

Drugs show gets A1 approval - P3



Comrades mark 75th year - P5



Jailbreak team at Corrie - P11

Working group looks at the best way forward

New job specs on the way

TRAFFIC AND OPERATIONS MERGER PLAN

ESSEX Police is to merge its Operations and Traffic divisions.

The amalgamation, which is scheduled to take effect next April, has been approved in principle by chief officers.

A working group representing the command teams from both divisions has been formed to organise the merger and will report back to chief officers this month.

There are synergies between the two divisions and both command teams are based at Police Headquarters.

Operations is responsible for the Force Support Unit, Air Support Unit, Marine, Diving and Dog sections and Contingency Planning.

Traffic provides road policing, armed response vehicles and general back-up for territorial divisions in dealing with incidents.

ACC(O) Joe Edwards, the chief officer responsible for both divisions, said the merger was

by Peter Laurie

expected to create a leaner management structure, but it would be wrong to assume there would be a reduction in the number of front line officers.

Resources

He added: "The two divisions share some service provision, such as firearms. Chief officers looked at the feasibility of a merger and were convinced it would result in a better use of resources and training facilities."

The inter-division working group is being chaired by Chief Insp John Hill, support manager at Traffic.

He said: "We are starting with a blank piece of paper and will be looking at all aspects of the structure of both divisions in an effort to get the best result."

Mick is battered by deadly piranha!

PC Mick Battersby caught a bigger fish than he bargained for during a Chelmsford drugs raid - or rather it caught him!

The resident pet made his escape as the Chelmsford tactical team burst through the lounge door which swung backwards smashing an aquarium.

Rescue

As the animal-loving constable swam to the rescue with a saucepan full of water he was caught hook, line and sinker by the PIRANHA's sharp incisors.

Undeterred by the blood from his gashed finger, Mick (pictured) continued to save the



slippery suspect before going to hospital for treatment to his hand.

Mick, now known as

Wanda, can at least be thankful he wasn't required to give mouth to mouth resuscitation.

CHANGES to personnel procedures are taking place, following the adoption of a new Competency Framework through which all jobs in Essex Police will be defined and assessed.

The new system will mean changes to personnel procedures such as appraisals and will allow all personnel practices to work together within the framework.

The system enables all posts to be described in a common format, relating to the skills and abilities required for each role.

Job analysts will begin work soon, working with individuals to assess the skills and abilities required for each and every post.

Promotion

Plus this month a pilot programme to manage promotion applications also comes into force. This will mean changes to the next round of sergeant and inspector promotions.

For further details, please turn to centre pages.

Romanian orphans need your help

PLANS for a aid convoy to Romania involving Essex and the Met Police are underway.

The project will incorporate supplies being delivered to the needy as well as carrying out work to improve the conditions of orphanages in the country.

For more details, see page 5.

Jack's figures don't add up

NOW you see them. Now you don't. Houdini Straw did a great trick last month.

He tried to convince everybody that 5,000 extra officers would be made available.

Police Chiefs were given the impression that cash would be provided to raise the number of officers from 126,000 to 131,000 but it later emerged that the new recruits would do nothing to halt the slide in police numbers.

Fed up, demoralised officers are leaving in droves and several forces have had to cut numbers because of lack of cash.

Stabilise

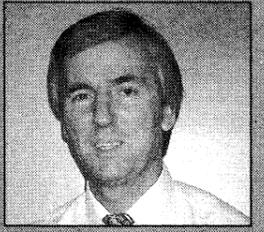
At best, the Home Office later said, we are likely to stabilise numbers.

At the Metropolitan Open Meeting, he said "What I said and what I meant are two different things!!"

You can say that again or, as the great Tommy Cooper would have said: "Just like that".

Federation Newsline

by Terry Spelman



The shift review ballot, by the time this is published, will have been hopefully completed.

I am told that, so far, the returns have been good.

I will update you next month of the outcome.

The deployment policy continues to cause unrest, stress and concerns.

I know the force is committed to re-deployment and, as we have said to the Chief Constable on numerous occasions, the issue needs to be treated with compassion and welfare needs, as well as working needs, addressed.

I am not sure this is true in all cases.

I know difficult decisions need taking but please look at each case carefully and fully, as was promised.

Credit Union

FOR some years now we have been exploring the possibility of a credit union in Essex.

We have decided to join Copperpot Credit Union.

Since its introduction in 1996, some 18 forces are now amalgamated to Copperpot.

The simple aims of a credit union are to provide a fund of money to members who are linked by a common bond.

They aim to encourage their members to save in order to provide them with low cost loans and to promote wise money management.

The scheme should be up and running early in the New Year and I will update you when I have exact details on what to do if you would like to join.

Group Insurance

JUST a reminder to all members of our group insurance scheme that you should keep us informed of any changes to your named dependants who you would wish to receive the death benefit payable under the scheme.

For your information, the current death benefit payment is £96,000.

The benefit can be paid to more than one person as long as you inform us how you would want this to be divided.

All instructions regarding dependants should be in writing and addressed to Trish Morley in the Federation Office (extension 54560).

DIARY DATE

ESSEX POLICE FEDERATION OPEN MEETING

MONDAY, FEBRUARY 7, 2000

THE MARCONI CLUB

"BE THERE"

Holiday fund deadline set

THE Holiday Fund for the year 2000 will commence on January 1.

Application forms will shortly be forwarded to all current members. New members are welcome and application forms forwarded as required.

When completed they should be forwarded to Mr L Seals, Southend Police Station by December 10.

This is NOT a loan club, but a means to save and assist with holiday expenses.

It is open to police officers and civilian personnel and subscriptions are deducted from salaries at source.

Threequarters of a member's yearly entitlement may be withdrawn between August 1 and September 30, on written application. The remainder will be paid in early December, without application.

At least ten days' notice should be given for withdrawals.

Spreading the word

A SCHEME to crack down on bogus callers is being extended in the Uttlesford District.

Brightly coloured warning stickers were placed in the windows of thousands of homes across 26 villages back in 1997. Since then, there has been only one report of a bogus caller.

Funding

Now, Crime Prevention Officer, Pc Peter Caulfield sponsors Saffron Walden, Herts and Essex Building Society is extending its commitment by funding stickers for 19,500 more households. This will mean another 29 villages in the district will benefit from the scheme.

The expansion of the project was launched last month supported by the Chief Constable.

The scheme has also been entered for the British Crime Prevention and Community Safety Awards.

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How The Karoo became Vigilant

THE recent celebrations marking the Marine Unit's 50th anniversary, have brought back memories for many retired officers. One of the original crew members from 50 years ago, ex-Sgt Philip Chin, now of Saxmundham in Suffolk, wrote to *The Law*, with his early recollections:

IT was with interest that I read the summary of Pc Ian Frakes of Marine Policing in Essex over the past 50 years.

As the sole surviving original crew member I make reference to the opening chapter "1949" in which it is said that a "dilapidated seaplane tender" was purchased and went into commission, renamed 'Vigilant'.

This is totally incorrect. 'The Karoo' was purchased in Cowes and brought under her own power to Wapping MPD River Police yard by members of her crew.

Although unsuitable for police work in her present state, she was not "dilapidated".

There she was worked on and refitted by the crew, the late Sergeant Cranfield, Pc Lemon, Pc Howard, Pc Cant and myself.

The refit took a little while and when she was commissioned, the late Sir Jonathan Peel gave authority for our five wives to be brought to Wapping, where they boarded 'Vigilant' and were served with light refreshments on her maiden run to Tilbury.

In defence of the old girl, she did yeoman service in the early days.

Recently I was privileged to visit 'Vigilant III' and, in comparison, I wonder how we survived with what we had available in those early times.

Triple S road campaign launch

AN innovative and contemporary campaign designed to reduce casualties and injuries and improve road use was launched by Laindon and Rayleigh Traffic on November 1.

The Triple S campaign - which stands for Speed, Seat Belts and Sober - is being piloted throughout Southend, Rayleigh and Basildon for one month.

Startling new statistics from Basildon and Thurrock General Hospital reveal that road related casualties throughout 1998-99 account for 37 per cent of the patients treated which

equates to 370 individuals out of every 1,000.

The Triple S campaign is the brainchild of Inspector Ian Debbage from Laindon Traffic Unit.

Traffic units will concentrate their efforts on 30 and 40 mph areas with random spot checks, with the emphasis on providing a high profile deterrent to potential offenders. Both Laindon and Rayleigh Traffic Units are hoping for low levels of cautioning and in addition to the three tier project will also monitor unacceptable driver behaviour for dangerous and careless driving. Officers will also be relying on the backing of mobile cameras.

Updated
website
now on
the net

'I'm committed to Rural Policing' - Chief

by Ruth Collin

AN armed robbery in south Essex has become the latest crime to be featured on the Essex Police website.

The site, which has gradually been improved and extended in the last 18 months, now features details of the incident which happened in Bulphan, near Grays in July.

Details of the offence and suspect, together with pictures and descriptions of stolen jewellery are now in the Unsolved Crime section of the website.

The internet has become a valuable source of communication with the public. Not only does it have the ability to provide information on all aspects of policing, the interaction provided by email boosts the opportunity to share ideas beyond the boundaries of Essex county.

The Essex Police Home Page now has direct links to the Unsolved Crime Section and information about the Essex Police Authority. This is in addition to the already existing links to a section 'About Us', a children's 'Off Beat' section, 'News and Press Releases' and 'Community Action' which provides details on current partnership initiatives such as preparations for the Millennium.

A full copy of the joint report of the Essex Police Authority and the Chief Constable has been added to the site and press releases are now updated on a regular basis to provide up-to-the-minute news.

You can visit the Essex Police website at www.essex.police.uk.

Jeans for Genes success

THERE was a great turnout across the force for this year's Jeans For Genes Day, which raised £741.47, easily beating last year's total of £532.42.

FIR raised the most money, with £103 and Rayleigh, with strong support from Deputy Specials' Commandant George Cook in his denim shorts, raising a further £70, the most from a territorial division.

Thankyou to everyone who supported the event.

THE Chief Constable has reaffirmed his commitment to the policing of rural Essex.

At a meeting last month, David Stevens met with around 70 officers from the Rural and Community Policing Teams from across the county.

The meeting was held six months on from the formation of the teams that followed the Rural Policing Review project.

Objectives

Mr Stevens said that the objectives of the rural policing model had been broadly achieved: 'We promised to provide every area with a properly equipped base and we have allocated

£3.2 million to carry out this work within the two year timescale.

"The model has been developed and extended and the Community Policing Team is now the foundation of all our local policing, with urban divisions adopting the same system," he said.

Experiences

The meeting was an opportunity for officers to share their experiences of good management practices and operational success. Issues surrounding the redeployment and abstraction of officers from the teams were also raised.

Chairing the meeting, Assistant Chief Constable (Operations) Joe Edwards, said: "On the subject of the deployment policy, there is an uneven spread of experienced officers across the force with southern divisions being policed predom-

inantly by young officers.

"This situation affects every police officer in the county and, consequently, a number of rural officers have been affected, but our first concern is quality of service to the people of Essex as a whole and this can mean difficult decisions have to be made."

Concerns regarding abstractions were mixed, with some officers feeling they were taken away from their key duties too often, whilst others were able to spread the responsibility more evenly across the teams.

Abstraction

Mr Edwards said that abstraction was a basic principle of providing a fully operational police

service and affected all staff equally. He promised to look at the way abstraction is managed across the divisions to ensure that the rural communities are not unfairly affected.

Officers at the meeting were also updated with regard to the extensive building programme underway in the county.

The first new base has opened in Shalford and is fully operational and work is now being completed at a new site at Great Horkesley.

Plans have been drawn up for refurbishment works at eight sites across the county. These are Saffron Walden, Hatfield Heath, Feering, Great Yeldham, Moulsham Lodge, Southminster, Mistley and

Kelvedon Hatch.

Work will begin in January at these premises and should be completed by the end of April.

The second stage of refurbishment will then get underway and include work at Stansted Mountfitchet, Tiptree, West Mersea, Halstead and Copford.

Building

Progress is also being made in establishing new bases and policing posts at Burnham, Tolleshunt D'Arcy, Wivenhoe, Walton and Brightlingsea. Work has already begun at the site of the new policing post in Ingatestone.

A formal review of the Rural Policing Teams will take place October 2000.

Biggest ever 2 Smart roadshow hits town!



● ACC (Crime) John Broughton with chart-topping band, A1

THE biggest ever 2 Smart 4 Drugs Roadshow hit Southend last month. The event was attended by pupils from 14 schools across Southend making it the biggest show ever held in the project's four year history.

Kids were also amazed and delighted to be entertained by chart-topping band A1, who made a guest appearance at the show. The band are preparing to release their latest single this month and agreed to attend the event to lend their support to the anti-drugs message.

Board to speed up justice system

FAST on the heels of the Narey system, introduced to fast track all offences through the criminal justice system from November, has come the formation of the Essex Criminal Justice Board.

The Chief Constable, Essex Chief Crown Prosecutor, Essex Chief Probation Officer, Court Service Group Manager, Essex Justices' Chief Executive, Chelmsford Prison Governor and a representative of the Essex Chief Executives' Association form the membership of the board.

Improve

Members will share information to implement the new system, promote local initiatives and improve performance across the criminal justice system.

Regular board meetings will be held and consultation with other agencies has already taken place to develop good working relationships and a seamless system with an improved service to the public.

Custody system set to change

AS Essex Police prepares to adopt a new nationally approved custody system, the current EPICS application has been withdrawn.

The replacement system won't actually be available until March next year.

However, the EPICS system, which has been in place since 1996, is not Year 2000 compliant and it would not be cost effective to maintain the system or modify it for use up to 2000 and beyond.

Collated

Until the new national system is introduced, details of detainees, along with charge and bail information, will be collated on two separate temporary computer packages.

The decision follows wide consultation with divisional commanders and custody officers.

Memorandums detailing the temporary procedures have been sent to all officers affected by the change but anyone with any queries should contact Pc Vic Russo on ext 51553 or Chief Insp Chris Bragg on ext 51554.

HMIC awards Essex Police Blue Status as New Year approaches

Force gets clean bill of health

by Peter Laurie

MILLENNIUM preparation at Essex Police has been given a clean bill of health by Her Majesty's Inspectorate of Constabulary.

Following a searching assessment of its readiness by the inspectorate, the force has been granted Blue Status - the highest rating - by Action 2000, the Government's Millennium watchdog.

This signifies that no risk

Millennium Countdown

of any material disruption has been identified.

Essex Police Millennium Project Group manager Insp Tim Stokes said: "We are prepared for anything, but we need to keep gathering intelligence and sharing information in order to maximise our effectiveness."

Intelligence

Crime Division is gathering intelligence on Millennium events taking place between December 31 and January 4 and is keen to receive information from all sections of the force.

Street parties, parades, raves, sports fixtures and celebrations in halls, clubs, pubs and marquees are all of

interest.

Divisions and anyone else with information should send it to Det Sgt Ed Toomey at the Headquarters-based Central Intelligence Bureau.

A template has been produced for Millennium divisional liaison officers and this should be completed and forwarded either by e-mail to Ed Toomey or faxed to him on extension 50230.

One event which will

almost certainly not be taking place is a Millennium Bug Ball, a 36-hour musical extravaganza which aimed to attract around 30,000 revellers to the Essex Showground at Great Leighs.

An application for a public entertainment licence has been turned down by Chelmsford Borough Council, although the organisers are believed to be considering an appeal against this decision.

Essex Police was among the objectors.

Briefing video

WATCH out next month for the Essex Police operational briefing video on Millennium duties.

The video is being made by the force TV Unit and will be distributed to all divisions and departments for viewing during December.

Mersea Island Watch scheme given boost

MERSEA Island Neighbourhood Watch made the headlines recently, in a bid to improve membership of the already successful scheme.

At present 75 per cent of the island's roads are covered, but the local officers and residents are keen to see this increased to 100 per cent.

The scheme has been very successful on the island due to the commitment and work of the chairman of the Neighbourhood Watch, co-ordinator Don Butlin, vice-co-ordinator Moura Broad and the local NBO, Pc Paul

Barten. Mrs Broad recently edited an article for the popular local Mersea Island newspaper, The Courier, explaining the work involved as a co-ordinator and appealing to local residents to become involved.

As a result, there has been a large amount of interest shown by residents to become co-ordinators in their local areas.

The Neighbourhood Watch has been a valuable asset in crime prevention and detection on the island, as any unusual or suspicious activity is reported on, resulting in

offenders being caught.

Mrs Broad attributes the success of the scheme, due to the close contact with the local police, residents and council agencies.

But she was surprised at local Neighbourhood Watch meeting that some co-ordinators did not know their local police officers. On Mersea it's a different story.

Door-to-door sellers are soon deterred and the 'Brighton Knockers' do not stay on the island long when the Neighbourhood Watch members spring into action.

Pc Andrew Macfarlane

Watch out for your new-style pay slip

NEW look payslips will be issued to staff this month.

The new slips are as a result of Finance at HQ taking over the management of salaries from County Hall.

The slips will be an A4 sheet folded into three, with the traditional tear-to-open sides.

As now, they will continue to detail the breakdown of payments and deductions.

Payroll cut off dates for the next few months are as follows:

December 1999 - Pension November 25; Uniform December 9; Support December 17.

January 2000 - Pension December 21; Uniform January 10; Support

January 17. February 2000 - Pension January 26; Uniform February 9; Support February 17.

March 2000 - Pension February 24; Uniform March 9; Support March 17.

Expenses

Finance are now also handling Expense Claims (Gold Forms GC70).

All expense claim forms must now be sent directly to Financial Services Department Exchequer Section.

The forms must be fully completed and coded by your administration department.

Any forms not fully com-

pleted will be returned to the administration department responsible for processing them.

To ensure that the claim processed for the payroll run all uniform claim forms must reach Financial Services Department Exchequer Section by the 6th of the month and all support claim forms by 14th of the month.

Failure to meet these deadlines will result in payments being delayed to the following month. Payments will only be made with monthly salary.

You can contact Financial Services Department Exchequer Section on edne 50812.

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Driver training review aims for 'total overhaul'

by Helen McDonnell

A PIONEERING project to review driver training throughout Essex Police and pinpoint current needs for the Millennium is currently being spear-headed by Supt Dave Murthwaite, Head of Training and Development.

The 90 day scrutiny is being carried out on behalf of chief officers and aims to give training procedures a "complete overhaul", identify opportunities for change and establish best practice and value policies.

Feedback

Newly-appointed scrutineer Inspector Paul Everett will be adopting a hands on approach to the project and plans to meet with experienced staff who can give vital feedback for the review from inside and outside Essex Police.

Currently officers wishing to join Traffic Division will have typically undergone an aggregate of 11 weeks driver training.

Essex Police policy stipulates officers must achieve certain driving qualifications before being considered for a particular post which could in some cases negate an ideal candidate and therefore be regarded as unfair and outmoded.

Flexible

Supt Murthwaite said: "Career development needs to be more flexible within Essex Police today and not impose unrealistic and inappropriate restrictions because of an officer's driving level as opposed to competency."

The last official scrutiny took place 10 years ago following ACPO research in 1989 and this project will identify training needs and may well establish a blueprint for other police forces throughout the UK.

Crime shows five-year fall

LATEST crime figures released by the Home Office show Essex maintaining its reputation as one of the nation's safest counties.

The report covers the 12 months from April, 1998, to March, 1999. During this time, recorded crime in Essex fell by 2.5 per cent against the previous 12 months. This is better than the national average of a 1.4 per cent crime reduction.

By recording offences in ratio to population, the report gives a meaningful reflection of the crime rate in each police area. Only four of

population in Essex decreased by 18 per cent. This is twice as good as the national average decrease of nine per cent and only seven police areas had a better performance.

Detection

The overall detection rate in Essex improved during 1998/9 by one per cent to 29 per cent, which was the national average figure. The clear-up rate for violent crimes in Essex was 73 per cent, however.

To give an accurate year-on-year comparison, the

Home Office used a counting method which is now being phased out.

Under the new method, offences including drugs possession, child cruelty, assault on a police officer, vehicle document fraud, dangerous driving and indecent exposure are recorded. Crimes are counted per victim, so fraudulent use of a credit card is counted as a separate offence each time it is used illegally.

Under the old method, Essex recorded 87,147 crimes during the 12 months of 1998/9 - its lowest for such a period since 1990. Using the new counting rules, there

were 95,797 offences.

Det Supt Lee Weavers, head of Essex Police Crime Division, said: "These figures reflect well on Essex, where a great amount of hard work has been expended in the fight against crime. Essex Police has reorganised its crime division, with the emphasis on intelligence-led policing."

Your chance to help others

A MAJOR Essex Police and Metropolitan Police joint humanitarian project has just been launched.

Volunteers are now needed for the project, which will involve a trip to Romania next year to convoy supplies and carry out vital decoration and repair work to children's orphanages in the country.

The trip has the full support of the Essex Chief Constable and senior Metropolitan Police Officers.

The project is planned to leave London on May 16th 2000, and volunteers can help for as long as they are able - up to ten days.

One of the organisers, Det Supt David Bright said: "If you can wield a paint-roller, turn a screw-driver or dig a hole, we want you! We're really looking for good team players. It will be the experience of a lifetime and will give all of us the chance to do something to help those less fortunate than ourselves."

Volunteers will need to be willing to undertake the project in their own time, but they will be fed and watered whilst in Romania. More details will be published in future editions of *The Law*, but if you are interested, please contact Mr Bright's office on ednet 52004.

by Peter Laurie

the 42 police areas listed in England and Wales had a lower crime rate than Essex, which recorded 6,290 offences per 100,000 population during the 12 months.

Another significant statistic shows that between 1993 and 1999, crime in ratio to

Comrades' 75 years

ESSEX Police Comrades' Association celebrated its 75th anniversary last month, with a lunch at Headquarters attended by the Chief Constable, David Stevens, its president

Guest of honour was 92-year-old Ralph Chapman, the oldest member present, who sat at the "top table" with Mr Stevens, Deputy Chief Constable Charles Clark, the Association's chairman and honorary secretary/treasurer, Sgt David Jones.

The Comrades were formed in 1924, following a meeting of Superintendents at Police HQ, Chelmsford, at which the then Chief Constable, Capt John A Unett, outlined a proposal to form an association, comprising pensioners and those members of the Regular Force with 15 years' service or more.

Its purpose was "entirely for social and friendly purposes", according to a subsequent circular from Capt Unett.

It was also stipulated that the Association "would not be utilised as a means of bringing to official notice any matters concerning the conditions of the Service or of the pay or pension of any member or ex-member of the force".

There were 317 founder members, of whom 115 attended the inaugural lunch, at the Saracen's Head, Chelmsford, on July 15, 1924.

Different venues were found for each subsequent annual luncheon and, despite a break during the

second world war, these occasions have continued uninterrupted ever since.

The 75th anniversary lunch was attended by 81 Comrades and guests.

The Association has two annual functions, a spring buffet, normally held in May and the autumn lunch, both held at HQ.

For further information

about the Association, contact Sgt David Jones, at the Police Federation Office, Headquarters, on extension 54501.



● Guest of honour Ralph Chapman, centre, with Essex Police Comrades' Association president and Chief Constable David Stevens and its chairman and the Deputy Chief Constable, Charles Clark, pictured at the 75th anniversary lunch at Police Headquarters last month.

Do you remember Caroline?

A FORMER Essex detective who is writing a thesis about pirate radio is after the help of *The Law* readers.

Geordie Wright worked in Essex before moving to the Kent Constabulary where he is currently the civilian head of Scientific Support.

Doubling up as a mature student to complete a degree his interest lies in pirate radio.

He recalls one incident, believed to be in 1973 when about 16 officers left Tilbury on the Vigilant and went across to Radio Caroline, moored off the Kent coast, to arrest the captain and two crew.

If anyone recalls this incident and can furnish him with some more detailed information they are asked to contact him on 01622 695583 or 01622 654918.

New procedures will streamline personnel practices:

Staff skills to come under scrutiny

by Ruth Collin

MAJOR changes to Essex Police personnel practices are underway.

A competency framework has been adopted by chief officers to streamline and integrate all personnel procedures.

Every job within Essex Police will be analysed and put into the framework over the next few months and procedures such as appraisals, recruitment and promotion will then all be brought into line with the new system.

The Law spoke to project manager, Principal Staff Development Officer Christine Matthews:

What is the Competency Framework?

It is a framework of validated core competencies and technical skills that will enable performance to be measured consistently.

What will it measure?

The framework will assess the core competencies and the technical skills required to do your job.

There are 11 core competencies (competencies applied to everyone) for example decision making, leadership and com-

munication skills.

The many identified technical skills will highlight the specialist qualities required to do a particular job, for example "office technology" for a clerical assistant or "interviewing suspects" for a police officer.

For every job, each competency has a clear definition and agreed performance level.

For example, junior posts may not require high levels of leadership, whereas it is likely that more senior management posts will.

Why are we doing this?

Nationally, police forces are being asked to look at personnel practices and adopt systems like this to make processes more efficient and provide valuable management information.

Process

The framework will enable each personnel process to work together, instead of independently.

Plus, it will give each member of staff a clear outline of their job and what is expected of them.

On an individual, depart-

mental, divisional or forcewide basis, areas of expertise and skills shortfalls will be easily identifiable and the training provision can be adapted to focus on skills which genuinely require development.

What does it mean for me?

Every single job in Essex Police will be analysed in line with the new framework requirements.

Job analysts will be visiting divisions and departments to assess the competencies and skills each job requires.

This work will be carried out in full consultation with the post holder and members of staff will be asked for their contribution.

Once this is carried out, a new job description will be produced for each role in line with the framework.

In due course, procedures such as appraisals will be redesigned in line with the new framework.

As a result, appraisals will be focussed directly upon the skills required in that particular role and will enable staff to see where their skills lie and where development is needed.

Career development decisions can also be assisted

under the new framework with easy recognition of skills and abilities.

Staff will be able to find out what is required for alternative posts and adjust their development accordingly.

The system will also be able to suggest a possible career path to reach your ultimate goal.

Will my job change?

No. This framework is in no way a review of jobs, posts or salaries. It is merely a way of fairly representing what each and every person does, in the new format.

What's the timescale?

Professional job analysts are being recruited and once in post they will begin the process of assessing each job on a rolling programme.

Posts

It is intended that they will begin their work in mid-December with divisional police posts, followed by police at HQ.

It is hoped this will be completed by the end of March.

They will then concentrate on support staff, firstly on divisions and then at HQ.

Clearly there are a number of roles which are duplicated across all divisions and this will be taken into account when the analysis is undertaken.

What happens next?

While all the new job

descriptions are being produced, the software will be fine tuned to meet our specific requirements.

All the job descriptions will be inputted as they are completed and then, once the framework is up and running, information such as appraisal ratings will also be included.

This will enable managers, at a glance, to see where expertise lies and where development is needed.

The implementation will take time if it is done and it is this investment which will ensure the system meets our needs for so long to come.

Previous experience of other forces has shown realistically the system will begin to be effective approximately two years after implementation.

So, watch this space!

Promotion come into

CHANGES to Promotion Procedures come into force this month in an attempt to streamline the whole process.

Under an initial trial, officers will have a face to face consultation with their Support Manager before their application for promotion is forwarded.

For the next round of constable to sergeant and sergeant to inspector promotions, officers will put themselves forward on division and complete a basic initial form.

That will be passed to the Support Manager for their review.

In consultation with the officer, the Support Manager will

then complete the second part of the application which details the criteria required for promotion.

For example, evidence of operational problems and leadership skills will be provided.

Then, the senior officer will assess whether the candidate meets or exceeds the criteria and whether further development is needed.

Only then will the promotion application be passed to Headquarters for a recommendation that either the candidate is ready for promotion or that they have potential in the future which they are not suitable



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The boys in blue

THE very first blue, liveried police car is hitting the streets of Essex.

The vehicle is the brand new Ford Mondeo ST200 and will be replacing the current 2.5 Mondeo Estate used by Traffic Division.

Around ten of the new, limited edition cars will be purchased this year, with the first being delivered this month.

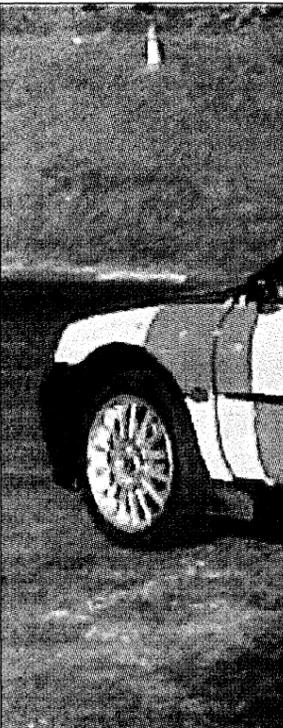
John Gorton, Essex Police Transport Manager said: "This new car offers the power traffic officers require."

Performance

"It is a high performance vehicle, particularly in acceleration and it has better handling and braking capacity.

"As a result, we will not need to make many modifications or upgrades to the car which will save us money," he said.

It's thought this new car could be the first blue, liveried vehicle used by a police force in the country.



Programme planned to give control to individual

TAKING control of your own development is the idea behind Personal Development Plans, or PDPs.

The plans are available for any member of staff, police or support, who want to keep a formal record of their skills and

training to help further their career.

Staff Development Officers say this will enable any individual to drive their development and training in a focussed, logical way.

PDPs are available on disc from Staff Development at EPTC.

They can be accessed at any time, and once up and running, can be updated with any personal achievements.

Sections

The Plans are made up of five sections.

The first section is your up to date Curriculum Vitae and the disc includes a traditional format for you to use.

Section two of the PDP is for your Job Description and Person Specification relating to your current job.

This gives you an instant breakdown of the skills and abilities you need to do your job.

Record

The third section is for recording your Continuous Professional Development which gives the opportunity to formally record any

particular achievement above and beyond your usual day to day work.

This makes an invaluable record of evidence of your continuous development.

Section four is one of the most important parts of the PDP and is the Development Plans.

These detail both short and long term development goals.

Short term goals will include aspects of development that can be achieved between appraisals, such as specific training.

Long term, the plan can record career aims for the next three to five years detailing what you hope to achieve and how you intend to go about it.

Finally, the PDP also includes a section for Important Documentation; for example appraisals or letters of congratulation.

Staff Development Officers say PDPs are not only a vital personal record, but are also an invaluable source of discussion with your managers.

If you would like to start your own PDP, contact Denise Maynard at Staff Development on ednet 54151.

Changes effect

motion at this time.

An appeal procedure will continue to be in place.

Staff Development Officers hope the new procedure will reflect the candidate's performance in the workplace and effectively collect the evidence required to support the application.

It's also hoped the new process will reduce Support Manager's time spent on assisting with the completion of application forms and reduce time spent by Personnel in validating applications.

The initial trial will operate for the next two promotion rounds before a formal review.

re now in . . . blue!



● London Leopards in action.

Photo: Andy Howes

Hoops for Health

POLICE in Basildon Division are involved in an exciting initiative to encourage youngsters in the district to be more healthy, sporting active and to stay away from the dangers of drugs, alcohol and smoking.

London Leopards basketball team are spearheading the campaign, hence the title "Hoops for Health".

Between now and June 2000 they will be visiting every junior and secondary school in Basildon, Wickford and Billericay to take part in special assemblies promoting the benefits of sport and the dangers of drug and alcohol misuse.

Their message will be delivered in a fun and exciting way and the schoolchildren will then be invited to join in training sessions with the London Leopards players.

The initiative is planned to run for three years and is a joint project involving Basildon Council Leisure Services, Thamescare Community Healthcare NHS Trust, Essex County Council, as well as Essex Police under the Basildon District Drugs Umbrella Group (DRG) umbrella.

A health road show will also be visiting the schools, giving the youngsters information on drugs, a healthy diet and healthier lifestyle options.

Initial funding has come from Essex County Council, but it is hoped to gain further funding for this ground breaking project for another two years, to enable the organisers to implement a programme of health and fitness tests, to help judge how successfully the message has got through.

This will be the first fitness monitoring scheme to be carried out in this country, although it has been used successfully in the USA, where it has seen some dramatic results in helping to reduce the numbers of young smokers.

Pc Ray Williams, community safety officer at Basildon, who is closely involved in the project said: "It is vital that we get across the message that drug misuse ruins lives."

"The London Leopards are an excellent role model for youngsters, who will respond well to the information being delivered in a fun and imaginative way. Low self esteem is a factor with many youngsters and if we can help motivate them to have greater ambitions in life it can only be a good thing."

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Widows enjoyed outing

I WOULD like to thank the staff of the HQ Welfare Unit, especially Jeanette Poston, for organising a visit and afternoon tea, presided over by the very welcoming High Sheriff and Mrs Capel-Cure at Blake Hall for the police widows.

A most enjoyable afternoon was had by all.

I look forward to another such outing.

Betty Coleman (Mrs), Sandon

Why changing the oath would devalue it

A RECENT article in *The Times* highlights the new oath of office proposed for the RUC in the Patten report.

It is hoped this would allow recruits to be drawn from a broader spectrum of that society by excluding any mention of serving the Queen, which seems fair enough if it will help to solve the province's constitutional difficulties.

Of more concern is the suggestion that the revised wording could be applied throughout the United Kingdom.

For one thing, there is not the same imperative for change elsewhere, so why

alter the oath nationwide to one that has been designed to overcome a specific issue in a particular place?

Out goes all reference to keeping the peace and preventing offences against persons and property. This is replaced by a promise to "uphold fundamental human rights". What are these? When were they decided upon? Where are they written down?

Enforcing the law is not mentioned in the new oath, so what happens if British law breaches a "fundamental human right"?

The new oath would also require a constable to "accord equal respect to all individuals and to their traditions and beliefs". This surely is asking too much.

To accord equal respect to the burglar and the householder; the violent man and his battered victim; the drunken driver and the bereaved relatives; the constable and the pensioner who has just lost her life savings.

To accord respect to drug pushers, muggers and football hooligans in equal measure to nurses, fire fighters and charity workers.

Respect is a subjective feeling of one person towards another, something which has to be earned.

But above all it is a value which is contained within oneself and one of our cherished freedoms is that we may think whatever we please.

This oath seeks to govern thought, not action.

By all means we should accord equal treatment to all individuals as laid down by law, since this relates to actions which can be observed, scrutinised and corrected if necessary.

But that is entirely different from dictating how people should think.

This is now a multi-cultural society and with that goes a cocktail of traditions and beliefs which are passionately adhered to but give rise to activity which can be unlawful.

No police officer could, if he or she thought about it seriously, take this oath and really mean it. And what value is there in any oath that is in itself a lie?

Sgt Jerry Morgan, Kelvedon.

Dougie will be sadly missed

IN the October issue of *The Law* I was sad to read of the passing of my friend and colleague Dougie Andrews.

He will be sadly missed by his dear wife, his son and grandchildren and the many grateful people he befriended over the years, both in and out of the police force.

Dougie would always help any cause which he thought was a good one and especially had time for the underdog.

For many years he was the 'Father of the Essex Force' and was the founder of the Accident Statistics Department.

He leaves us with many good memories and I for one will always cherish the humour and kindness he passed on to me over the last half century.

I think Dougie deserves more than a two dozen word mention in the newspaper of the force of which he was such a proud member.

D Fordham (Ex Sgt), New South Wales, Australia

Tragic event recalled

ON Boxing Day this year it will be thirty years since the tragic fire in Saffron Walden's Rose and Crown Hotel, which claimed the lives of 11 residents.

They were among many visitors who had booked into the historic hotel for the Christmas period to enjoy the seasonal festivities.

The fire broke out just before 2am. I had been called in to Saffron Walden for duty that night from my station at nearby Ashdon, where I was detached beat officer.

This was fairly normal practice at that time as it gave regular drivers the chance to have some time off over the Christmas period.

Manpower (sorry, resources) had been cut to the usual bank holiday minimum.

My observer for this 10pm to 6am shift was Pc Terry Scott (at that time still a probationer). The only other officers on duty were Pc Alan Cable, who was station officer and Pcs Tom Shepherd, our supervisor.

He was due to finish duty at 2am, having been on since 6pm.



Obviously, with those resources, it goes without saying that we were totally out of our depth with a major incident such as this fire and, being a bank holiday, it took quite a long time to get a 'call-out' of off-duty officers organised.

Our nearest senior officer on call was at Great Dunmow.

Thinking back, I just do not know how we managed in the early stages of the incident and we all witnessed some horrific scenes.

However, we came

through and as stress and counselling were unheard of during this era, we just had to get on with life.

One positive thing to come out of this tragedy was that fire safety in all hotels in the UK was looked into and, I would like to think, improved.

The photograph of the aftermath (above) was kindly supplied by David Campbell, of Saffron Walden, a local photographer.

Dave Rose (Ex Pc), Linton, Cambs.

He would have been so proud

MAY I through *The Law*, on behalf of all my family, thank those serving and retired police officers that attended the funeral of my father, ex-Pc 827 "Nick" Nicholls, at Great Bromley Church, on September 17.

I would also like to thank all of the people that sent cards and letters of condolence to my mother.

Many people have said kind words about my father which have made all of us very proud. Essex Police was very special to him. He joined Colchester Borough after the second world war, serving at Mersea Island, Upminster and finally at Great Bromley, from where he retired.

He spent some years with the social services in Colchester, retiring from there some 14 years ago.

He was actively involved in village life in Great Bromley, but unfortunately developed Alzheimer's Disease a few years ago and was unable to enjoy his later years as he deserved to.

I know he would have been proud of his 'final send-off' and 'Thankyou' to all who were there.

Fred Nicholls (Ex-Dc), Chelmsford

Education programme needed to tackle bullying

I RECENTLY received a personal copy of the Essex Police equal opportunities policy, prompting me to think back to the one day Essex Police equal opportunities training, delivered at the training centre by external self-employed trainers.

Driven by the Home Office the curriculum covered racial and sex discrimination fields but neglected to cover crucial issues like bullying in the work place.

For some absurd reason the students were all officers up to and including Sergeants and the civilian equivalent.

The implications were self evident, and completely stupid, if you are an Inspector or above you could not be sexist or racist. If you were a Sergeant, Pc or equivalent civilian you could, and bullying was not important enough

to be in the curriculum.

Those who did attend were browbeaten with the sexist/racist agenda, reminiscent of Victorian sobriety meetings, conducted by the Salvation Army, with similar reactions from the crowd, only divine retribution being replaced by discipline codes.

This in no way detracts from the importance of racial/sexual discrimination issues, which of course always involve a form of bullying.

Many of the class left the training centre with a negative perception of the value of equal opportunities. The opportunity for change was wasted and the training provided the idiot brigade with plenty of ammunition to rubbish the concept. I suspect as a consequence, Essex Police took a retrograde step in cul-

tural enlightenment and organisational change, which is only recently being addressed coincidentally, with the arrival of Mr Stevens.

Bullying in the service is in my opinion endemic and exists at every level. I have seen many good people spiral into depression and illness through bullying. The culture of the service is such that bullying is easily confused with efficient management of personnel, employed in what is still by necessity regarded as a semi disciplined organisation. These victims take many years (if ever) to deal with those most negative of feelings resulting in bitter resentment indeed hatred of those elements within the service perceived to be the cause. The grievance procedure is in place but many still

regard this avenue of redress with suspicion.

Victims of bullying do not always realise that they are victims and are often rendered mentally incapable of recognising their own symptoms and thus helping themselves.

It is ironic that on the one hand victims of bullying suffer a considerable drain on their self-esteem causing them to sometimes unwittingly adopt behaviours, which justify the bully's attentions. This drain on the victim's self esteem can and often does lead to mental illness, eventual breakdown and in extreme cases death.

Victims frequently see their bully as their only saviour and make attempts to remedy the situation by employing sycophantic behaviours, which satisfy the bully's need

for self worth. I guess there is a certain irony in that bullies are often the same people who deal that final blow and serve the victim with discipline papers. This process is then supported by the organisation which now has a reason to support the bully and victims feel totally isolated. Legally if bullying could be proven the service would be culpably liable. Thus it appears to me that to receive a leaflet through the post full of relevant and helpful information about bullying is a significant step in the right direction. I have hope that one day the service will learn that policies that ensure employees are treated fairly will result in a happy and productive work force capable of change. I have little doubt this will be a slow, expensive and painful process.

Managers are generally incompetent at recognising bullying and do not possess the skills to resolve crucial issues.

Wide spread education should be undertaken affirming the confidentiality of the areas of support followed by training at every level from the top down. A policy of zero tolerance should be implemented with anonymized examples being published for guidance. Of course if at tribunal bullying could be proven the service would be culpably liable. This may be offset by proving the service has done everything possible to put in place a framework of prevention. However, if the ineffectual methods used for equal opportunities are anything to go by this is most unlikely to happen.

Richard Houghton HQ

Crime detection at heart of good policing

I WRITE with reference to Chief Inspector Craig Robertson's letter to *The Law* (October), under the headline, "Backbone of the Service".

In response, there are certain facts I would wish to bring to his attention and others who may be interested.

I was interviewed by BBC Radio 4, BBC Essex and the *Evening Echo* newspaper (I have since learned that the *Evening Gazette* belongs to the same newspaper group as the *Evening Echo*), following official requests to the Press Office by the reporters concerned and after approval at Chief Officer level.

They were prompted by an article entitled "Fatal Flaws", in *Police Review* (June 4), written by Mr Tony Rogers, Assistant Chief Constable (Crime), South Wales Police.

He is an officer of 27 years' service who has spent the great majority of his career as a detective. He is currently the chairman of the Association of Chief Police Officers' Homicide Working Group.

Murder

The excellent article dealt with how the service is reviewing its approach to the investigation of murder offences, other serious crime and associated matters.

It clearly sets out problem areas in the investigation of major crime, including the lack of suitably qualified Senior Investigating Officers and the shortage of suitable applicants to carry out the very demanding role of a Detective Inspector.

The article resulted in myself and several other senior detective officers from other forces being asked to give our personal opinions.

At no time in the interviews in which I was involved did I make reference to "desk Superintendents", however, sight should not be lost of "journalistic licence" with, I am sure, no offence meant or intended by the reporter concerned.

In the main I agreed with the views expressed by Mr Rogers in his article. From what I am given to understand the police service has a problem with the lack of suitably qualified SIOs and the "bringing on" of younger detectives.

Until this fact is addressed nationally, it surely cannot be a surprise to anyone that "wished for" officers are not seeking advancement in this specialised field.

If the service cannot get the right people at Detective Inspector level, it must be apparent I would suggest that there will be a shortage up through the rank structure.

I would add that at this time, Essex Police is fortunate to have a number of fine officers fulfilling the Detective Inspector role.

During all interviews I spoke of the considerable success Essex Police has achieved in the investigation of serious crime and of the good support received at chief officer level and, perhaps more importantly, the excellent work carried out by personnel from all branches of the service - including civilian staff - assisting and supporting the investigation of major crime.

I put great emphasis on publicly

acknowledging the work of all concerned.

I applauded the efforts and action of the young constable who was the first officer to arrive at the fatal traffic accident at Vista Road, Clacton, and indeed all others who attended the scene and dealt with the incident in a very professional and compassionate manner.

I further acknowledge the efforts of the many other uniformed officers who carry out good work the length and breadth of the country on a daily basis, thankfully not always in such tragic circumstances.

While confessing to having more faults than most, two areas high on my professional agenda are:-

1. My responsibilities for victim and witness care.

2. My liaison between colleagues in all branches of the service, both in Essex and other forces and, in particular, with regards to officers young in service.

With this in mind, I do not accept the view of Mr Robertson with regards to "stepping in" during the aftermath as described in his letter.

As such, I pose the question, do any of the following come within Mr Robertson's criteria:-

- The arm of comfort around the shoulder of a crying and distraught father within hours of his new-born baby being inducted

- The viewing of a body, almost unrecognisable as a man, who has died in agony having been kicked and bludgeoned to death

- The giving of support to a teenage girl who had been stripped of her clothing, dignity and innocence whilst being subjected to the most appalling and unspeakable assault upon her.

I think not and the examples given are simply that, examples. There are many other situations I could quote, dealt with by SIOs and other detective officers of all ranks on an all too frequent a basis.

Backbone

Taking into account all of the above, while I believe and maintain the view that the CID is the backbone of the service, I accept that colleagues in other specialised areas and departments and the greater majority who undertake patrol duties will say the same of the function they perform.

That is their opinion and I respect their views. In standing by my opinion, I would say that the investigation of major crime is a premium service at the very heart of policing and as such the public want and expect to see those who commit serious criminal offences dealt with successfully.

With this thought in mind I am fully aware of the contribution that all officers make towards achieving such a goal. Policing in simple terms is a team game.

I would be prepared, should Chief Inspector Robertson desire, to debate my views with him at any time at a location to suit him and just to prove I am not all bad, I will also pay for the coffees during our discussion!

Det Supt David Bright MBE,
Senior Investigating Officer.

Party marks end of century

OPERATIONAL demands mean that many staff will miss out on this year's Millennium Eve celebrations.

To remedy this, a group of officers is organising an emergency services' new year's eve party at the Forte Post House, Basildon, on January 15, 2000.

The event will feature the successful 11-piece Elco Jones Soul Band, pictured, of which four members are serving police officers and one a retired officer.

Elco Jones play a mix of 60s-80s, R&B and soul, including music from such greats as The Blues Brothers, Stevie Wonder, Wilton Pickett and Aretha Franklin, up to present-day disco and soul classics, such as "Car Wash" and "Love Shack".



A special deal has been negotiated with Forte Post House for this party, which will also include a hot and cold buffet, midnight 'Millennium' celebrations, a disco and late bar until 1am.

Tickets are priced at a competitive £12.50 each, limited to 250 and will be sold on a first come first served basis, in the first instance to serving and retired Essex Police employees and their families.

They will have until December 1 to buy their tickets, after which any left unsold will be offered to other

emergency services.

It is expected that demand will be high and that the event will be a sell-out.

For those wanting to stay overnight, Forte Post House is offering a special rate of £40, or £52 with full breakfast, for a double/twin room for two people.

Ticket inquiries should go to Insp Ian Debbage, Laindon Traffic (Extn 43100), Sgt Kerry Bennion, Benfleet C Shift (38126, or 0402 038400), or Sgt Alan Gooden, Laindon Traffic (43126).

Commended for their actions

CHIEF Constable David Stevens has presented certificates of commendation to officers to mark their exceptional bravery or devotion to duty.

At a ceremony at Headquarters last month, the following officers received their certificates:-

Pc Sarah Nicholson, Basildon was commended for her bravery and tenacity in effecting the arrest of two people on August 30, 1998.

The first arrest was for excess alcohol, whereupon the second person carried out a sustained attack on Pc Nicholson and attempted to free the first detainee.

The first offender appeared at Basildon magistrates court on December 18, 1998 and was sentenced to two years disqualification and a community service order.

The second offender also appeared at the same court and was sentenced to three months imprisonment for assaulting Pc Nicholson and 14 days for resisting arrest, to run concurrently.

Pc Claire Ralls, Saffron Walden was commended with another officer for her professionalism and dedication to duty on January 30 this year when, due to the genuine concern shown by Pc Ralls and the assistance and of the other officer, they re-attended an address in Wendens Ambo of a woman seen the previous day, when it was thought she had made an attempt on her own life.

Despite being involved in numerous other matters, Pc Ralls insisted on making a return visit to check on the woman's welfare.

On arrival the woman was found lying on the floor with a head

wound, having taken an overdose and collapsed.

Entry was gained and medical assistance given before the woman was taken to hospital, where after some time she made a full recovery.

Without doubt the actions of Pc Ralls and the other officer were instrumental in saving this woman's life, who after some time in hospital, made a full recovery.

Traffic Warden Mark Vickery, Braintree, was commended for his actions on March 2, 1999. Several 999 calls were received from members of the public reporting that a man was on a bridge over the A120 Braintree by-pass, looking as if he was about to jump.

Confidence

Hearing the call on his radio TW Vickery realised he was probably closer than any police resource.

First on the scene, he observed the man on the wrong side of the safety fence and felt that he might jump. He engaged the man in conversation, quickly gaining his confidence, and encouraging him to return to the safe side of the fence.

He then invited the man to sit in his vehicle and drove him a safe distance away from the scene.

The man, who suffers from depression, was handed over to a police officer and then taken to Broomfield Hospital for treatment.

Pc Nicola Osborne and Pc David Fincham, Brentwood, were commended for their actions on April 12, 1999.

They were in an unmarked car, when they saw a vehicle being driven erratically and causing extreme danger to other road users and pedestrians.

They followed the vehicle until it

came to a stop in the entrance to a school.

The driver got out from the vehicle, produced a six inch knife, was overpowered and arrested. He was later sectioned under the Mental Health Act.

Beat Supervisor Douglas Warren, Great Dunmow, with another officer was commended for his patience and professional manner on January 30, 1999 at Stansted village.

While on foot patrol they attended a domestic incident. On arrival they found considerable damage to the property and a distraught female, who had clearly been drinking and who was in possession of a knife.

She continually flared up and threatened to harm herself with the knife.

At one point she had to be restrained by BS Warren and the other officer. BS Warren talked to her for a considerable time and managed to calm her down. She was eventually arrested for her own safety.

Pc Glen Bowen and Pc Andrew Pilgrim, Braintree, have been commended for their actions when attending an attempted suicide at a house in Braintree on May 20, 1999. A man was found locked in a fume-filled garage, with the car engine running.

The officers forced an entry by removing the roof of the garage. The man inside was found unconscious and pulled to safety.

He subsequently made a full recovery. Throughout the incident the car was revving heavily and both officers were in danger of the vehicle driving through the garage doors striking them.

A royal date

TWO Essex Police officers were rubbing shoulders with royalty last month at a special reception at Buckingham Palace.

The event was held to mark the good work of the emergency services in the UK. The reception was hosted by the Queen and Prince Philip, but was also attended by the Princess Royal, the Duke of York, the Earl and Countess of Wessex and the Duke of Kent.

DCI Tom Harper and DCI Win Bernard attended on behalf of Essex Police.

The 630 guests also represented the Fire and

Names in the news

Ambulance Service, the Samaritans, Social Services and Childline.

DCI Harper said: "It was a most enjoyable evening. We were all very impressed by the support of the royal family - it was a real family event."

Retirements

CHELMSFORD'S Divisional Commander, Supt Brian Storey officially retires this month after just over 30 years of service. Mr Storey, who also spent several years as an SIO, joined Essex Police in October 1969.

Technical Support Unit at HQ says goodbye to Ds Roy Stanhope, who also retires this month after exactly 30 years and two days of service.

Also clocking up over 30 years are Pc Ken Bambury of Chelmsford and Pc John Bolingbroke of Colchester who both retire this month. Ps John Ball of Brentwood Traffic is retiring on medical grounds after nearly 28 years service. Also retiring on medical grounds are Pc Vaclav Mertl of Brentwood following 23 years, Pc Patrick Harle of Rayleigh with 18 years service and Pc Michelle Noye who joined in 1991.

Obituaries

Former Superintendent Joe Baker has died at 77. Mr Baker first joined Essex Police in 1946 and retired in 1976 having reached the rank of Superintendent. During his service he worked at Colchester, Pitsea, Basildon, Braintree and HQ.

Ex Ps Chris Skilbeck died last month at the age of 77. His service began in 1948 and his career saw him based at Romford, Collier Row, Rainham and HQ. He retired in 1977 and continued to live in Essex.

91 year old retired Pc Lionel "Ben" Lyon has died. Mr Lyon served with Essex Police from 1931 to 1948. He leaves a widow, Kathleen.

Christmas rehearsals start

THOSE of you who managed to get tickets for our 10th Anniversary Concert at Christchurch in Chelmsford on October 9 will know how pleased we were with the performance.

With the help of our friends and colleagues in the Essex Police Band, the Hertfordshire Police Choir, the Essex Police Musical Society and the Bedford Police Folklore Group we completely sold out of tickets three weeks before the event.

Our audience included many distinguished guests, including our own Chief

Constable and the Chief Constable of Hertfordshire and a number of retired senior officers.

Our choirmaster, Norman Eastbrook, has received many messages of congratulation on all aspects of the concert.

As well as celebrating the 10th Anniversary of the formation of the choir we managed to include fund raising for the Save the Children Fund as well and the collection buckets around the hall raised over £280 in donations from the audience and performers.

The choir were very happy to match this donation from the proceeds of the tickets sales.

Moving to the future, our rehearsal schedule is now gearing up for carol music.

Our main event will be on Friday, December 10, when we will be singing at the Moot Hall in Colchester in aid of the Headway Charity. As in previous years we will be joined by pupils from a local school.

We are also planning to hold a carol concert somewhere in Chelmsford during December but the details have still to be confirmed. More information in the December Law.

Bill Fancourt - Vice Chairman

Market Place

ABI award caravan, 14/4, 1987, 4 berth, mains electric, spare wheel awning, fridge, oven, grill, 2 rings, wheel clamp, porta loo, snake master, £1050 ono. 01245 467847. BARJO Car Cage, suitable for Peugeot 405 estate. Can take two dogs, as new, bargain £195 ono, Maureen on 43110 or 01268 288091. BMW Z3 1.9 Roadster,

£19,500. 1998 (R) Cosmos black leather interior, black electric hood. 2,000 miles, full BMW service history. Remote alarm, immaculate condition, phone Ednet 50770. CYPRUS, Pissouri Bay, booking now for 2000. Two bed villa, swimming pool, A/C in beds, 10 mins from sea, sleeps 6-8. Early booking rec-

ommended. 01379 854787.

EXERCISE bike and rowing machine, £40 the pair. Contact 01621 784348.

FLAT to let, one bedroom, self contained, modern with parking space. Earls Colne area, contact Dave Pink, ext 51683 or 01787 479391.

FLORIDA, 10 mins from Disney World, 4 bedroom, 2 bathroom, luxury villa with own pool. Sleeps 8-10, situated on the quiet Lindfields development, close to all major attractions and golf courses. Private rental. Owned by serving police officer, prices from £325 per week. For colour brochure, prices and availability for 2000 and 2001, please contact Steve or Lyn Parry on 01446 411961.

FLORIDA, brand new, 4 bed holiday home, situation on gated private estate. Extended, screened pool and deck, air conditioning, 2 bathrooms, sleeps 10. 15 minutes from Disney and other major attractions. Nearest golf, one mile, available from Dec 1999. Phone 01928 735609.

FLORIDA, near Disney World, brand new luxurious air-conditioned four bedroom, two bathroom villa with private heated pool. Sleeps up to ten, located on peaceful, gated estate. Approx 150 yds from newly developed golf course. Clubhouse, communal pool and soccer pitch facilities also included. Tel 0191 3856549 or 01670 713489.

FLORIDA, Kissimee, luxury 4 bed, 3 bath villa, sleeps 10, heated pool, privately owned by police officer. 11 mins to Disney, 2 miles to golf course. Ring Neil on 0191 252 7130 or Ian on 0191 253 0234.

FLORIDA, Kissimee, luxury villa, own heated pool, sleeps 10, many extras included in price, police owned. Tel Chris on 01724 739812 or Jeff on 01724 721239.

FLORIDA, 3 bed luxury house, sleeps up to 6. Air con, all sports facilities, 8 mins from Disney World and Orlando attractions. £325 per week. Contact Pc Mike Hall, Stansted Airport or 0585 156000.

FORD Orion 1600 Ghia. One owner from new, G reg (1990) metallic blue, all extras, taxed and MOT. £1595. Contact Terry in the Fed Office on 54540.

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, alternatively we also have a four bed bungalow also set into the forest able to sleep 8 persons comfortably with an open fire and privacy. A 20 per cent discount for all police personnel past or present. Call Andy Nunn (ex Chelmsford Traffic) tel 01479 841717.

HOLIDAY bungalow, Bempton nr Bridlington, East

Planning for 2000

IPA

WE were disappointed that we were forced to cancel the day trip to Calais on October 1, but it was not practical to run it with the small number of members who were willing to travel.

However, moving to brighter events, the Christmas meal on Friday, December 3 will definitely go ahead.

Although we have had a good response there are still a few seats left, so if you haven't already booked and you would like to get your Christmas events started with a good meal with friends, give Frank Joslin a call on 01245 602872. The cost of the four course meal is £15 per head.

We will have background music during the meal and music to dance to, or talk to if you prefer, after the meal.

At a recent committee meeting held in Chelmsford we drew up a proposed event list for 2000.

Although not all of the events have been confirmed yet, we have tried to include a number of 'at home' evenings as well as visits to what we hope are places of interest to members and their partners.

The first event of the year will be our popular visit to the New Times Inn at Tiptree. Provisional date is Friday, February 11.

March is AGM month and it is planned for Friday 10th.

Other visits during the year that we are investigating are to Hylands House at Writtle, which we hope will include a meal somewhere and a day out to Bletchley Park to visit the museum where experts managed to crack the German codes during WW2. We are told that there is something there to interest everybody.

We are also planning another visit to the greyhound races but have decided to try Walthamstow track as a change from Romford. Coming back to home, we are looking to have a cheese and wine evening in June as a prelude to the weekend trip to the Moselle area in July, for which Frank is now busy finalising the details.

Bill Fancourt - Treasurer

BLOCK LETTERS PLEASE - ONE WORD PER BOX

Name and rank

Station Home Tel.....

Date Signed

Send to The Editor, The Law, Press Office,

Yorkshire Heritage Coast. Privately situated, sleeps 4. Maintained and equipped to a high standard, Dc Pat Oxley 01964 572531.

HOUSE share. Third person wanted for house share in vantage 15 min from Saffron Walden. Fully furnished with use of all facilities, including swimming pool. £200 pcm all inc. Tel 01763 837309 or 0789 990 6830/

ISLE of Wight, Bonchurch, Victorian cottage to let. Sleeps 6, all mod cons, 2 bathrooms, south facing suntrap garden with BBQ and sea glimpses. 01279 437560. Sorry no pets.

KAWASAKI ZR1100-A1, K reg, 18,000 miles, tax and MOT, VGC, £2,800 ono. 01268 757367.

LOWERY Pageant electronic organ model M-150, 2x44 note keyboards, genie magic chords for easy learning, additional rhythm voices and many other features. A very nice piece of furniture, £350ono. 01702 524654.

MYERS Burley 3 foot single divan bed with two drawers, plus Hathaway Pine headboard, never used. £160. Contact Chris Brown 01245 354802.

ORLANDO, Florida, holiday home, 3 bed villa, sleeps 6-8. Air conditioned, own heated swimming pool, only 12 mins from Disney World and major attractions. Contact 01245 464768.

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 TV. Recently re-furnished. Large car park, gardens and heated outdoor pool. Please ring Roger Wheeler (ex police) for brochure and tariff on 01637 850891.

RANGE Rover 1990 Turbo diesel, 2.5L, economical BRG. Very good condition, 12 months MOT, service history, tow bar, usual extras. £5,150 ono. 01787 269792.

REGISTERED Childminder, Chelmsford, wife of police officer. Vacancies for 2 children full or P/T. Rates negotiable, call 01245 463731 or 0976 237585.

ROVER Maestro Clubman, Aug 1990, 5 door. Taxed to Dec 1999, MOT June 2000. Low mileage, good condition. £700 ovno. Tel 01702 524654.

VAUXHALL Cavalier GLS 2.0i auto 1993/K Reg. E/windows, e/h/mirrors, power steering, central locking, sunroof. Average miles, long tax, new MOT, recently fully serviced, excellent condition, £3,250. 01245 324974.

VW Golf, 1.3 1990. 3 door, 83k, blue, VGC. MOT Jan 2000. £1,700. Tel 07788 728148 or Cadie Down on 30861.

YAMAHA XJ600, G Reg, needs attention, no current tax or MOT. £595. 01245 451564.

Sport and Leisure

Croker Cup:

Braintree take lead

BRAINTREE lead the table in this year's Croker Cup contest.

After six events they have 51 points, with Southend in second place with 42 points and Basildon and Rayleigh following with 32 points each.

Colchester won the race walk last month with their officers coming first and second in the ladies' race and third in the men's.

Only six divisions were represented in what was a very successful event, despite the low turnout.

Pc Peter Ryan of Brentwood won the men's race and Pc Rachel Owen of Colchester won the ladies'.

An astonishing performance by Dc John Wright helped Tending win the golf competition.

In second place were Southend, Rayleigh and Colchester.

However it was later discovered that Colchester fielded two ineligible players and have consequently been placed tenth.



● Pausing for breath - the Clacton Jailbreak team stop outside the most famous corner shop in the world on their way to Inverary.

Officers on the run for charity!

CLACTON Police Community Team took part in a sponsored jailbreak last month in aid of the Essex Association of Boys' Clubs and Clacton Animal Aid.

Pc Debbie Simpson, Pc Stuart Byrne and Pc Paul Mead raised about £1000, part of which will go to Clacton Animal Aid to help with the new heating facilities they need to built at the sanctuary at Little Clacton.

The team used a new Skoda Octavia, lent to them by Hayes Garage at Little

Clacton and started the jailbreak at Chelmsford Prison.

The team then used the car to firstly drive to Manchester.

The first stop was "Coronation Street" at Granada Studios to visit the Rovers Return and The Kabin.

Pardons

They then drove all the way to Inverary in Scotland, via Gretna Green.

The journey took five hours and, on arrival, the team were granted "pardons" by Inverary Jail

Governor, Jim Linley.

The team then drove all the way home having completed an overall trip of 1,100 miles.

The team said: "We would like to thank Hayes Garage for the loan of the car, which was perfect for the long journey.

" We had a great time and raised a lot of money. The spirit of the event is wonderful and everyone has been so generous, thank you all very much."

Band set for Christmas

THE ever-popular Essex Police Band is joining up with the GUS Band for their next concert, to be held on Saturday, November 13, in Chelmsford.

The concert is at 7pm at Christchurch, New London Road.

Tickets cost £6 and are available from Pc Madigan (see below) or

from James Dace in Moulsham Street, Chelmsford.

Tickets are also now available for the Essex Police Band Christmas Concerts.

The annual concert is to be held on Monday, December 20 and Tuesday, December 21 at the Marconi Club in Beehive Lane, Chelmsford.

The concerts start at

7.30pm on both nights and tickets are £4 each.

Tickets can be obtained from Pc Madigan at Chelmsford Traffic, Police HQ.

Please make cheques payable to Essex Police Band and enclose an SAE.

Tickets for the Christmas event are also on sale at the Marconi Club.

Shop open

JUST a reminder that the Sports Shop at Headquarters will be open again on Wednesdays between 12 noon and 2pm from November 3, leading up to Christmas.

It will also be open on the following Saturday mornings on the lead up to Christmas: 6th and 20th November and the 4th and 18th December.

Are you a lottery winner?

The winners of the October lottery are as follows: £1500 Insp Higgs (HQ IT), £1000 Pc Rain (Canvey), £500 Dc Treadway (HQ), £300 Pc Carpenter (Grays), £200 Pc Hand (HQ IT), £100 Pc Houghton (HQ IT).

The following will receive £50 consolation prizes: Pc Newling (Benfleet), Pc Moyes (Rayleigh), Ps Davidson (Grays), Pc Knight (Colchester), Ps Knott (Basildon), J Molders (FIR), Pc Morris (Dengie), I Boutell (HQ), Pc Lumley (Stanway) and Pc Brick (EPTC).

CID Cricket Club dinner

IT'S your last chance to buy tickets for the Gentlemen of Essex CID Cricket Club end of season dinner.

The dinner will be held in the Executive Suite at Essex County Cricket Club in Chelmsford on Friday, November 19.

The after dinner speaker will be former Essex and England spin bowler, Robin Hobbs.

If you have not already booked your tickets, contact Tony Bull at Headquarters on ednet 50321.



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Chelmsford BOROUGH COUNCIL

Sport
and Leisure

Kosovo Albanians give police side a tough challenge

Charity thriller win for Grays

Essex hockey men off to good start

GRAYS Police FC played a team of Kosovo Albanians last month in a special charity match at the Southend United ground, Roots Hall.

The game was in aid of a house rebuilding project in Kosovo.

The match was organised between Pc Mark Rayner of South Ockenden, Ps Graham Freeman of Grays and Andy Biddle of the Thurrock Christian Fellowship Church in Corringham.

Destroyed

The project, which is also supported by Tilbury Power Station, aims to rebuild one room in each of a number of houses which were

destroyed in the recent conflict.

This will then provide sufficient shelter for a family to get through the coming winter before they start to rebuild their homes.

Around 150 people turned up to watch a typical old fashioned end to end game with the individual skills of the Kosovan team equally matched by the solid, but ageing, defence of the Grays Police team!

Andy Smith headed Grays



● Friendly rivalry - the team captains shake hands before the Roots Hall charity match between Grays Police and a team of Kosovo Albanians.

in front before the Kosovan team broke away and equalised.

Geoff Edwards, a die-hard Southend Utd fan playing on what for him was hallowed turf, then missed a penalty, but made amends in the second half by tucking a neat

goal away.

Just before the end Andy Cayless added a third to give Grays a hard earned 3-1 win.

Special thanks to Pc Ian Howitt for refereeing the match for us and SOA Dave Plumb and his son for running the line.

ESSEX Police men's hockey side got a 1-1 draw at home to Ipswich and East Suffolk III in the first match of the new season.

This was a good result by the side playing in the Crowe Insurance Division 5 SE.

The Ipswich team won the Division 6 NE last year and were strong competitors. Ipswich scored first with what can only be described as a soft goal with keeper Routs unsighted.

Chances

The game was then end to end with both sides having chances to increase the scoring.

In the closing minutes Martyn Webb got on the end of a fierce cross from Matt Brooking to even the score. This was a good team effort by the police which bodes well for the season.

Cops and Cabbies victorious

BILLERICAY police have teamed up with local cabbies throughout the summer to take on local cricket club Gt Burstead in a fund raising effort for local charities.

The competition included an evening series of seven limited overs matches, which saw the Cops and Cabs victorious by a 4-2 margin.

The season concluded with a 40 overs game,

which saw Gt Burstead gain revenge in a close fought encounter.

Trophies

Over the last two years the games have raised nearly £2000 for charity.

Supt Denis Sheppard, Basildon Divisional Commander, was on hand to present the victorious captains with their trophies.

Veterans overcome team shortages to notch early wins

by John Rhymes

THE new veterans' football season is under way with Essex Police Veterans' football team having reached the final of the national competition last year.

We hope to match the success; but more and more forces are starting to take the competition more seriously.

With the early stages on a league basis, we have played away to Hertfordshire and Metpol in our first two games.

Points away from home are vital and we knew it was important to do well in these matches.

The squad of players is fairly strong, but injuries and unavailability quickly eat into the numbers and at Herts we had just 13 players on the day of the game.

We started well and had most of the play in the first half, the nearest to a goal being John Walker's strike against the Herts bar.

Nice to see John back playing football after a long break 'in retirement'.

The second half saw Herts take an early lead with a good volley from a loose ball in the box.

Some frustration crept in as referee's decisions seemed to go against us, particularly a disallowed equaliser.

However, it only served to spur us into raising our game and an eventual Glyn Evans equaliser was followed by excellent goals from Joel Henderson and Nigel Beckman to complete a 3-1 away win.

Unknown

Our next game away to Metpol Bushey saw us with a larger squad, but facing an unknown quantity as Metpol are new to the competition.

Although we appeared the better side for long spells in the first half, Metpol caught us on the break and

took advantage of their chances to lead 2-0 at half-time. Very worrying!

The second half was very different, not only were we well on top, but we were soon back in the game having drawn level with goals from Cliff Haines and Martin Oakley.

I lost count of the missed chances before Mick Allen sealed a 3-2 victory. Not good for my heart!

Our next match is at home to Kent on Wednesday, November, 17, 2pm kick off.

Cruise 2000

LOOK forward to 2000 by booking a Mediterranean Cruise now.

The eight-day, seven night cruise, departs either May 20 or September 16 and costs £499 (normal price £930).

Full details from EPSA secretary John Stonehouse on 58888.



● Supt Denis Sheppard, Basildon Divisional Commander, second right, makes the trophy presentations.



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