

The Law



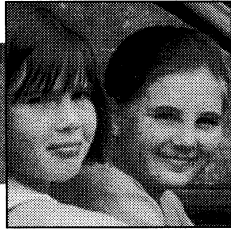
The newspaper of Essex Police

Issue 309

July 1999



Easing the fears
of victims - P3



A visit to the
skid pan - P5



Dog Unit in
action - P7

Planning the way forward for Essex

AN intelligence-led, problem solving approach to policing is at the heart of proposals for implementing a consistent policing style for Essex.

Following the Rural Policing Review, a policing style, based around community policing teams dedicated to a geographic area, is being extended into urban areas.

Teams will be tasked with understanding the needs of the community, working with the community to achieve crime reduction and detection, responding to calls for assistance and tackling community safety problems.

Co-ordinated

Divisional and HQ-based services will be focused on supporting the community policing teams.

How to develop a co-ordinated approach, based on identifying problems, utilising intelligence, and tasking community and divisional support teams to respond proactively, was the focus of a two-day senior managers' conference at Danbury last month.

Chaired by Chief Constable David Stevens, the conference also looked at implementing the Government's Best Value requirements, and other issues likely to influence next year's Essex Policing Plan, including the implications of the Macpherson report, finance, IT and human resource issues.

2 Smart 'Oscar'

2 SMART 4 Drugs, Essex Police and Essex FM's ground breaking drugs education roadshow, has scooped a national award known as the radio equivalent of an Oscar.

For more details see page 3.

Deployment policy means a more even spread of skills

STRIKING A BALANCE

A NEW deployment policy is bound to have an inflated impact in its early stages, but the hope is that it will soon settle down, to provide a better balance of skills and experience across the force.

by Norman Hicks

Head of Personnel John Rhymes, architect of the new policy, said: "The organisation has a decreasing budget, increasing workloads and very challenging performance targets.

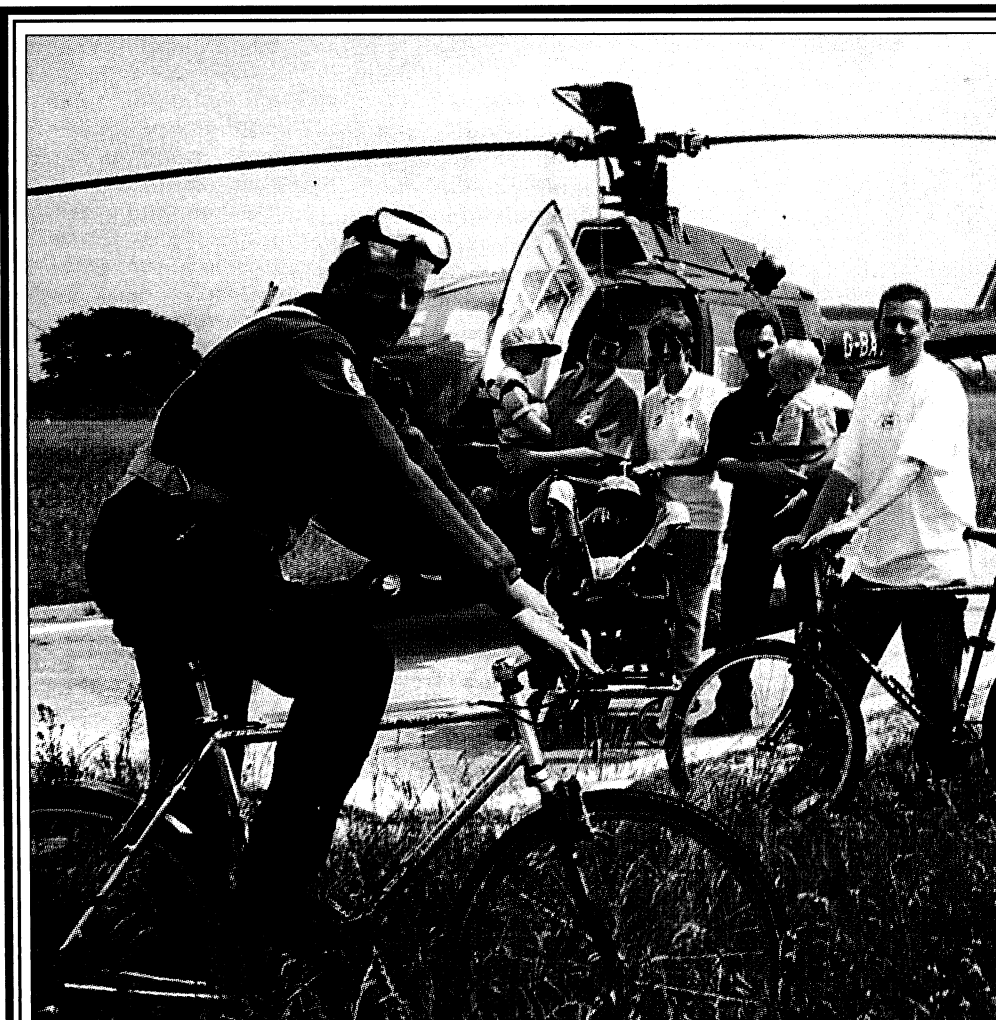
"We have to ensure that we deploy and distribute our people more effectively, ensuring that divisions and departments have a balanced workforce - in terms of experience and skills - and that we are able to be more flexible and more responsive to the organisation's needs."

Tenure was introduced some

years ago to address concerns that officers could become narrow in outlook and skill if left in post too long, making eventual redeployment more difficult.

There have, however, been negative consequences of the tenure policy, such as excessive training costs and some loss of specialist skills and experience.

● Continued on page 3



Coast to coast for coppers

A COAST to coast bike ride by Essex police officers is set to boost the coffers of two charities in the county.

Members of the Underwater Search Team based at headquarters have organised a different event bi-annually for the last eight years, and to date have raised about £10,000 for local causes.

This year's exploits took over 20 riders on a trek from Whitehaven in Cumbria, to Newcastle.

The riders were supported by a back-up team driving vehicles on loan from Ford. Other sponsors included BP, who covered the cost of supplying BP Greener Diesel to the support vehicles.

Proceeds from this year's event are still being totted up and will be split between the Essex Air Ambulance and Little Haven's Hospice.

Meanwhile, the Essex Air Ambulance is also benefiting from a gruelling canoe trek by Mick Barry, Divisional Admin Manager for the Force Information Room, and Mike Head, an engineer for Alenia Marconi.

The 125 mile paddle from Devizes to Westminster raised cash to the tune of £770 for the Air Ambulance and St Clare's Hospice.

The intrepid duo, both members of the Chelmsford Canoe Club, had a burning ambition to complete the famous trip and did so in just 23 hours, up against more than 100 other pairs. But it was no easy task.

Mick Barry said: "It was an ambition in life and now we can say we achieved it. But I definitely have no wish to be able to say I did it twice."

Campaign for better equality

IN April, following the Macpherson Report and the publication of Ministerial Priorities, the national Federation launched a campaign to promote greater equality within the police service.

We understood that there needed to be a debate about the unacceptable face of racism both within the service and within the wider community.

As part of the campaign, a series of posters were designed to signpost our commitment to fighting racism.

The posters sought to confront negative stereotyping and passive racism and to promote positive role models of black and Asian officers.

We encouraged chief offi-

cers to use the posters to confront racism within the service and as part of their campaigns to recruit more officers from ethnic minority communities.

We wanted the posters to provoke debate; we knew that some would feel uncomfortable when confronting their own prejudices.

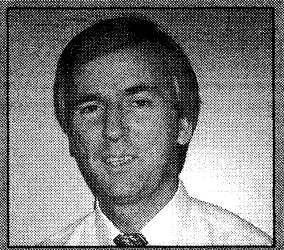
We had no desire to reinforce negative stereotypes, or to affront colleagues or members of black and Asian origin.

At the Police Federation Conference '99, a fringe meeting was held which sought to raise still further awareness of the negative impact of racism in order to promote a fairer and more representative service.

We now need to review our progress and consider further phases of the campaign. It should be recognised that, whilst this stage has concentrated almost exclusively on racism, we should not lose

Federation Newsline

by Terry Spelman



sight of problems experienced by minority groups in general.

Firstly the posters. Feedback has been mixed. Initially, the concerns we anticipated were displayed. Some believed that they reinforced negative stereotyping and were an insult.

Following a full explanation, the motives are understood and accepted. Few had alternative strategies for challenging racism through negative stereotyping and agreed that it was a factor both internally and externally.

The posters were intended to engender debate. They have certainly achieved this. They were never intended to be the only solution to unfairness in the service.

In respect of racism, we also need to be sure that we appreciate all the issues.

Dates are being arranged for the national Federation to meet with the National Black Officers' Association on a regular basis.

However, we need to set up our own apparatus to ensure that we are aware of the

ongoing issues and problems.

To this end, a regional meeting has been organised.

This will take place at The Assembly Hall, Church House, Dean's Yard, Westminster, London SW1P 3NZ, on Friday, July 16, at 10.30 for 11 a.m.

Admission is by warrant card.

Update on shift system

THIS is now with the Chief Officers' Group.

No decision was made at the Force Development Group meeting, as concerns were being raised by some divisional commanders on whether they could manage an extended hour shift system and implications on manpower.

Once chief officers have looked at these concerns fully, they will make a recommendation to the Force Development Group which, in turn, will have to support the view of chief officers or not.

Ballot

If they agree to the proposed system, a ballot of all Federation members will take place.

The expected start date of any new system, I believe, will be put back to later in the year or, indeed, next year.

The issue of rest days, as I reported to you last month, is that all rest days will count for regulation purposes.

I am concerned that whatever system eventually goes ahead the courts should take notice of these and not dismiss them, as was said by one divisional commander: "That courts ignore rest days".

If we can put pressure on them to respect officers' rest days, then costs would come down to Essex Police.

Platinum discounts

POLICE Platinum Cards (PPC) offer discounts of seven per cent at B & Q, Comet, Woolworths and Superdrug.

You obtain vouchers direct from PPC, i.e. something worth £100, you buy vouchers from PPC for £92.50 which would be worth £100 in the store. Contact 01772 451819 if interested.

Discipline code

Sgt DAVID JONES, Chairman Joint Branch Board, continues his look at the new Police (Conduct) Regulations 1989, which came into effect in April.

A MAJOR change in the regulations is the opportunity for a superintendent to administer a written warning. This applies to non complaint cases, where an officer has failed to meet the required new standard set out in the code of conduct.

A written warning can only be given where the officer has admitted the failure to meet standards.

An officer can only have two written warnings recorded (they are valid for 12 months from the date they are administered).

Where an officer admits a failure to meet standards which would normally be dealt with by way of written warning, but has two valid written warnings recorded, then the matter must be referred to a formal hearing.

One of the major changes of the new procedures is the standard of proof required to prove the misconduct. That standard is now based on the balance of probabilities. The Home Office guidance defines it as follows:

"In deciding matters of fact the burden of proof lies with the presenting officer, and the tribunal must apply the standard of proof required in civil cases, i.e. the balance of probabilities. The straightforward legal definition of the civil standard of proof is that the adjudicator is convinced by the evidence that it is more likely or probable that something occurred than that it did not occur. Relevant case law makes it clear that the degree of proof required increases with the gravity of what is alleged and its potential consequences. It therefore follows that, where an allegation is likely to ruin an officer's reputation, deprive them of their livelihood or seriously damage their career prospects, a tribunal should be satisfied to a high degree of probability so as to be sure in their own minds that what is alleged has been proved."

It concludes by stating that an officer facing serious consequences is entitled to expect a tribunal to give very careful consideration to the evidence before an allegation is found to be proved, and the tribunals should always look for other evidence which supports that given by a complainant.

Hearing

Another major change is that a misconduct hearing will take place with an Assistant Chief Constable sitting as the presiding officer he will be accompanied by two superintendents.

Where an allegation may result, if proved, in dismissal, requirement to resign or reduction in rank, an officer will still have the right to be legally represent-

ed at the hearing.

The following punishments can be given:

- Dismissal - effective immediately
- Requirement to resign - either immediately or after such other period as the tribunal may specify
- Reduction in rank - effective immediately
- Fine - of not more than 13 day's pay recoverable over a minimum of 13 weeks
- Reprimand - which would be recorded in the officer's personal record
- Caution - which would not be recorded in the officer's personal record.

Review

Another major difference under the new procedures is the Chief Constable's Review.

Any officer has the right to ask the Chief Constable to review the decision of a Misconduct Tribunal. That review can relate to finding or punishment or both.

The Chief Constable will be asked to look at the decision of the Tribunal, he may agree with their decision, or he may vary that decision. He can substitute a punishment but he cannot impose a harsher penalty.

Where an officer has been dismissed, required to resign or reduced in rank and that decision has been endorsed by the Chief Constable after a Chief Constable's Review, the officer has the right to appeal to a Police Appeals Tribunal. The appeal can be lodged in respect of finding and punishment or punishment alone.

Here is another major change; the appeal is to the Police Authority and not the Home Secretary.

The tribunal consists of the following:

- a legally qualified chairman
- a member of the Police Authority
- a retired or serving Chief Officer (other Force)
- a retired officer of appropriate federated rank.

A Police Appeals Tribunal has the power to reinstate an officer in his or her force and/or former rank (but not to a particular post or appointment, e.g. detective), or to impose a less severe sanction than that being appealed against, provided that such a sanction was available to the original hearing.

Remember, if in trouble, contact the Police Federation. Without us you are on your own.

To obtain advice or assistance contact me on 54501 or 01245 452799 or write in, enclosing a copy of your discipline notice.



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National honour for drug roadshow

2 SMART 4 Drugs, the innovative drugs education roadshow for youngsters devised by Essex Police and Essex FM, has won the radio equivalent of an Oscar.

The project was awarded the UK Commercial Radio Social Action Initiative at a prestigious ceremony in London.

The trophy was presented to Essex FM promotions manager Pam Withrington and programme director Paul Chantler.

More than 15,000 schoolchildren in 30 schools have seen the 2 Smart 4 Drugs roadshow since it was launched three years ago.

The official citation said: "The judges were not aware of a noisier or more relevant way to get across such an important message to a precisely targeted audience."

Last year's roadshow, hosted by Essex FM DJ Paul Lovett and Children's BBC presenter Kirsten O'Brien, visited secondary schools throughout the county and was supported by supermarket chain Sainsbury's.

Another tour is planned for this autumn.

Essex FM managing director Rob van Pooss said: "Everyone in Essex should be enormously proud of this project which is fast gaining national plaudits."

Offbeat

THEY say it's never too late to learn, but an elderly woman who was learning to drive probably didn't think so.

The woman, who was in her 70s, was involved in a road accident whilst being taught how to drive by an 80-year-old friend.

Action over increase

STAFF at Force Information Room are dealing with a huge increase in non-999 telephone calls.

The calls are coming in either directly from divisional personnel or as a result of members of the public telephoning a police station and being transferred to FIR.

Non-emergency calls to FIR rose from 60,074 in January this year to 96,504 in May - an increase of 61 per cent.

In May, non-emergency calls outnumbered 999s by almost 6-1.

The increase has coincided with the introduction of Essex Police's new STORM command and control system.

The problem is now being addressed.

The FIR Working Practices Group, with Supt Bob Ward in the chair, has been reconvened to assess the situation and seek solutions.

The group includes representatives from the Police Federation and civilian staff union UNISON.

A report will go to the Operational Policing Policy Group.

Video drives safety home

A THOUGHT-provoking film demonstrating the dangers of driving without a seatbelt has been shown to motorists failing to belt up during a special north Essex campaign.

Drivers involved in accidents in Uttlesford District are more likely to be killed or seriously injured than in any other part of the county.

As part of a joint initiative with Uttlesford District Council and Essex County Council, Essex Police stopped drivers during checks on three different days, at three different locations.

Anyone in the car breaking the law, was given two choices, a fixed penalty ticket of £20 or 20 minutes of their time. If they opted for the latter they were shown the video and given a brief talk by a road safety officer.

Insp Mark Harman, of Bocking Traffic, said: "The campaign is a reminder to all drivers that wearing seatbelts can save you from serious injury or even death. The video helps to demonstrate the realities of ignoring the message."

Violence victims get instant help

NEW initiatives to reduce the fear of victims of domestic violence have been launched in two areas of Essex.

In Chelmsford division, four Polaroid cameras have been sponsored by High Chelmer Shopping Centre to enable the instant recording of the scene, and the victim's injuries, in a domestic situation.

The Colchester Mobile Phone Company has also provided the division with a number of mobile phones, programmed only to ring the police, which will be made available to victims who are at risk and have no other way of calling for help.

Meanwhile, in Colchester division, victims can summon help from police at the touch of a button, thanks to the provision of alarms linked to Colchester Council's 24-hour helpline monitoring centre.

The initiatives coincide with the announcement of a national Government campaign to tackle violence against women, which encourages a multi-agency approach.

Chelmsford division's Polaroid cameras will be kept at police stations in Chelmsford, Maldon, South Woodham Ferrers and Southminster.

They will be used by offi-

cers to take immediate photographs of the scene of the attack, providing instant evidence which can still be used if the victim, perhaps through fear, is reluctant to make a statement.

The cameras have been used in the United States for a couple of years, and were piloted in Britain by police in Hertfordshire.

Community Safety Inspector, Chris Macintosh, said: "The aim of this initiative is to give more victims the confidence to report attacks, because this independent evidence will remove some of the threat they may feel under."

"One of our priorities in the Chelmsford Division over the next three years, as outlined in our Crime and Disorder strategies, is to tackle violent crime and this includes domestic violence."

"We are adopting a multi-agency approach together with Chelmsford and Maldon Domestic Violence Forum."



● Launching the Chelmsford initiative: Insp Chris Macintosh, Chief Insp Dave Folkard and Kim Carlaw, deputy manager of High Chelmer shopping centre.

New deployment policy will mean changes

● continued from page 1.

A combination of factors has stagnated movement and resulted in a very unbalanced skill and experience profile for the force.

Northern divisions have higher numbers of experienced officers and relatively few probationers, whereas southern divisions have the opposite.

Changes to the Metropolitan boundaries next year look set to exacerbate this situation.

The new policy is intended to replace tenure in such a way that the positive aspects are retained.

It will facilitate both a short-term programme, to create a balanced workforce and enable the balance to be maintained in the long-term.

Officers reaching the fifth

anniversary of their service in any specialist role or within one division or department - including service completed before introduction of the new policy - will be interviewed by a command team member.

The interview will cover changes in role during the previous five years, time away from core policing, planned career moves and the officer's own views on deployment.

Report

The manager will add his or her observations and send a report to Staff Development section, which will consider each officer's suitability for redeployment.

Factors to be considered before reaching a final decision will focus on organisational need such as the

experience profile of the officer's current division, staff turnover in that division in particular specialist areas, training investment and also the contents of the review report.

Said Mr Rhymes: "We had become constrained by tenure and movement to maintain a balanced workforce had stagnated, to the extent that we had lost the flexibility to use our people to best effect."

Every officer on joining signs up to the fact they may be deployed anywhere within Essex Police District. However, the local agreement, as set out in Policy Guidelines, will continue to govern factors such as maximum travelling distances.

"The deployment policy is trying to kick start an on-going process of ensuring that we can be flexible

with the workforce, moving people to meet organisational need and making sure our resources are deployed in the most efficient way.

"There is no doubt that the impact in the beginning will cause concern, which managers will need to manage carefully," said Mr Rhymes.

Process

"The process has to start somewhere. There will be a first to be interviewed and a first to be moved, but eventually it will settle down and the process will apply to everybody."

"The important fact to stress is that it is not a selection process, it is a deployment process," he said.

"As time goes on it will become a

process that will occur naturally, on an annual basis, linked to appraisals so that movement of individuals will be minimised to meet identified needs and make best use of skill and experience."

The new policy comes at a time when Essex Police boundaries are expanding and shift patterns are also under scrutiny.

"There is enormous change in our organisation at the present moment," said Mr Rhymes.

"Managers need to be deeply involved with the change that is occurring, and take time to explain to people why it is needed and make what is a difficult process more understood and accepted," he said.

● See page 8 for update on the shift pattern review.

Lottery loser

I WAS fortunate indeed to be a prizewinner in the April draw of the Essex Police Sports Association lottery.

June arrived and I had still not received my winnings.

I checked with HQ, only to be told: "Glad you rang. I've had your cheque here for ages. It's the Data Protection Act. I am not allowed to search for your address."

Has the world gone mad, or what?

The Act was never intended to make life difficult for another section of the same organisation, acting in a fair and reasonable manner, or perhaps I am on another planet.

I know pensioners are often described as dinosaurs, but am I really that much out of touch?

Could I suggest that in future, force lottery winners should be announced with the invitation to contact Dick Soward on extension 54123, Chelmsford (01245) 491491?

Only then will lucky prizewinners be sure of receiving their dues.

Ex-Pc Frank Holden
Colchester

I READ with interest the front page story in the June issue of *The Law* concerning the joint DVLA and Essex Police campaign against untaxed vehicles.

Whilst I fully support this initiative and have no sympathy with those who attempt to avoid paying for that which most of us have to, I do however feel that the DVLA should get their own house in order first. Many of those supporting this campaign will

not be aware of the huge 'cock-up' made recently by the DVLA in respect of the excise duty payable on motorcycles.

In anticipation of the recent Budget, somebody at the DVLA took it upon themselves to anticipate a £5 increase in the annual duty for larger motorcycles, and correspondingly increased all the charges. This increase was never made in the Budget and it was several weeks later that the DVLA

owned up and informed everyone of the mistake. They are now having to refund £5 to all the motorcycle owners who have paid too much in the interim. There was also the ludicrous situation whereby owners who had sent in postal applications for tax with the old amount on the forms, had them returned requesting an increased payment, and then returned again when the mistake was realised.

All this has been at enormous expense to the DVLA who will doubtless be passing this on to the motorists at some stage. Strangely DVLA say that it is not possible for them to investigate and apportion blame to anybody within their organisation.

As yet I have not had my cheque from them, and will be interested to see just how long it takes them.

Pc Graham Snellin
Braintree

Credit for the unsung heroes

I REFER to issue 308 of *The Law* - June 1999. I, of course, was delighted to see the editor's coverage of the top position obtained by Essex Scenes of Crime Officers in relation to fingerprint identifications and the HMIC recommen-

dation that civilianisation will no longer be pursued.

However, I feel that recognition should be given to all the staff 'behind the scenes' who provide support, such as laboratory technicians, intelligence officers, administrators and typing services who prepare the evidence.

But most importantly, to the outstanding work carried out by staff of the Headquarters Fingerprints and Photographic departments, without whose expertise such excellent results could not have been achieved. Their contribution should not be forgotten.

Ds Ian Ellison
Scenes of Crime
Thurrock

Law letters

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

See you soon

I WOULD like to send my grateful thanks to everyone who sent me cards, gifts and flowers whilst I was off on 'enforced' sick leave.

It was nice to know so many people cared.

I hope to return to work in early July and look forward to seeing everyone.

Many thanks, once again
Gwen Seabrook
Club Steward
Bars Sports Pavilion

Best value?

I NOTE with interest the recent advertisement in Personnel Bulletins for a Chief Inspector, Best Value - Corporate Support, Headquarters.

I assume that the first task for the successful applicant, a police officer being paid at least £34,518 a year, will be to assess the value for money of his or her post.

Chris Booth
Sergeant
Chelmsford Traffic

Open day success

I WOULD like to congratulate the Essex Police Dog Section on their Open Day held at Sandon on June 5.

As a retired officer with fond memories of when we would call upon our dog section to help with investigations, I joined many members of the public who were given the opportunity of meeting our handlers and their dogs.

Demonstrations were given in obedience work, criminal pursuit and

searches for property, drugs and explosives. Handlers were always available to answer questions put to them.

Overall, it was a very successful day and extremely good for public relations. It was also great to see former dog handler Mick Gurden back on the unit as Inspector supervising the activities.

Len White
Chelmsford

Ways of cutting costs

WITH reference to my letter on budget cuts and the response by Mr Clark in the April edition of *The Law*, I was astounded to see that the cost of the leaflets together with the internal circulation amounted to about the annual salary of one new constable.

I appreciate that it is necessary for the council taxpayers of this county to be kept informed on how their money is spent. Would it not have been more effective to make abstracts of the auditor's report available for consultation at public libraries or on the website?

I would question how many people actually read the leaflets accompanying the council tax demand.

On the question of the internal circulation of leaflets, would it not have been cheaper to

affix an appendix to a Force Order detailing the force strategy?

The headline above Mr Clark's letter read: 'Small price to pay for a safe county.' I may be missing the point here, but how do you imagine that throwing away nearly £14,000 from the annual police budget is going to make Essex a safer county?

On the question of savings, has anyone considered the cost of sending *The Law* out by post to pensioners, police widows and Neighbourhood Watch co-ordinators? Dare I suggest that those of us falling into the above categories pay a subscription in order to receive *The Law*? After all, we should all be doing our bit to ensure that the police budget is spent in an efficient way.

MA Holland (retired)
Southend

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Policing 'at the sharp end'

A NEW book which takes an affectionate look at policing the capital has been produced, with all profits going to the Police Pensioners' Housing Association.

London Police - Their Stories is described as a study of "80 years at the sharp end" of policing.

Copies of the 198-page paperback, at £7.99 each (free UK post and packing) can be ordered by credit card on 01584 877456, or by sending your details, together with a cheque to Merlin Unwin Books, 7 Corve Street, Ludlow, Shropshire, SY8 1DB.

Cheques should be made payable to Merlin Unwin Books.

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LEO roars in

by Alyson
Mountney

AN IT intelligence system piloted in the Chelmsford division has proved so successful it is being extended across the force.

LEO has been designed in-house by IT Developments, and replaces the EPICS intelligence application.

The new system is user friendly and does not require any specific training. Information does not have to be written onto a form first - it is keyed in directly by either an officer or a member of staff from the Divisional Intelligence Unit.

System

Once the information is entered into the system, a freetext-based search will find any word in any document, making it easy to find.

The six-week trial cut through a backlog in processing information at Chelmsford division.

Local Intelligence Officer Judith Bridges said: "We're really pleased with it. We were working with a constant backlog but now the inputting is done on a day to day basis."

"It's taken some of the pressure off us and it's work-

Intelligence programme designed in-house to replace former EPICS application



ing very well for us here. It's good news."

LEO - chosen as a name, not an acronym - is being linked with other computer

systems to make the information that has not always been readily available, easier to access.

Custody

It is already connected with the system that enables the user to look at previous convictions, video stills taken in custody, etc.

Shortly, the system should also be linked up to fixed

penalties, and later it will be linked with command and control.

The schedule for rolling out the system to other divisions is as follows:

Basildon is due to get the system in early August, followed by Harlow, Stansted Airport, Colchester, Clacton, Braintree and finally Rayleigh and Southend, who are due to get the system in mid October.

Skidpan treat for Lauren



Dear Chief
Constable,

My father is in the police force. I've got an idea for police cars that they use in America.

Instead of the passenger police officer having to go in the back, there can be a cage behind the driver and passenger seats, so it would save the passenger having to go in the back with the prisoner.

Yours sincerely,
(Miss) Lauren Jones

(aged 9)

Bright idea
brings a
surprise
invitation

LITTLE did Lauren Jones realise that her world would spin after writing a letter to Essex Police suggesting that police cars should have prisoner cages like those used in the USA.

She received a letter in reply giving details of our vehicles and an invitation to HQ Garage. Lauren, 9, and her friend Harriet, 8, were allowed a day off school to visit Headquarters, hosted by John Gorton, Transport Services Manager.

The girls were shown around the garage and shown the "Saturday night special" vehicle used at Southend which has a prisoner cage.

They were also taken for a spin around the skid pan, where our photographer caught up with them.

Sad and disturbing case of neglected horses for WLO Barry

NOT all the animals that wildlife liaison officers deal with are wild.

Wildlife liaison officer Pc Barry Wright found a case he dealt with particularly sad and disturbing.

In January 1998 he visited a

stables in Stansted, together with the RSPCA and British Horse Society, where horses had suffered severe neglect.

A vet ordered the immediate destruction of a Shetland pony to prevent further suffering

and another seven animals had to be taken away for immediate treatment.

A grey mare with a tumour and a shetland pony with bowel and stomach cancer also had to be destroyed.

Operation Tourist to target unsafe coaches and buses

COACHES and buses are to be targeted in a nationwide safety operation this summer.

The crackdown - code-named Operation Tourist - is being staged to ensure that trippers and holidaymakers are travelling in safety.

Essex Police will be one of more than 40 forces in England, Scotland and Wales working alongside the Vehicle Inspectorate to carry out roadside safety checks at 60 locations, making it the biggest operation of its kind ever staged in Britain.

Operation Tourist, which has been staged every summer since 1994, is being repeated because of continuing concern about the road-worthiness of buses and coaches.

Dangerous

Last summer's crackdown resulted in 97 of the 2,122 coaches examined nationwide being so dangerous that they were ordered off the road immediately. The faults included loose wheel nuts and defective brakes and steering.

In Essex, 30 coaches were stopped for examination on the M25 at Thurrock. Three had serious defects, which resulted in them being ordered off the road immediately and another three were given notice to have minor faults rectified. Seventeen drivers were found to have worked excess hours.

No-one should be delayed for more than 30 minutes while each of this year's checks is being carried out, unless a serious defect is discovered.

Supt John Buckley, of Avon and Somerset Constabulary, which is co-ordinating the operation nationally, said: "We apologise in advance for any inconvenience caused by these safety checks, but they are being made in the interests of the passengers, and other road users, to ensure they arrive safely at their destinations."

The date of Operation Tourist and the checkpoint locations are being kept confidential.

Changes on way in payroll system

FOLLOWING work undertaken in the Financial Services Department annual plan, formal member approval was obtained at the Police Authority's Strategy and Budget Panel on July 27 1998 to go out to competitive tender for the provision of a payroll service.

On June 11 1999, Computer Management Group, CMG, were awarded the contract to provide a payroll bureau service.

Retired

This will include all police officers, support staff and retired police officers.

The new service is scheduled to commence from November 1, 1999 and will include mileage and expenses payments.

This will not affect pension-

ers who are paid through the local government pension scheme, who will continue to be paid by Essex County Council.

Although some changes will be necessary these will be kept to a minimum. However, the most significant change will be that Essex Police Finance Department, Exchequer Section, will be responsible for the processing and administration of the new system.

Essex County Council will no longer perform this function.

It is intended that when further information is available it will be disseminated to all staff and pensioners who will be affected by the change.

Barry G Faber
Exchequer Accountant

THE Essex Police exhibition marquee at this year's Essex Show has been declared a success.



● Museum curator Elizabeth Farnhill helps a young visitor.

Exhibitions by the museum, firearms licensing, marine unit, Rayleigh Traffic Unit, crime prevention and the 4x4 fun day committee proved popular with the public during the three days of last month's event.

Youngsters were not forgotten, with play patrol cars, badge making and fingerprinting to keep them amused. For many of the older ones, the chance to have their "mugshots" taken for a 1900-style custody sheet was irresistible.

Public Relations Officer Tina Starling said the exhibition had been a success, adding: "There was a definite improvement on the previous year, learning from our previous mistakes. Even now we can see opportunities where we can make it even better for next year.

"The majority of the public



● Pcs Peter Scott and Ian Frakes from the Marine Section at the Essex Show.

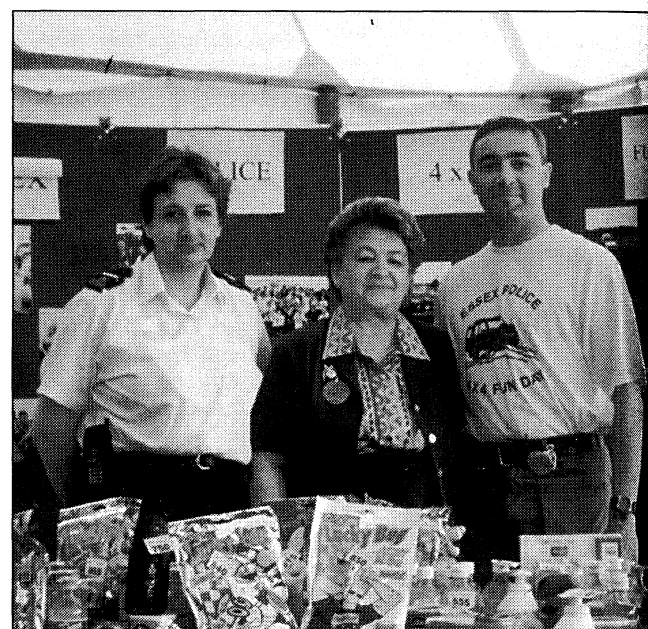
Summer showtime

only contact us in times of need or trouble, and the show is a good opportunity to meet the police and find out some of the other things we do in a much more informal atmosphere.

"A lot of the work we did was for children, with the idea that if we build good relations with them at an early stage, this will last into the future."

The 4x4 fun day committee raised £475 towards this year's event for children with disabilities and learning difficulties, with Costco providing £250 for the raffle and tombola prizes. Visitors also had the chance to guess the number of balloons in the car.

John Gorton's "wonky bike" - a bicycle with back to front steering - was a popular attraction for the fun day committee, and Chief Insp Dave Halsey learned how to ride it in time for Sunday.



● Sc Jenny Bingham, Mrs Rosemary Smith and 'Tomo' Thompson from the Royal Military Police run the 4x4 fun day tombola.

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Reaching for the sky

SPECIAL Constable Lena Worrow takes to the air next month for a charity sky dive over Oxford.

The 20 year old, based at Clacton, will jump from 10,000 feet for a tandem freefall dive to raise money for the Special Constabulary and Essex Police Benevolent Funds, Essex Air Ambulance and St John Ambulance.

She said: "I will be strapped to the instructor and we will free fall for 5,000 feet before opening the parachute."

Lena, a Special for 18 months, will not be able to train for the August 18 dive until she gets to the airfield on the day.

Anyone wanting to sponsor her can contact her on 01255 432638, or via Clacton Police Station.

Memories of a young

FOUR months training at Police HQ in Chelmsford concluded with an address by the Chief Constable, Captain Peel.

My first posting was to Harwich, where I was accommodated in single men's quarters with seven other probationers.

It was fun and I enjoyed the comradeship which existed in those days.

Our salary was £2 10s 0d per week, paid in cash by the Superintendent, who deducted £1 10s 0d for food.

We had a delightful landla-

dy, who did the shopping and cooked the main meal. Breakfast, tea and supper was one's own responsibility. Yes, we had a curfew when off duty - 11pm was the latest one could be out, unless official authorisation was granted.

White gloves

As single men we found ways of making other arrangements!

One was expected to show initiative and deal efficiently with all matters.

One memory centres around

the magistrates' court Harwich. Crime was not like today's levels and court agenda would be bland. Nevertheless the court would attend and present chairman of the bench with pair of white gloves, as a symbol of a crimeless period. My next posting was Pilgrims Hatch.

by retired S

Every dog

MORE than 1,000 people flocked to Sandon Dog Unit last month for an open day, voted a big success by all those who took part.

Demonstrations of the dogs working ran throughout the day, including man-work, drugs and explosives searches.

Visitors were

given the chance to meet handlers, kennel staff and the management team, as well as entering the kennels to see the food preparation area and even the dog loo!

Head of the unit, Insp Mick Gurden, said: "It was 1954 when Essex Police got its first two dogs - a German Shepherd and a Doberman - and now we have over 50.

"The open day gave the public the chance to come and meet the dogs and the people who care for them and it went very well indeed."

by Norman Hicks

has its

Essex Police Museum curator Elizabeth Farnhill organised an exhibition of the dog unit's history and current activities and there were interactive attractions for the many children who attended.

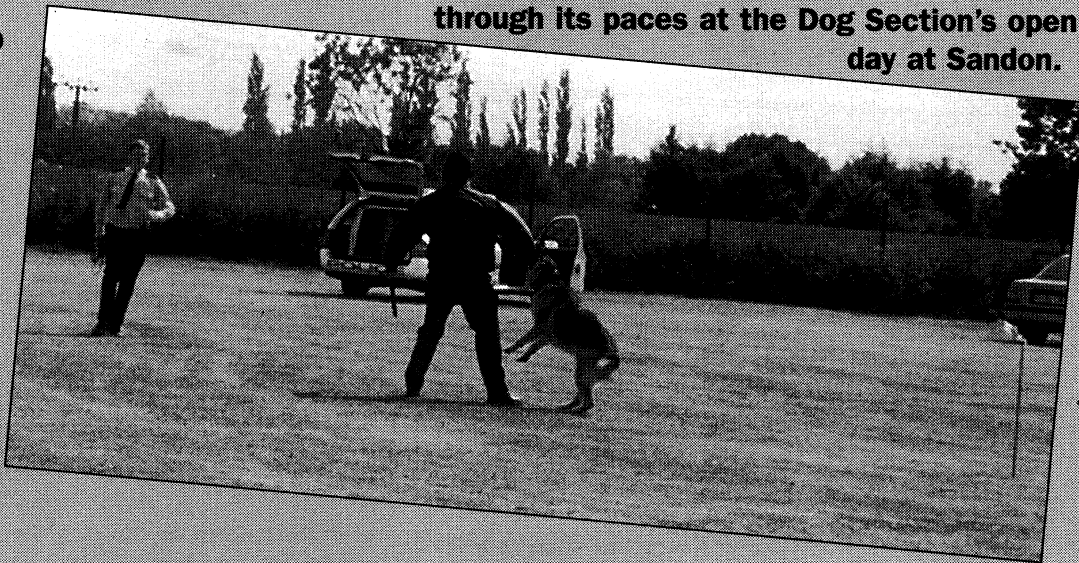
The event also raised

more than £130 for Essex charities from a bouncy castle, provided by Essex Fire and Rescue Service.

Supt Ian Cotgrove, head of Operations Division, said: "This was a very successful event, which has helped to restore public confidence in the dog unit, after recent bad publicity.

"We are grateful to all those who attended and took part and hope to be able to repeat the exercise in the future."

● **BELOW:** A German Shepherd is put through its paces at the Dog Section's open day at Sandon.



"The open day gave the public the chance to come and meet the dogs and the people who care for them, and it went very well indeed" - Insp Mick Gurden, head of the dog unit.

day

● **BELOW** - Visitors make friends with one of the dog unit's Springer Spaniels.



police constable in 1934

Bernard Camp

Application to the Chief Constable was the first step to seeking authority to marry!

The lady's name, address, character reference and her credentials were investigated and, subject to the Chief Constable's satisfaction, permission to marry would be granted.

As a beat constable one would be responsible and

expected to deal with any situation throughout 24 hours of each day.

Bicycle

Each night, between 10pm and 6am a three-hour bicycle patrol was compulsory.

Commencing Monday, from 10pm-1am, then Tuesday 11pm-2am and so on, advancing by an hour a night until reaching the 3am-6am patrol.

To ensure the beat was covered, divisional headquarters devised a system of communication whereby beat officers

would be at telephone boxes (always at the extremities of the beat) half hourly.

It was not unusual to be visited by an inspector, whose mode of transport would be by bicycle!

Crime was not a great problem. Work was mostly concentrated on farms and animals: the licensing of movement of animals when restrictions were in force.

Police presence was also required at sheep dipping sessions.



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Commended for 'body in concrete' investigation

OFFICERS were commended by Chief Constable David Stevens for a successful investigation, following discovery of 35-year-old Maldon kebab shop owner Fevsi Demir's body encased in concrete at the rear of his shop in April 1997.

Supt Brian Storey, DI Bob Seals, DI David Hughes, Ds Richard Mason, Detective Constables Jonathon Cornish, Roy Rush, Stephen Rawson, James Hayter and Police Constables Lisa Pitcher, Richard Ford and Jenny Bailey received commendation certificates at a ceremony in June, for the commitment and professionalism they displayed

during the investigation.

Its success was due to the perseverance and dedication of all those involved in identifying the victim and gathering vital evidence, in particular from members of the Turkish community, along with excellent preparation and presentation of evidence during the trial.

A man and woman were convicted of manslaughter at Chelmsford Crown Court on December 3, 1998 and each sentenced to six years imprisonment.

The man received a further two years imprisonment for concealment of the body and preventing its lawful burial.



Chief Constable David Stevens, pictured with Supt Brian Storey and members of the team which brought to justice the killers of Maldon kebab shop owner Fevsi Demir.

Photo: HQ Photographic

Pc poet at large

WEST Midlands Pc Andrea Sakinah Reynolds launches her second book of poetry this month, to benefit under-privileged children in inner-city areas.

The book *Police at Large* is described as "a poetic expression of policing experiences".

Andrea is an executive member of the National Black Police Association and the public relations executive of the West Midlands Black Police Association.

Issues

The poems address various issues, including diversity, sexism, child protection, the impact of change, public perceptions and ever-increasing demands on operational police officers.

Copies at £9.99 each can be ordered via the West Midlands Black Police Association, c/o Ms Vicky Smith, General Secretary, Tally Ho Training Centre, Edgbaston, Birmingham, B5 7RN.

Shift patterns under review

by Alyson Mountney

PLANS to alter shift patterns for officers and support staff providing operational, 24-hour cover are next up for discussion by the force development group on July 14.

The proposal which is on the table is for an extended hours shift pattern, but this has not been finalised.

This recommendation is due to be discussed by Chief Officers prior to the group's meeting.

If the force development

group is minded to agree to this pattern, nothing will be put into practice until extensive consultation is carried out among all the personnel it will affect.

The aim behind the shift review is to standardise working hours for officers and support staff working the 24-hour shift system in the Force Information Room, Traffic, and on division, while allowing some flexibility locally.

Currently, two shift systems are in use in Essex. Both are based on the traditional eight-hour shift with

seven rest days in any 28 day period, and vary even between divisions.

The extended hours system would involve working three 11-hour days followed by three rest days. Start times would vary to allow cover across the 24 hours, and the pattern would also allow for two nine-hour training days within a 12-week period.

Like the current system, there would be four shifts with two shifts working and two on rest day at any one time.

During recent weeks divisions, FIR and Traffic have

been carrying out an exercise on paper to see how the proposal would work by applying the numbers of staff available for deployment to an extended hours system.

Their findings will come under careful consideration at the meeting on July 14.

Supt John Coyle, head of research and projects, said: "The Chief Officers are adamant that there will be full and frank debate, and if the view of the group is that the proposal will work operationally, then the next stage is full consultation with staff."

The staff organisations, the Federation and Unison, are both involved in agreeing how staff will be consulted.

In brief

ESSEX Police has welcomed the publication of Her Majesty's Inspector of Constabulary's report into Police Integrity.

Deputy Chief Constable Charles Clark, said many of the issues raised in the report are already in being in Essex, or are being considered.

He said: "It is essential for the people of Essex to have confidence in their police. We have a good track record of dealing with officers whose behaviour does not meet the standards expected and will continue to do so."

* * *

HOCKLEY and Hawkwell Old People's Welfare Committee would like to hear from ex police officers, willing to spend time fitting smoke and carbon monoxide alarms, or driving the group's minibus on a rota system to ferry the elderly to its day centre.

Contact Mrs Carol Warren at the day centre in Southend Road, Hockley, tel. 01702 206208, if interested.

A guide to food safety and your summer barbecue

SUMMER is here and it is time to get the barbecues out for alfresco cooking and eating.

There are certain guidelines to follow though to avoid upset stomachs when cooking outdoors. Last year there were over 105,000 reported cases of food poisoning in the UK - reported cases are just the tip of the iceberg, almost 10 million people suffer stomach upsets each year.

Facts to note:

- food poisoning bacterium can multiply to 1 million in less than 7 hours.
- horsefly can carry 2 million bacteria.

Health check

Bacteria, even E coli and Salmonella, are killed by thorough cooking.

Bacteria spread quickly and keeping cooked and uncooked food separate and covered reduces the risk of bacterial cross-contamination. If you have taken the trouble to prepare food hygienically, do not let germs contaminate it from other raw foods, soiled equipment or people, pets and pests.

Wash hands before touching foods and after handling

raw foods, especially raw meat and poultry.

Make sure all cooking and eating utensils and work surfaces are spotlessly clean before use.

Defrost frozen meats and poultry (in the fridge or microwave) fully before cooking, unless the cooking instructions state otherwise.

Light the barbecue well in advance, make sure you use enough charcoal and wait until it is glowing red (with a powdery grey surface) before starting to cook.

Wash salads and raw vegetables well to remove all traces of soil and any insects.

Don't prepare these foods too far in advance.

At all times, keep foods to be cooked away from foods which are ready to eat.

If possible, keep meats, salads and other perishable foods in the fridge until just before you are ready to cook/eat them.

Pre-cook

Don't leave perishable foods out in the warm air. Once outdoors, perishable foods should be kept cold in a cool bag with ice packs until they are ready to cook/eat.

If possible, pre-cook all poultry in the microwave or

oven, then take them straight to the barbecue to finish off.

Cook poultry, sausages, burgers and chopped or minced meats so that they are piping hot throughout. Never eat these meats rare.

During cooking, if food starts to burn on the outside, raise the grill height or reduce the heat of the charcoal (dampen coals slightly or partially close air vents).

Keep raw and cooked meats apart. Don't handle cooked foods with utensils that have touched raw meats.

Everyone should wash their hands before eating.

Keep serving bowls covered to protect food from dust and insects.

Eat food as soon as it's ready.

Thoroughly clean all cooking and eating utensils and work surfaces after use.

Throw away any perishable food that has been left out at ambient air temperature for more than a couple of hours, and all food scraps and used paper plates, into a covered rubbish bin.

Other left-overs should be stored in clean, covered containers in the fridge and eaten within 48 hours.

The pain of those left behind by suicide

A ONE-day conference addressing the issues by suicide by those bereaved by suicide takes place in Norwich in September.

Entitled A Cry For Help, the conference is run by the registered charity Survivors of Bereavement by Suicide. It is open to those who have been bereaved, and also to professionals who have dealings with them.

Speakers are Dr Margaret Crumpton MB BS, a consultant psychiatrist and Chairman of the Trustees of SOBS; Mr William Armstrong LLB, HM Coroner for Norwich, and Mr Peter Steward, Norfolk Constabulary Press and Media Relations Manager.

The aim of the day is to examine issues resulting from a suicide bereavement which, if not addressed appropriately, can intensify the suffering of those left behind. It is the first time the charity has held a conference in East Anglia.

The venue is the Norwich Forte Post House Hotel, on September 11 (10am to 4.30pm), costing £25.

Anyone interested should contact liaison officer Trish Thomas, via the Essex Police Press Office on (01245) 452450 by August 20.

54 arrests

A TOTAL 54 people were arrested in Essex in 1998 after 982 calls to the charity Crimestoppers, according to its annual report. Eleven rewards totalling £1,850 were made for information.

In addition, £146,000 worth of property was recovered or seized in the county. This included drugs worth £21,000, vehicles worth £7,000 and £117,000 in other forms of stolen property or evaded duty.

Assets of £1.2bn

IN 1998 the Police Mutual Assurance Society paid out more than £83 million to almost 20,000 members with maturing policies, up 27 per cent on 1997.

Other financial highlights of the year included 54,000 new policies being issued, membership topping 150,000 for the first time and assets reaching a new high of £1.2 billion.

Last month PMAS launched a new 'one-stop shop' telephone-based mortgage service. For further information, call the PMAS Mortgage Hotline on 01543 305306, or write to PMAS, FREEPOST, Lichfield, Staffordshire, WS13 6BR.

Independent view of Year 2000 preparations:

We're on track

THE mammoth task of preparing Essex Police for the Millennium is proceeding on schedule.

Every aspect of the force's operational and support capability is under scrutiny to ensure that any eventuality is covered.

by Peter Laurie

It is a case of planning for the worst and hoping for the best.

Chief Constable David Stevens, who chairs the Essex Police Year 2000 Group, said: "The planning is hugely complex, but independent assessments by Her Majesty's Inspector of Constabulary and our computer consultants show we are well advanced. I am confident everything that needs to be done will be in place well before the Millennium."

Essex will see its

Millennium countdown

ESSEX Police has set itself three main objectives for the Millennium and the period leading up to it.

They are to:

- **Keep the people of Essex safe.**
- **Make the people of Essex feel safe.**
- **Keep the people of Essex informed.**

biggest-ever police presence on its streets on the night shift straddling the entry of the new year.

No major public events requiring large-scale policing are evident at present, but extended licensing hours could bring problems.

Pubs will be able to stay open for 36 hours, from 11am on Friday, December 31 until 11pm on January 1. Both days are public holidays.

A special operations centre will be open at Force Information Room, with a chief officer as gold commander and representatives of other public services alongside.

A draft operational order for the Millennium has been distributed to divisions for consultation and the final version is expected to be

issued next month.

Reliable support services are critical to the force's ability to cope with whatever challenges emerge at the dawning of the year 2000.

Potential problems involving computers mesmerised by the date change have been occupying Essex Police's IT Department for 18 months. A painstaking process of checking the capability of everything from major systems to individual terminals and taking the necessary action is scheduled for completion by September.

The new Millennium-compliant STORM command and control system is now up and running in every division.

Also in place are new systems for recording crime and fixed penalty offences and firearms licensing. The introduction of the Holmes II major crime investigation system is imminent.

Transport is another key area.

A fleet of 20 additional personnel carriers has been hired for the Millennium, to be available to meet divisional needs. Use of pool vehicles kept at Police Headquarters will be prohibited between December 24 and January 4 in order to keep them available for operational duties.

Essex Police fuel tanks will be filled in mid-December and will then be off limits

until further notice. They will become a reserve source in case of supply failures elsewhere and divisions will be provided with agency fuel cards for use at commercial filling stations.

Meanwhile estates management is continuing to test the force's ability to cope with power cuts.

A pre-announced programme of turning off the electricity at 15 locations and switching to a generator began in April and will end in November.

The first five tests - at Clacton, Basildon, Harwich, Harlow and Grays Police Stations - have not produced any insoluble problems.

Action

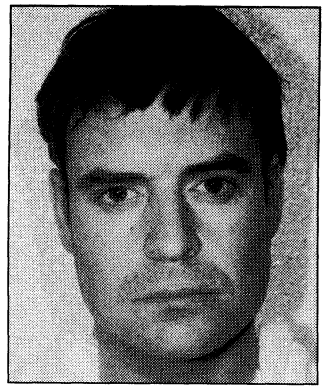
Key areas under scrutiny are custody, front desk, help desk, sergeants' office, petrol pumps and divisional command room.

Each shutdown lasts for approximately three hours and consultants and specialist contractors are on hand to rectify any faults on the spot or log them for prompt action.

As *The Law* was going to press, the Chelmsford Police Station shutdown was taking place.

The remaining nine generator tests are scheduled as follows:

Southend: July 15.
Brentwood: July 29.
Saffron Walden: August 12.
Rayleigh: August 26.
Colchester: September 10.
Braintree: September 23.
FIR: October 7.
Witham: October 21.
Stansted Airport: November 4.



● **Baker - four life terms.**

Four life terms for evil rapist

SERIAL rapist Richard Baker was given four life sentences by an Old Bailey Judge last month.

Judge David Stokes said Baker, 34, had shown no remorse and described him as "depraved and wicked".

The nationwide search for offenders in the south east of England - codenamed Operation Monarch - began in August last year, following the rape of a teenage girl in Southend.

Baker was arrested in December at Heathrow Airport as he attempted to return to Spain, where he worked as a DJ.

At the Old Bailey he was convicted of three rapes, one attempted rape, six indecent assaults, one attempted indecent assault, one ABH and one affray.

In addition to the four life terms, Judge Stokes imposed jail sentences totalling 49 years for the other offences.

He also recommended that Baker serve a minimum of 22 years, with no leave to apply for parole for 12 years and five months.

He said: "Baker is a practised, professional and prolific liar, so why should anybody believe him at any time in the future?"

Catchment sentences

ANTHONY Chandler, the rapist at the centre of Operation Catchment, was sentenced to life imprisonment at Basildon Crown Court last month.

The 41-year-old former landscape gardener was given three life sentences for three rapes in Essex and London. He was also sentenced to four years, to run concurrently, for conspiracy to pervert the course of justice.

Raymond Boyden, who provided a DNA sample for Chandler, was sentenced to two and a half years' imprisonment for conspiracy to pervert the course of justice.

Who to contact

A MILLENNIUM Project Team is busy at Police Headquarters, co-ordinating a mass of detailed activity leading up to the new year.

The team consists of manager Insp Tim Stokes and planner Sgt John Andrews.

They can be contacted by telephoning 01245 268720/ fax 01245 491721. Both officers are also on the force's

internal e-mail system.

Each division has a Millennium liaison officer, as listed in May's issue of *The Law*.

The project team is working in partnership with departments throughout Essex Police and reports to the force's Year 2000 Group, chaired by the Chief Constable.

Inspection process streamlined

A STREAMLINING of the inspection process, to reduce bureaucracy and costs and to put greater emphasis on improving performance in high risk areas, has been approved by the Force Development Group.

Introduced in its present format in December 1997, the inspection process has been given widespread support.

Its aim is to improve performance in those areas considered to represent a high risk to Essex Police.

It was designed to facilitate development of individuals and policies, at the same time discouraging and reducing the risk of bad practice, unethical standards or poor

application of policy.

Force Development Group agreed to the recommendations of the HQ Inspection and Review Team to reduce the number of inspection areas from 35 to 17 - seven primary (monthly) and 11 secondary (quarterly).

Upgraded

Three inspections - missing persons, police vehicles and pool radios - will be upgraded from secondary to primary.

Supt Bob Ward said: "The existing process, although broadly welcomed, has been seen as too resource intensive, bureaucratic and inflexible."

"As well as streamlining

the number of inspections, simplifying the sampling process and revising questions, to make them more relevant to quality issues, a system of accreditation will also be introduced."

This system will reward divisions and departments which meet the desired standards consistently.

"This will enable the development of quality inspections, in addition to those for completeness and accuracy of records," said Supt Ward.

The revised inspection process will continue to offer systems and procedures giving appropriate, accurate and timely information to managers.

Said Supt Ward: "This will enable managers to review the performance of individuals, teams, divisions and departments, to identify ways of improving the service Essex Police provides and to hold staff accountable for their performance."

New website

A WEBSITE for Special Constables nationwide is up and running and is accessible on www.delphi.com/specials or www.special-constabulary.org

The site is being run for the benefit and enjoyment of all Specials and is also available through the links page on the Essex Police website.

NARPO

COLCHESTER MP Bob Russell has been invited by the National Association of Retired Police Officers to help look after its members interests in Parliament.

Mr Russell agreed to undertake the voluntary task following a meeting at the House of Commons with representatives of the Association, which this year celebrates its 80th anniversary.

Chelmsford Branch

WHILST I am responsible for the Chelmsford branch, the remainder of the county is included.

Head office has approved and a bank has distributed a number of forms to all branch secretaries concerning a new credit card that has no annual fee and charges competitive rates.

Should anyone be interested, they should contact their own branch secretary.

Tony Cooper

Mariners' reunion

WERE you a member of the Marine Section?

On September 11, the Essex Police Marine Section will be celebrating its 50th anniversary with a special event at Benfleet Yacht Club.

Efforts are being made to contact as many former members of the section as possible.

If you were ever a member of the section please contact either Sgt Andy Masson, at Rayleigh on 01268 775533 or Sgt Bob Hollington on 01621 785961.

QPM for Chief

CHIEF Constable David Stevens was awarded the Queen's Police Medal in the Queen's Birthday Honours in June.

Two Essex support staff successfully completed the first-ever foundation level programme designed by the Chartered Institute of Purchasing and Supply (CIPS) for police procurement staff.

Ian Rayner (General Stores) and Fiona Annand (Purchasing Controls), both based at HQ, received their diplomas from John Evans, Chief Constable of Devon and

Names in the news

Cornwall at a special awards ceremony.

Basildon and Thurrock Development and Training Officer, **Pc Gregory Radley**, graduated with a Masters Degree in Business Administration from Anglia Polytechnic University.

Gregory is believed to be the first police constable in the country to gain the MBA qualification.

Police widow **Martha Adams** has celebrated her 100th birthday.

Mrs Adams, who lives with her son in Epsom, Surrey, is the widow of former Southend Borough officer Edwin Adams.

Retirements

Supt Bob Good has retired after more than 30 years' service with Essex Police. He was formerly in charge of the Essex Police Training Centre.

Chief Insp Kevin Doyland also retired last month after more than 30 years' service. He was formerly operations manager at Thurrock.

Sgt Terence Hymas, of Colchester, retired on July 2 after 30 years' service, including ten with the Metropolitan Police.

Sgt Martin Lucking, based at Basildon, will complete more than 29 years' service, including almost seven in the Army, when he retires on medical grounds on July 11.

Also retiring on medical grounds, on July 18, will be

Pc Teresa Ades, based in the Force Information Room, who will have completed more than 18 years with Essex Police.

Ill health has also forced the retirements of **Pc James Bray**, of Tilbury, retiring on July 11 after more than 20 years' service, **Pc Gillian Brimson**, of Brentwood, leaving on July 18 after eight years, **Pc Stephen Monday**, based at the driving school, who had completed more than 20 years' service when he left last month, and **Pc Jason Rodd**, of Harlow, who had clocked up seven years with Essex Police when he also retired in June.

A further retirement last month was that of **Pc Robert Ailward**, based at Clacton, after 25 years' service.

Obituaries

Ex Sgt Christopher Clark (known as Reg), who served from 1947 to 1976 at Colchester, Colchester Traffic, Brentwood and Clacton, has died at the age of 77.

Retired Sgt Clifford (Sutty) Fenton, of Thorpe Bay, has died aged 86. He served from 1936 to 1966 with Southend Borough Constabulary.

Former **Pc Eric Groom**, of Great Leighs, has died, aged 77. He retired in 1975, when he was serving in the Force Information Room, after 26 years' service. He leaves a widow, Betty.



● Jose Angel Bermudez, centre, General Secretary of the Nicaraguan Workers' Front, pictured with Unison branch secretary Lee Robson, third left, other Unison members and guests.

Visitor from Nicaragua

ESSEX Police Headquarters was one of the stop-off points during a visit to the UK by the General Secretary of the Nicaraguan Workers' Front, Jose Angel Bermudez.

He was welcomed by Assistant Chief Officer (Support) Philip Onions, before joining in a general discussion about trade union activity in Nicaragua and Europe.

After lunch, Mr Bermudez was given a presentation by the Essex Police Unison Branch women's officer, Gerardine Berry, and Polly Smith, Unison Suffolk County Branch and National Women's Committee member, on women's issues - a trade union perspective.

This was followed by a tour of police HQ, meeting Unison members in the workplace and also visiting the photographic and fingerprint departments and FIR.

Unison branch secretary Lee Robson said afterwards: "It went pretty well. He was originally one of the founders of the trade union movement in Nicaragua, under the Somoza government, when trade unions were illegal, prior to the revolution. He is one of two survivors of that time."

The main purpose of Mr Bermudez's visit to Britain was to attend the Unison annual conference last month.

He said: "I am very grateful to Unison and to the Nicaragua Solidarity Campaign for making my visit here possible."

"It gives me the chance to bring recent information from Nicaragua and let people know about the trade union position there, and forge closer links with people over here as well."

Market Place

1988 Sprite Muskateer 4/5 berth caravan, with awning and three-man inner tent and ground sheet. Lots of new accessories. £2,100. tel. 01376 521314 after 7pm or at weekends.

DEEP sea fishing, Littlehampton, Sussex, with Mike Walker (ex-Air and Marine Units), on Encounter. Phone 01279 433721 or mobile 0411 212808, or e-mail:

encounter@marina99.freeserv.e.co.uk

EDWARDIAN double bed for sale. Beautiful rosewood, good cond. £200. Contact Lis on extn 60605.

FISH tank, 5ft x 12in x 15in £10. Richard Houghton, 01702 553259.

FLORIDA. Brand new, four bedroom holiday home on private estate. Extended screened pool and dek, air con, two bathrooms, sleeps 10. 15 mins from Disney and other major attractions. Golf, one mile. Available from Dec. Contact Dave Yarwood on 01928 735609.

FLORIDA holiday villa. Three bdrms, swimming pool, gas BBQ, air cond. Sleeps 6-8 and is 12 mins from Disney World. Prize location, tranquil yet so close. Competitive rates, occasional late offers. Contact Stephen Warwick on 01245 464762 or extn 20110.

FLORIDA, luxury 4 bedroom, 2 bathroom villa on gated development. Minutes from Disneyworld, private pool, near golf, soccer, tennis, club house and much more. Competitive rates. Contact Pc John Shippley on 01661 822748 or 01954 92622.

FLORIDA. Brand new luxury four bedroom, two bathroom villa with private pool. Sleeps 10. On private estate, minutes from Disneyworld. About 150 yards from golf course.

Contact Tom Stabler on 0191 3856549 or 01670 713489

FOR SALE Sprite Compact caravan, 3/4 berth, electrics, fridge, WC, full awning, excellent condition, ideal first tow, £1,200, tel. Jeff 01245 609249.

HALESWORTH, Suffolk. Two bedroom victorian cottage lovingly restored, close to town centre but near coast, Broad and lovely countryside. Weekly or weekend hire at reasonable rates. Contact Pc Taylor on 01245 324651.

HIGHLAND holidays. Set in the wilds of the Highlands, we can offer either bed and breakfast on a daily, weekly basis, for one or the entire family in the comfort of our Austrian-style home, set in the woods of Duthil, or alternatively we also have a four-bedroom bungalow, also set into the forest, able to sleep 8 comfortably, with an open fire and privacy. 20 per cent discount for all Essex Police personnel past and present. Call Andrew Nunn on 01479 841717.

HOLIDAY bungalow, Bampton near Bridlington, East Yorkshire, heritage coast. Privately situated, sleeps 4, maintained and equipped to a high standard. Dc Pat Oakley on 01964 527531.

JADE pet/home sitting. TLC provided during your absence. Professional, secure service by retired DCI. NAD registered/insured. Discount

for police/civilians. Tel 0797 4275369 for details.

NEW Sharps microwave oven, dark green, 800w, illuminated timer. Model R-211(G)/M. £50. Supt M Benning, extn 30666.

PETROL Qualcast Suffolk Punch 35DL lawn mower; vgc; £90. Tel. extn 55507.

PINE Lodge Hotel, Newquay, Cornwall. Ideal for town centre and beaches. All rooms ensuite. Completely refurbished for the 1999 season. Large car park, gardens and heated outdoor pool. Ring Roger Wheeler on 01637 850891.

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

RED Ford Escort 1.4LX, F reg (1989); low mileage; MOT Feb 2000; vgc; £1,295 ono. Contact Diana McLaren 01702 479184, or Rayleigh Police extn 36710.

SEATON, Devon. Detached canadian cedarwood chalet on small select park. Heated and fully equipped, two bedrooms. Full details on request. Tel: 01404 891188.

SINGLE room to rent, own telephone line and separate number (responsible for own bill); non-smoker; bath/shower; kitchen; parking; new property; 6-12 month contract; would suit professional and

shift worker; £200 pcm plus own food. Contact Eleanor Ferguson, 01268 458798.

SIX berth holiday home for hire on a Haven site. Scrathy near Gt Yarmouth. Prices from £125 to £200. For Details contact 01992 523958.

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

SPANISH villa to rent, Nerja, Southern Spain, with pool, quiet area, close to beach, shops and restaurants. Two weeks free from August 14 and October. Tel: 0034 952533298 or 0034 649162297.

TO LET, Florida, ten minutes from Disney World, 4 bdrm, 2 bthrm, luxury villa, with own pool. Sleeps 8-10. Quiet development, close all major attractions and golf courses. Owned by serving police officer. Prices from £325 pw. Reductions on late availability. Colour brochure, pricelist and 1999/2000 availability, contact Steve or Lyn Parry on 01446 411961.

VAUXHALL Astra 1.3L estate, E-reg, white, good runner, short MOT, no tax, hence £450, tel. 01279 792791.

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and rank

Station Home Tel.....

Date Signed

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

Time off rules

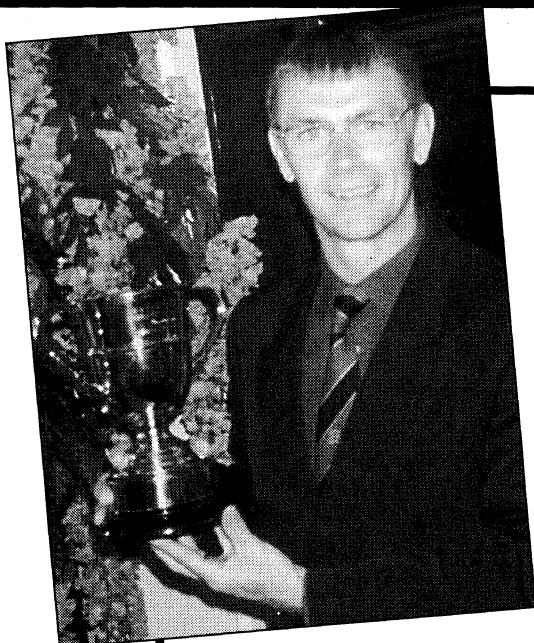
CONFUSION over time off for force sport has prompted force sports secretary John Stonehouse to clarify the issue.

He said: "Applications for time off for sport should, in the majority of cases, be made via a form A98.

"This is for people representing Essex Police, albeit it is probably in PAA activities. The only time form A98a should be used is when an officer has been selected to represent the PAA.

"All A98s are administered via divisional commanders and have no need to be sent to me, as force sports secretary.

"The only time I would receive an application would be when an A98a was being sent via the force sports secretary to chief officers for approval for national representation."



Andy's golf triumph

THE No 5 Regional PAA Golf Championships returned to Essex again this year, hosted this time by the City of London Police.

Seventy-six players from nine forces enjoyed a warm and sunny day's golf at Warley Park Golf Club, Brentwood (unlike last year when Essex hosted the event in near monsoon conditions at Five Lakes Golf Club).

The championships consisted of an 18-hole medal competition in the morning, with an

18-hole individual stableford competition in the afternoon.

Essex Police haven't had a winner in any of the competitions since 1981, when Bob Hayes and Bob Cameron won their trophies.

This year, however, one of our players triumphed in the stableford, Pc Andy Dagleigh (Southend) winning the Surrey Constabulary Stableford Trophy, with an excellent score of 43 points.

This was also with two "blobs" on his card.

But his crowning moment was when he holed his second shot to the very difficult 24th hole at Warley Park, which is stroke index 1 on the card.

This meant that he carded a two for five points for an eagle on this par 4 hole, which is no mean achievement for any golfer, whatever the standard.

Andy is pictured (left) with his trophy, which he hopes to defend successfully next year in Hertfordshire.

Nick Padmore

Proud tradition of Croker Cup

AS we approach the turn of the century and the change in policy for force sport, it is perhaps appropriate that the Croker Cup approaches its 50th birthday.

The trophy, presented to the force in 1951 by Albert Croker, has provided the foundation for sporting competitions between divisions since that date.

The first winners were Colchester division, who since then have been outright winners or shared the cup on 12 occasions.

Other early winners were the old Romford and Brentwood divisions.

Clacton division were prominent in the 1950s and have won the cup on six occasions.

Basildon have been victorious three times, Grays nine times and, since amalgamation in 1969, Southend division now lead the field with 13 outright victories.

They have dominated the last decade and, throughout the 1990s, have now completed ten consecutive years as winners of the Croker Cup.

All of the popular sports are involved, ranging from football, athletics, swimming, netball, squash, through to race walking.

For the less active, snooker and darts are available and, in recent years, hockey and ladies' football have been introduced.

Sports that have been dropped include pistol and rifle shooting and tug of war.

The advantage of these sporting competitions is that they are open to all staff, police officers, support staff and special constables, provided they are members of their divisional sports club.

It has never been necessary to be an elite athlete to take part. The steady joggers can have just as much enjoyment representing their division and still score points.

The achievement of Southend division over the past ten years has been without precedent. While they have had their fair share of talented sportsmen and women, the secret of their success has been team work and team spirit.

Some truly exceptional performers have turned out for Southend over the ten years. Individuals who have gone on to represent the force and, in a few cases, the British Police at a national level.

In the athletics arena John Clyde, Chris Vale, Sue Hall, Andy Down, Barry Ansell, Sue Clark, Tim Enstone, Paul Bird, Andy Dagleigh, Damon Bainbridge, Bert

Wallace, Alan Husk, Gary Frankin, Sue Bunting, Gill Marr and Sue Bakewell have all been champions and in many cases excelled at other sports.

Football and cricket have seen the likes of Paul Gammon, Martin Orley, Neil Hudson, Paul Bates, Alan Hurley, Joe Wrigley and Leigh Norris. Badminton has recently been dominated by Carl Chinnery, Julie Gowen and Mick Thorp.

Champions

Jim Cousen (snooker) and Julie Askem (table tennis) are national champions and Mo Chaplin has also had her share of success.

The girls' swimming team, including Debbie Jones, Karen Newton, Mel Bainbridge, Lyndsay Jones and Nicky Graham have been unbeatable.

Other prominent performers have included Paul Clark (swimming), Ian Clark, Peter Donovan, Paul Kreyling (golf), Dave Murray (squash), Mark Wheeler (tennis) and Dave Gilbey and Dave Clark (fishing).

The majority of the Southend team were not the star performers, but the genuine sportsmen and women, who would turn up come rain, hail or shine, to be just one part of the team.

The defining moment in the last ten years came early on. It was a cold and frosty winter Sunday morning in the grounds of Essex University at Colchester.

The wet, muddy and hilly track - and it was only one hill, two laps - was the venue for the Essex Police annual cross country championships.

The faces of the organisers and opposition dropped in disbelief as the Southend team trooped from their coach and double decker bus, to heavily outnumber any other division.

The sight of Roy Clark, Stan Czuba and Dave Lowe struggling around the course was the only spur the other Southend runners needed to ensure they stayed ahead of the CID trio.

Needless to say, Southend won comfortably and this event set the tone for all



● Supt Mick Benning collects the Croker Cup from then ACC(O) Geoffrey Markham.

future Southend team entries.

This resulted in the Force Sports Association revising the rules, to cap entrants to 20 per division. This did not deter Southend and their teams went from strength to strength to retain the trophy year after year.

This year the cup was presented at a quiz night in the Southend Club Room by ACC(O) Geoffrey Markham, the retiring chairman of the Force Sports Association.

He has been a sterling supporter of force sport throughout his service.

He also presented the runners-up trophy to Rayleigh division for the first time,

after they had given their near neighbours a real run for their money over the past year.

As we approach the next millennium, the Croker Cup has stood the test of time.

However, with increasing demands upon the service and the review of force sport, the competition is changing its format this year to single day competitions.

Hopefully, this necessary change will both retain and generate new enthusiasm to ensure the Croker Cup provides the necessary sporting base for the next 50 years.

Mick Benning

World Cup cricket welcome

DURING the visit to Chelmsford of teams taking part in the Cricket World Cup in May, the Mayor and Mayoress of the borough, Bill and Pamela Lane, held a reception to welcome the Bangladesh contingent.

This took place at the Chancellor Hall, in Market Road, Chelmsford and among the guests was Chief Insp (Operations) Ranjit Manghnani, currently seconded to Chelmsford division for six months from his home force, the Ministry of Defence Police.

Chief Insp Manghnani is pictured (right) presenting the Essex Police plaque to the Bangladesh World Cup Cricket team manager Tanveer Muzhar Islam, on behalf of divisional commander Supt Brian Storey, who was unable to attend.



CONCERT ON THE LAWN

Sunday, July 11, 2.30pm

Sports Field, HQ

Come early - stay late

FEATURING

Essex Police Band

HM Royal Marines Trumpet Corps

RAF Regimental Band Brass Section

Norfolk Police Steel Band

The Receeders Rock Band

plus many other attractions

Tickets: In advance £5 adults, £2 children under 10;
On the day £6 and £3.

Available from: Wendy Holden 01245 452651

In aid of Essex Hospices and Macmillan Nurses and in honour of Geoffrey Markham, retired ACC(Operations), as a tribute for all his work for Essex Police and the community of Essex.

Sport and Leisure

A win for charity

FORMER Met officer Pc Alan Cooper, now based at Clacton, organised a charity football match against his former colleagues based at Forest Gate.

The game took place at West Ham's ground Upton Park and all facilities were provided free by the Club. The match result was 2-1 to Essex.

£400 was raised for the charity CRY - Cardiac Risk in Young - to add to £900 raised earlier in the year.

The charity was chosen following the death of Caroline Guard's son aged 17 from a heart attack.

Irish trip

FANCY a visit to 'Ballykissangel'?

On Friday, November 19 leave Chelmsford by coach for a weekend in Dublin, for only £99 plus insurance.

Price includes coach, two nights' accommodation and breakfast, visits to Ballykissangel and Waterford, plus the services of a tour manager.

Bookings to John Stonehouse on 58888 by July 20 at the very latest.

WENDY Welham, DTO Chelmsford, regained the Women's Open title at this year's PAA Orienteering Championships.

The event, held on the Worcestershire Beacon, Malvern, was tough, with plenty of steep gradients to climb.

Wendy came first in a time of 82 min 39 sec, beating her nearest rival by a massive 54 minutes over the 4.5km course.

Wendy said afterwards that all went well, apart from struggling to find one control at the beginning and overcoming some route choice decisions towards the end.

Wendy is now certain to be selected to represent the PAA against the RAF later in the year.

Wendy's performance gave Essex a strong chance in the mixed team event.

This was a very close run contest and, despite good performances from Dave Birkett (Chelmsford) and Pete Bryan (Chelmsford Traffic), Essex were pipped at the post into second place by Warwickshire.

Dave did very well to finish in 9th spot in the men's open and Pete a creditable 8th in



● The successful Essex Police Orienteering team of Pete Bryan, Gary Simpson, Jason Burnham, Wendy Welham, Andrew Eves and Dave Birkett.

the veterans' event.

Andrew Eves (Epping) moved up from the novice event last year, finishing in 23rd place in the men's open.

Unfortunately Andrew could not maintain his good start and finished in a time of 106 min 52 sec.

Essex had mixed fortunes in the novice event. A brilliant performance by Jason

Burnham (Chelmsford) gave him the novice title in a time of 63 min 12 sec.

This is the second year in a row that Essex has won this event.

Bad luck to Gary Simpson (Maldon), who finished the novice event knowing that he could not find one of the controls, which meant he was disqualified.

The control he missed was hidden from view in a small gully, but despite crossing the hill several times, he was unable to find it. To his credit Gary completed the rest of the course.

After the event Wendy and Jason were presented with trophies by the ACC of the host force, West Mercia. Everybody enjoyed the event

and will be looking forward to next year's challenge, which will be in Northumbria, provisionally booked for Monday, June 5, 2000.

Anyone interested in having a go at this event, or wanting to know more about Orienteering can contact Dave Birkett (extension 60143) or Wendy Welham (extension 60831).

Basildon retain the cup

BASILDON have retained the Charrington Cup Athletics Championship they wrested away from Southend and Harlow last year.

This year's opposition came inevitably from



● Davie Joseph receives his trophy from Mr Markham.

Southend, but perhaps rather more surprisingly from Thurrock, who have lingered in the wilderness somewhat since they last won the trophy in 1988.

The championships, once again dedicated to the memory of Maurice Brazier, who passed away in 1993, boasted several fine performances throughout the afternoon.

These included retention of the Maurice Brazier trophy, awarded for the veterans' 200m, by 'super-fit' vet Davie Joseph (Basildon).

There were other fine performances from Basildon's Liz Chalk, Colchester's Paula Bradley, Southend's Sue Bunting, Harlow's Tanya Payton and Thurrock's Nick Coston.

Basildon's Trevor Edwards achieved the sprint double of men's 100m and 200m.

'Super-vets' Allan Barley (Basildon), Laurie Rampling (Thurrock) and Mick Benning (Southend) amassed a staggering 41 points between them for their respective divisions, to remind us that it isn't necessarily a young man's game.

Roy Kebble, now retired, comfortably won the 5,000m vets' award in a very creditable 20

min 49 sec.

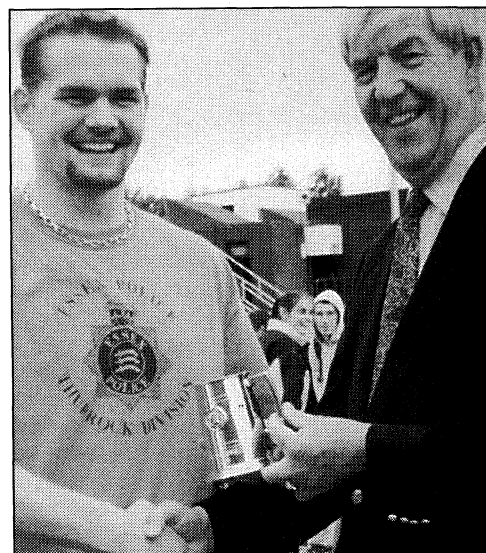
Performance of the afternoon, which subsequently earned him the distinction of the overall Victor Ludorum Trophy, was by Thurrock's Paul Starns, whose superb efforts in the men's hammer, long jump, javelin, shot putt and discus amassed a total of 26 points, out of Thurrock's final points tally of 81 for their third place.

Although well down on last year's record 170 competitors, this year's overall turnout of 84, in light of force sport time off restrictions and the poor weather forecast, must be considered a success and testament to the future of the competition.

Basildon's divisional commander Denis Sheppard led from the front by cutting short his holiday in Scotland to compete in and win the men's 3k walk, then return to Scotland to resume his holiday!

Well done to all of you who represented your divisions with such pride.

Final thanks to my wife Marian, who 'single handedly' sorted out the competition scores, constantly handicapped by eager competitors requesting confirmation of their performances.



● Mr Markham presents Paul Starns with his trophy.

Not an easy task, but one handled 'manfully'.

Final totals: Basildon 215 points (Croker Cup 12 points); Southend 154 (10); Thurrock 81 (8); Harlow 67 (7); Colchester 44 (6); Brainitree 37 (5); Rayleigh 26 (4); HQ 7 (3); Chelmsford and Tendring did not enter teams.

Laurie Rampling
Force Sports Secretary



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