices from £125 to £200. For details tel 01992 523958.

**SOUTH** of France, Antibes, near Nice. Six berth mobile homes on site with restaurant, pool, shop and entertainment. Vacancies for May, June and July. 01492 879108.

**VAUXHALL** Cavalier roof rack, complete with base carrier; as new, used only once; car change causes sale. Cost over £100. Will accept £55 ono. John Smith, tel 01255 551764.

# Sport and Leisure

## Step out

ESSEX Police Sports and Social Club is organising a fun sponsored walk at Thorndon Country Park on Saturday, May 29.

The event is in aid of the Little Haven Children's Hospice and will cover a distance of four and a half miles.

It starts at 10am, finishing at approximately 12.30pm. Minimum sponsorship is £5 per adult.

Further details, maps and sponsor forms are available from Sheila Johnson in Registry, at HQ on extension 50650, who would also like to hear from anyone willing to act as stewards or first aiders.

## Help the Kosovans

PUT on your dancing shoes for a good cause.

Rayleigh Police Sports and Social Club are staging a charity concert in aid of the Kosovo Appeal.

The two bands taking part, Full Circle and Deja Blue, have donated their services for free on the night, Saturday May 8.

Admission is £3 and the event starts at 8pm. Tickets are available from Sgt Rick Matthews on ext. 35910.

Pictured are Full Circle, one of the bands who are appearing.



# Could you face this challenge?

**THE third PAA long distance walk takes place at Windsor in September and organisers the Metropolitan Police Walking Club are challenging Essex officers and support staff, serving and retired, to take part.**

The club's Moira Stretton explains: "The Windsor Walk is a challenge walk for individuals and teams of between 4-10 people. The event is intended to be an enjoyable experience, while testing stamina, mental and physical strength and team spirit.

### Medal

"All successful walkers will receive a specially cast commemorative medal on a ribbon.

"Teams who complete the event will additionally receive a team award, which will be presented to them in a special prize-giving ceremony at the end of the event."

There will be a choice of two distances - 40km (25 miles) and 24km (15 miles). Individuals and teams who complete the longer distance will receive gold awards, while those completing the 15-mile route will receive silver awards.

Start point for both walks is the Royal Holloway, University of London, Egham, with the route for both walks following the River Thames footpath towards Eton College and Windsor Castle, through Windsor Great Park and finally around Virginia Water, before heading back towards the university.

The route has been designed to include some of the most attractive footpaths in Southern England, several sites of historic and natural

interest and a mainly traffic-free course.

The event takes place on Sunday, September 19 and is open to all serving and retired police officers, civilian staff and cadets. Additionally, new for 1999, a limited number of places will be offered to 'specially invited guests'.

### Accommodation

Accommodation and meals will be available at the university from 5pm on Friday, September 17 to 10am on Monday, September 20, at a cost of approximately £19 per night, for bed and breakfast.

Further information and entry forms are available from Sgt Moira Stretton, The Police Lodge, Buckingham Palace, London, SW1 1AA, tel 0171 320 7800, fax 0171 321 7876, e-mail moira@stretton26.freereserve.co.uk.

## Bangers and cash

THE Metropolitan Police Motor Club will be holding the eighth annual banger car race in aid of the Sara Marie Foundation (a charity run by a Metropolitan Police officer providing holidays for children with long term serious illnesses).

Thanks to the continued generosity of Spedeworth International, this year's race will again be held at Rye House, Hoddesdon, Herts on Saturday May 15.

Anyone interested in joining in must provide their own cars; they should be easily obtainable from local breakers and converted if necessary.

Entry to the event is £25, as long as another

£25 is collected from sponsors. There is a great deal of competition between the emergency services to prove who are the best drivers and organiser, Mick Dunckley says great fun is guaranteed.

Entry is open to any emergency services personnel, uniformed or civilian, male or female. Drivers will get at least three races and trophies are presented to the winners.

All money raised will go to the Sara Marie Foundation which has no paid staff. Therefore every penny will be used to benefit sick children. If you are over 18 and wish to apply or know more contact Mick Dunckley on 0181 582 1521.

## Calling all golfers

A DISCOUNTED deal at The Notleys Golf Club, near Braintree has been negotiated by Pc Terry Collinson.

The full membership rate is reduced by 25 per cent from £365 to £273.75, with no joining fee and no further green fees.

It is a fairly new course undergoing gradual development, ideal for beginners, as well as good handicappers. Families welcome.

Anyone interested in police block membership please contact at Braintree on extension 63840.

## Lucky winners

THE result of the April lottery is as follows: £1,500 Insp Doug Hayward, Harlow Traffic; £1,000 Insp Steve Tutton, Basildon; £500 Det Insp Gordon McIntyre, HQSB; £300 Sgt Neil Davidson, Thurrock; £200 Shirley Turner, HQ Firearms; £100 Frank Holden, retired.

The following will receive £50 consolation prizes:

Sgt Nicholas Banks, Chelmsford; Pc Robert Johnson, Southminster Marine; Jacqueline Lee, Chelmsford; Pc Ann Poulter, Brentwood; Dc Alan Fitz-John, seconded staff, Albania; Insp Cheryl Callow, Saffron Walden; Ann Butcher, HQ Crime Stats; Pc Stephen Millbourne, Colchester; Dc Richard Burch, HQ SOC.

## Peter goes Dutch

PC Peter Carr, based at Stansted village, has been selected to represent the British Police cycling team at the Dutch Police Cycling Championships later this month.

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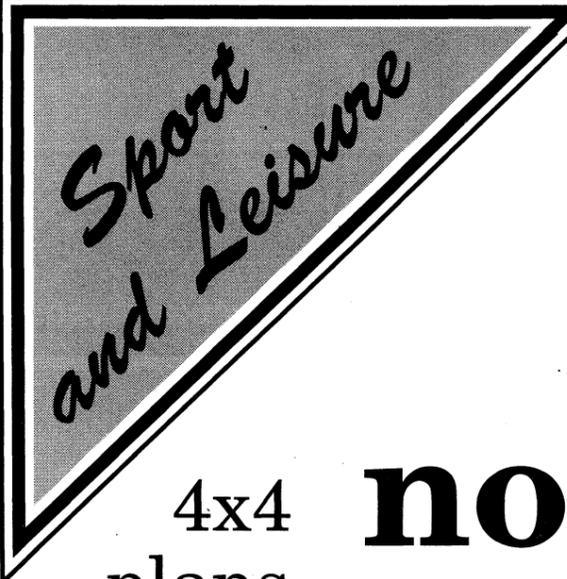
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## 4x4 plans

ESSEX Police 4x4 Fun Day Committee is holding various events during the year to raise money to take disabled children from local schools and homes out for the day.

On Thursday, September 2 the committee is planning to take children to visit the Hop Farm, in Kent, which also has a 4x4 course to take them on.

Last year the children had a great time at the Hop Farm, riding on the 4x4 course and at a barbecue afterwards.

The children are taken down to the farm by transport supplied by Essex Police 4x4 Committee, the Army and local bus and coach companies.

The committee, which is in its third year, consists of staff from Essex Police, the Army and some staff from Costco.

Dates to remember: June 18-20 - Essex Showground stand (various activities including face painting and a raffle); June 27 - from 10am, Costco car washing.

Anyone wishing to help in any way on any of the above dates please contact Janice Mellors, C shift, Force Information Room on ext 55330.

## Go fishing

THE annual sea fishing competition at Southend Pier takes place on Wednesday, May 19.

It is an individual event and is open to all Essex officers, employees and retired staff.

Fishing takes place from 1pm to 7pm, followed by a buffet at Southend Police Club.

Book in between 11.30am and 12 midday at the dry end of the pier. Entry to the competition is £5, with a 100 per cent pay out.

There is also a new trophy for this annual event and the main quarry are flounders, plaice, eels, garfish and bass.

Anyone interested should ring Pc Clive Skingley at Rayleigh Marine Section, extension 36810, mobile 0850 706072, home 01702 559596.

# It's a marathon year for novice Lin

AMONG the Essex Police London Marathon team this year was Basildon Town Police Unit SOA Linda White, who started her training a year ago.

Her first competitive race was the Croker Cup Ladies' Mile, which she finished with Laurie

Rampling's memorable comment over the PA: "If Lin can do it, anyone can!"

Linda then went on to complete the largest half marathon in the world, The Great North Run at Newcastle, followed by the coldest and wettest, the Benfleet 15.

With Reading and Brentwood half marathons under her belt Linda continued training three to four times a week, run-

ning around Gloucester Park, up the highest spot in Essex, Langdon Hills and even continued training on a push bike after picking up an injury.

Two weeks before the big event Linda collected another injury and was put back together by team physio Ian Ellison.

She completed the London Marathon alongside her fire-fighting son Craig White in five and a half hours, raising over £1,000 towards this year's Essex Police marathon team chosen charity, the Special Care Baby Unit.

Other team members this



● The Essex Police team in this year's London Marathon line up in front of the coach before setting off on the gruelling 26 mile course. Linda White is pictured far left.

year were led as ever by Basildon's Supt Denis Sheppard, together with Sgt Vic Wallace, Sgt Mark Estelle, Sgt Andy Willmott, Pc Richard Marriott, Pc Henry Garrod, Pc Allan Barley and Pc Chris Mathlin

(all from Basildon), plus Sgt Pete Bryan (Chelmsford traffic), Pc Laurie Rampling (Tilbury), Pc John Woods (HQ Driving School), Pc Matt Schneider and two brothers, not forgetting Insp Pauline Bowers (Grays).

## Keep on running

ESSEX Police runners have been out in force at road races in preparation for marathons in London and Belfast.

The Camberley half marathon included this year's SEPAA race and out of a total police entry of 20 runners, six were from Essex.

Roy Kebell added the V50 award to his growing collection and a surprised, but delighted Pauline Bowers collected the first Police Women award.

Vic Spain, Anton Roberts and Dave Rout travelled to the ever popular Bury 20 in Suffolk and Mick Bond defended his second Essex County title in the space of 14 days, this time retaining the V40 half marathon with victory at Roding Valley. Less than 18 hours earlier the Essex Captain had anchored his club, Colchester Harriers, to gold medals at the County Road Relays in Chelmsford.

## Not bad for a first go

ESSEX Police's veterans' football team have made it to the national final of the Veterans' Cup in the first year they've ever entered.

In the semi-final the team played last year's finalists, Northamptonshire Police, with the odds apparently stacked against them.

Not only had Northamptonshire made the finals for the past three years, but the match took place on their home turf.

At half time the score was 0-0, but Essex showed promise in the first half by dominating most of the game.

Five minutes into the second half, Northamptonshire scored their first and only goal of the match.

But in the nick of time, ten minutes before the end, Henderson scored equaliser for Essex who equalised the game into extra time.

The winning Essex goal came five minutes into extra time and was scored by Nick Cockrell.

Now the team will meet New York Police and Chester City FC on May 15 for the national final.

## Twickenham victory

FOUR Essex officers were in the victorious Billericay rugby side which lifted the Tetley Bitter Vase at Twickenham last month.

The club became the first in Essex or the Eastern counties to reach a national final when they beat Scunthorpe in the semi-finals.

Up against Coventry's Billhillians at Twickenham, Billericay, under captain Pc

Paul Daly, eased to a 19-0 victory, with Dc Kevin Harman kicking four penalties.

Dc Jim Hayter, Pc Wayne Hallett and Pc Nock Gifford (Thames Valley) all played their part in the victory.

Said Kevin Harman: "It was a brilliant day and celebrations at London went well into the hours."



## 13 is lucky for some!

THIRTEEN may be unlucky for some - but not for Essex officer Paul Anderson.

For the Chelmsford traffic Pc is celebrating after earning the rank of 13th in the world in the World Cup Canoeing Series.

Pc Anderson took part in six races in various locations in New Zealand as a member of the Great Britain national team.

He achieved his best placing in his first race on the Tongariro River in Turangi, in which he came tenth.

Currently second in Britain, Pc Anderson's new world ranking is an improvement on last summer, when he finished the World

Cup and World Finals in 18th position.

The races were held in the north and south of New Zealand on the Turangi, Taupo, Hutchison and Cromwell rivers.

The event attracted considerable press, radio and television coverage.

Throughout the event, the Essex Police crest was displayed prominently on Pc Anderson's boat, together with the logo of his sponsors, Lexmark.

He is now preparing for the forthcoming European championships and pre-worlds, scheduled for early in the summer.

## National players could be Portugal bound

ESSEX Police is invited to enter a team for a national tournament competing against 8,000 other players. 'Golf Matters' runs a National Golf League that operates on a 9-hole basis in the summer evenings.

The League runs for 14-16 weeks and the area champions win an expenses paid day out at the regional finals to compete for places in the national finals held in Portugal.

The league is now in its

fifth year and the competition is open to teams of four players. The cost per team is £100, including VAT. For an entry form or more details contact Golf Matters on 01622 673100.



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