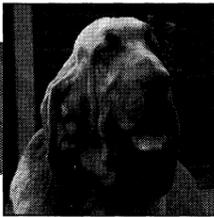
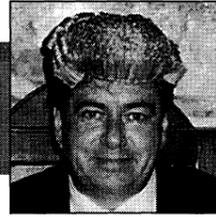




Chief's Christmas message - P2



Sherlock is top dog - P9

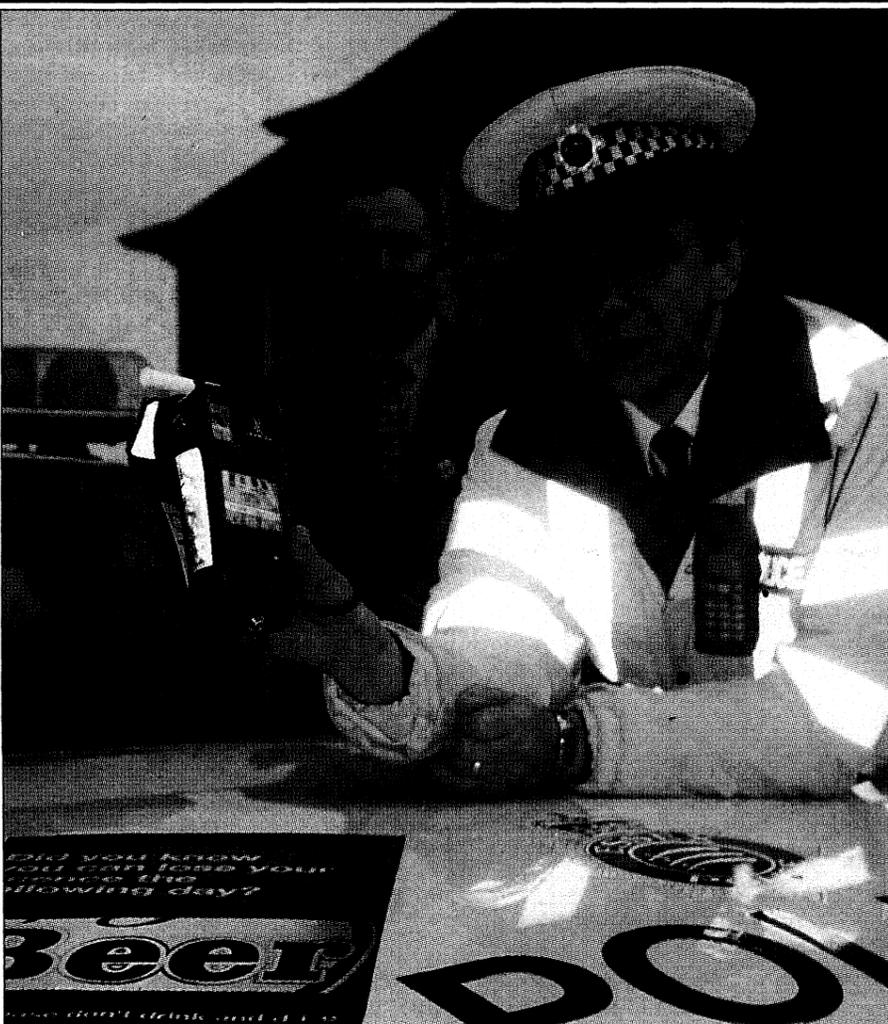


Phil's called to the Bar - P10

Two haulage company directors convicted of corporate manslaughter

UNIQUE TRIAL IS A DOUBLE SUCCESS

Think before you drink!



MOTORISTS are being warned this year that they could lose their driving licence and may even receive a jail term within 72 hours if they drink and drive.

Pictured launching the campaign are Head of Criminal Justice, Supt Mick Thwaites and Traffic Inspector, Alan Jelley. For full story see page 3.

ESSEX Police has secured two convictions following its first ever corporate manslaughter case against the directors of a haulage company.

And although there have been other corporate manslaughter charges brought nationally, it is believed that this is the first case relating to a road death.

The trial followed a multiple road crash on the M25 in October 1997 in which two men died.

A major investigation was launched and, unusually, a dedicated incident room was opened at Brentwood Police Station to handle inquiries and provide a vital focus for the investigation as officers urgently appealed for witnesses.

A week after the crash, 20 witnesses had been spoken to, but in an effort to trace more, posters were printed and circulated to service stations and the Dartford River Crossing toll booths.

It was shown from Dartford River Crossing statistics that 111,589 cars had used that stretch of motorway on the day, and some would have been between junctions 29 and 30 at the time of the crash.

At the heart of the the investigation was the excessive hours worked by the driver of a large

by Heather Watts

goods vehicle.

As a result 34-year-old driver, Andrew Cox, was charged with two counts of causing death by dangerous driving, on the grounds that he was so exhausted by working excessive hours that he fell asleep at the wheel of his lorry.

Three directors of the haulage firm Mr Cox worked for, Roy Bowles Transport, were each charged with two counts of manslaughter through gross neglect.

At the trial in the Central Criminal Court Andrew Cox changed his not guilty plea to guilty on both counts and was bailed pending sentence.

Directors Stephen Bowles and Julie Bowles were found guilty of manslaughter and will be sentenced this month (December 10).

The third director was found not guilty.

Senior investigating officer, Supt Jim Noakes, said: "This is the first time that Essex Police has charged directors of a haulage company with manslaughter following deaths on the road.

"All organisations have a duty of care to the people they employ and to other people with whom they come into contact. Essex Police will investigate criminal culpability to its fullest extent.

"We are committed to reducing death and injury on our roads and to keeping them safe for all road users. We will prosecute anyone who breaks laws designed to protect lives."

Bloodhounds on the trail of twins

IDENTICAL twins are being sought to help expand the Endeavour Project.

The research project was launched last year, backed by a Home Office Grant and led by Pc Malcolm Fish.

The crux of the scheme was to train Morse and Sherlock to become the first police bloodhound tracker dogs in the UK for 60 years. The training of two German Shepherds, traditionally used for tracking, was also covered by the grant.

More than a year on the officers involved are looking to expand the research to include the tracking of identical twins, and need your help.

If you are a twin, or know twins who might be able to help in this search exercise, please provide names and contact details to Pc Kieran Dale at Sandon Dog section on 01245 223616.

● Endeavour bloodhound Sherlock is named top dog - see page 9.

What will the new year hold?

AS we enter a new year - a new Millennium we are still being attacked from all sides.

We have to say we have serious reservations about the consequences of the 2000/2001 budget on policing. Once again, the Government's figures don't add up. An increase in funding of three per cent does not even cover the increased wage costs this year.

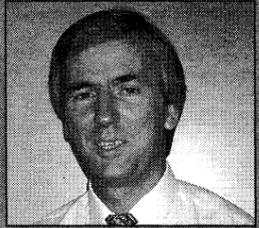
The service needs at least six per cent just to stand still. I doubt the extra £35 million for additional recruiting will enable forces to do little more than replace officers who are retiring or leaving the service prematurely. Indeed, by the end of the year 2000, there will be fewer police officers and a further reduction in front line services.

The public expects a police service which is properly maintained but with this budget they are being short-changed. Maintaining proper levels of police cover is not a luxury, it is a necessity, and the public have a right to be better served.

The attack on police regulations reaches its peak this month when, after two years of negotiating, we have gone to arbitration with the

Federation Newsline

by Terry Spelman



result out, hopefully, by the end of the month.

I'm not sure if the turkey wishbone will have any effect but you can try it if you like.

The shift ballot took place with 70 per cent of officers working 24 hour shifts saying they would favour an extended hours shift system. In view of this, a trial of the extended hours will take

place in Basildon, Southend and Chelmsford Divisions from April 1 next year, with reviews taking place over the six month trial.

Once this is evaluated, the decision on whether to go over to extended hours working for all divisions will be made but this will not be before October 2000.

Travel insurance negotiations

AS I write this, we are in negotiations with the travel insurance brokers over the proposed increase in premiums of approximately 80 per cent.

I am not happy with this and am trying to obtain further quotes but, quite frankly, I don't hold out much hope. We will send something to members once we know what is happening.

● Finally, on behalf of all of us in the Federation Office, may I wish you a happy and prosperous New Year. I thank all your reps on the divisions for the work they do to assist us and you, the members, over the year.

And a special thank you to Ann Ransom who worked at headquarters and was our cleaner for many years, who retired recently. We wish her and Brian best wishes for the future.

Final messages of the Millennium

CHRISTMAS is a time of reflection, a time to look back and also to look forward. 1999 was a year of development and change.

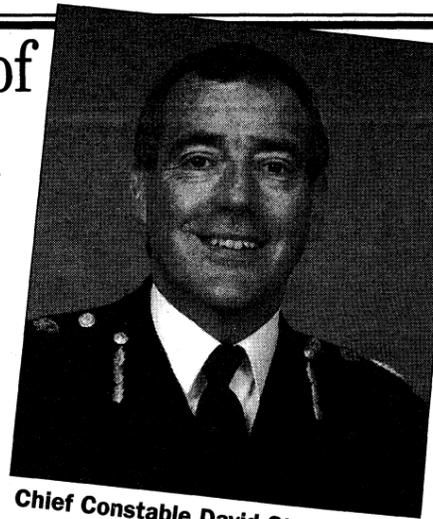
We have made excellent progress in developing working relations with our partners and taking forward the many initiatives under the Crime and Disorder legislation.

We have reinforced our commitment to working with the community of Essex in our development of community policing teams, and we have implemented major new computer systems across the force. All this was achieved against the background of a difficult financial settlement.

Looking forward we have been conducting detailed planning for the New Year celebrations, and for the expansion of the force on April 1, 2000, when we take over some territory from the Metropolitan Police.

There will also be a number of other major developments designed to help us achieve our mission of making Essex safer.

These changes mean challenges for all of us. Change is rarely welcome, but all public services including the police have a



Chief Constable David Stevens

duty to provide the best possible service to the public at the most economic cost.

I have been impressed with the way in which we have responded to the changes so far and I know we are well placed to deliver further improvements in the future.

I would like to take this opportunity to thank everyone for the contribution they have made in 1999.

My family joins me in wishing you all a very peaceful and enjoyable Christmas and a successful 2000.



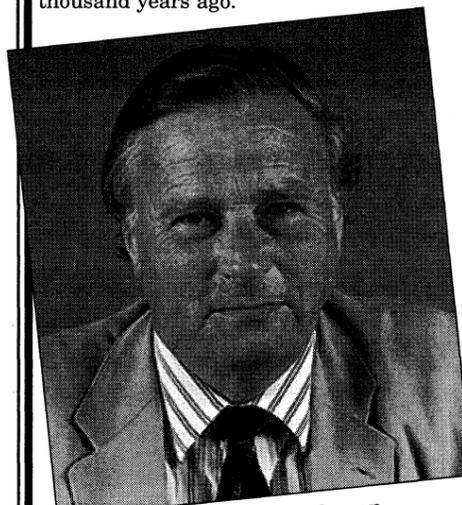
SO we come to the final Christmas of this century and indeed the Millennium. No doubt this will give rise to many a backward glance and it is appropriate that we should remember that we are commemorating the birth of a child two thousand years ago.

The Police Authority and indeed the people of Essex can take comfort from the fact that as a result of the year long activities of the Essex Police the county is and remains a safe place in which to live, to work and to play.

Challenging budgets have necessitated significant changes both in policing methods and in the provision of equipment but the Policing Plan objectives are being achieved and will continue to be so, and the Mission Statement remains relevant.

Next year we shall be governed by the regime of 'Best Value' with the not insignificant changes and additional work which that will bring, and during the course of the year we shall welcome into the jurisdiction of the Authority the residents of that part of the south of the county currently policed by the Metropolitan Police.

I would take this opportunity to wish all readers of *The Law* a very happy Christmas coupled with the fervent hope that neither Millennium high spirits nor 'The Bug' will be causing trouble or problems over the extended festive season.



● Police Authority Chairman Anthony Peel

Awards for county's eagle eyes

THREE eagle-eyed Essex Neighbourhood Watch Schemes have been recognised for their outstanding contributions to the community with Certificates of Commendation in the 1999 CGU Insurance National Neighbourhood Watch Awards.

Former Mayor of Harwich, Gerald Wallington-Hayes has been highly commended for 17 years' service within the NHW Scheme in Harwich.

As the present Chairman of the Crime Prevention Panel, he has raised more than £40,000 for the 'sports roadshow' which keeps more than 600 local children occupied throughout the summer holidays.

This year he has raised more than £14,000 and is currently responsible for more than 75 co-ordinators within the Harwich section of Tendring division.

Richard Bills is commended in the national awards for his long term service within Rayleigh division.

A previous winner of the the Essex Co-ordinator of the Year, he heads Rochford division NHW at Rayleigh police station with 280 watches.

He is a regular contributor to the weekly NHW column in the Yellow Advertiser and recently a member of his team prevented a burglary following a telephone call to local police.

Chris Pearse, who recently passed away, has been commended for his outstanding contribution to the NHW in Hockley.

He was responsible for more than 20 schemes in Rayleigh and produced a monthly newsletter sponsored by local companies.

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Offbeat

Not such a purr-fect ending

A MOTORIST was fined £180 for careless driving following a road crash in Chelmsford.

A witness told the court that she had spotted him at a roundabout with one of his four pet moggies on his head.

The driver denied the charge but was found guilty and subsequently lost his appeal against sentence.

Developing PR in Poland

ESSEX Police press officer Kim White will fly out to Warsaw this month to assist Polish police colleagues with the development of their recently introduced Press and Public Relations Bureau.

The five day trip, funded by the Foreign and Commonwealth Office, forms just a tiny part of a wide-ranging and intensive programme to help the Polish National make the transition from communism to democracy.

Former Chief Supt of Cleveland, William Fenton, has, for the past nine years, worked as an adviser to the Polish Police through The Know How Fund, and has already assisted in a number of areas including training, serious and organised crime, and human resources.

Representatives from Poland have previously visited the UK to examine first hand the UK model of police press bureaus and have subsequently recruited police officers to work in 16 newly formed press and public relation units across their country. The purpose of the week's course is to introduce the recruits to the various concepts associated with the media covering subjects such as major incidents, crime prevention, journalistic law and policies guiding the release of information.

Joining Kim on the trip will be PR consultant Karen Ainley. Karen, a former BBC journalist will provide the perspective of the British media.

Kim White said: "The aim of the project is not to tell our Polish colleagues what to do, it's aimed more at demonstrating the way in which an established democratic society deals with issues and events of public interest and disseminates information."

"By the end of the week we hope the officers will feel confident in devising and adapting press and public relation policies, and forming good working relationships with media both nationally and internationally."

Drink drive - the quickest way to court

THE new fast track court system means motorists who drink and drive could see in the Millennium minus their driving licence, and even behind bars.

The Narey system kicked off in Essex back in August using drink drive offences as an opportunity to test the procedure. Nationally the system went live for all offences on November 1.

Anyone who commits an offence

and indicates a guilty plea can be convicted and sentenced less than 72 hours after being charged.

This short sharp shock provides immediate punishment, reduces the likelihood of other offences being committed and helps reassure victims that justice is being done.

In previous drink drive campaigns, offenders could wait as long as February the following year to be dealt with. Narey means they could

be fined, receive penalty points, lose their licence or be jailed prior to the New Year.

Convicted offenders should also not be surprised to find themselves named in the media.

Traffic Chief Inspector, Tom Diment, said: "This year's campaign will be somewhat unique due to people celebrating the Millennium. Also anyone arrested for a drink drive offence will be subjected to the

fast tracking of offenders to court.

"Essex Police will be rigorously enforcing all drink related road traffic offences and this fact is being widely publicised, so anyone caught breaking the law can expect no leniency. Essex Police wish everybody a safe and happy holiday period so please don't drink and drive and make sure you have a safe means of getting home before indulging in alcohol."

Ticking off the days

THE final pieces are being put in place to ensure that Essex celebrates a happy entry into the new Millennium.

As the year 2000 arrives, the county will see its biggest-ever police presence on the streets.

The night shift will consist of 1,450 police officers and 125 support staff.

There will also be a small contingent of Specials, but most are being saved to provide cover at other times during the long public holiday.

The huge operation is in keeping with the force's stance of hoping for the best and planning for the worst and its objectives of keeping the public safe, making them feel safe and keeping them informed.

Months of detailed planning devoted to policing the holiday weekend will be put to the test as the

Millennium countdown

county celebrates.

A Gold Control Centre will be running at the Essex Police Headquarters.

There has been close co-operation with other public services in the planning operation.

Representatives of Essex County Fire and Rescue Service, Essex Ambulance Service, Essex County Council and Essex and Suffolk Water Company will be at Gold Control.

Essex Police Press Office will be staffed continuously from 8am on December 31 until 4pm on January 1 to support operational policing by issuing information and advice to the public.

ACC (Operations) Joe Edwards, who will be Gold commander through the night, said: "Our approach

should reflect the fact that we want everyone to have a good time, but, as on any other day, the law will be upheld if anyone tries to spoil the occasion."

The major events calendar is sparse. A 36-hour Millennium Bug Ball event which aimed to attract up to 30,000 revellers to the Essex Showground at Great Leighs is definitely off. The organisers have decided not to appeal against refusal of a public entertainment licence.

Many pubs are admitting only ticket holders, but with bars able to stay open for 36 hours, from 11am on December 31 until 11pm on January 1, public order will be under scrutiny.

As the big day nears, Essex Police is running a campaign through the media asking the public not to abuse the 999 service by making non-emergency calls, to avoid drinking and driving and to keep homes and premises secure during the public holiday.

Holiday coach crash prompts fact-finding mission

A DUO from Essex Police travelled to South Africa last month on a fact-finding mission following the deaths of 27 British holidaymakers in a coach crash.

Senior Coroner's Officer, Pc Rick Jones and Traffic Investigation Officer, Pc Ricky Gould joined Essex Coroner Malcolm Weir on the 11,000 mile round trip.

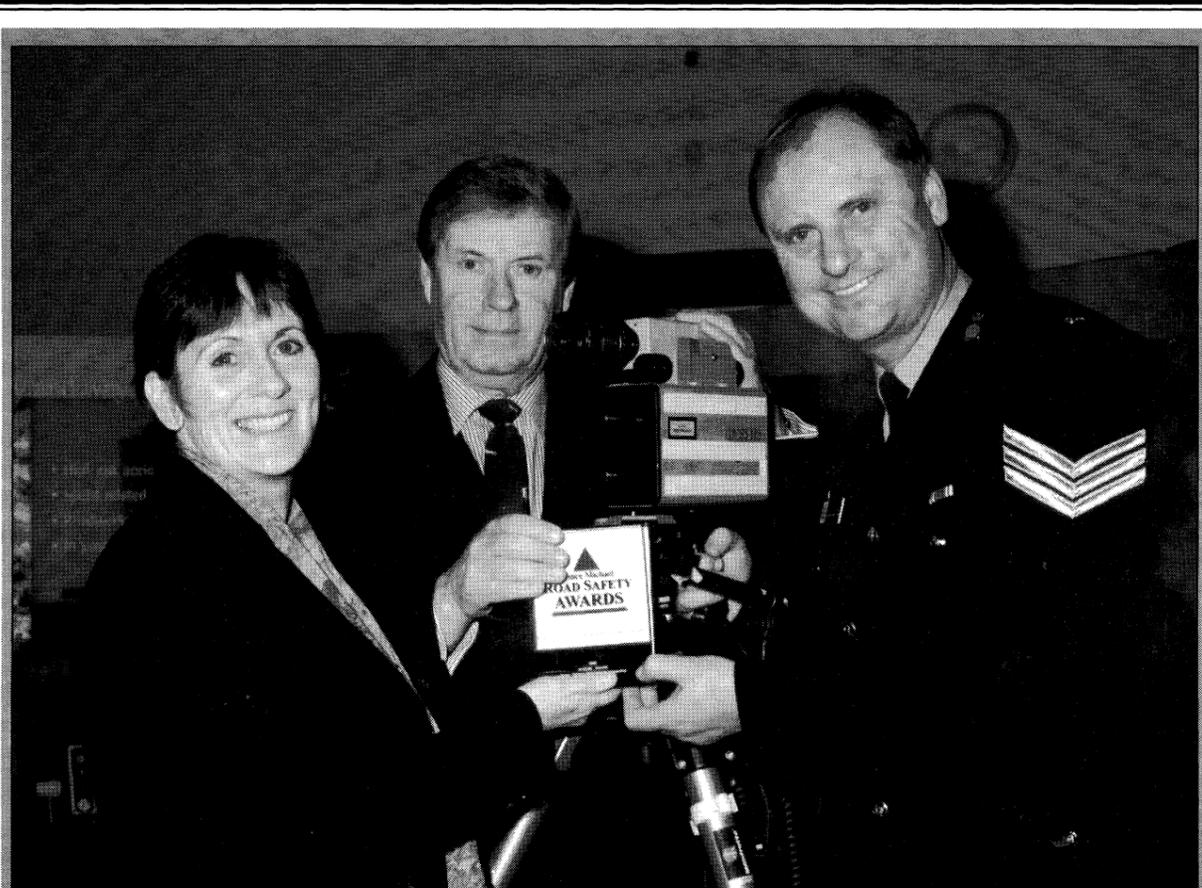
The tragedy happened at Lydenburg near Pretoria on September 27, but the inquests will eventually be held on Britain.

The purpose for the recent visit was primarily to keep the families of the victims updated with the investigation, and to be fully briefed prior to the inquests.

South Africa's leading newspaper *The Sowetan* recently stated that dramatic measures had been taken to contain the carnage on the roads following a number of other road deaths.

Pc Rick Jones, said: "We achieved everything we set out to do. The Coroner is reassured that the incident is being fully investigated by the South African authorities and we are confident that all the formalities have been completed."

It could, however, be another two years before the inquests are held.



● Principal Road Safety Officer for Essex County Council, Rosemary Welch, and Camera Enforcement Manager for Essex Police Pc Trevor Hall, receive the award from former Warwickshire Chief Constable, Peter Joslin. Photo by Susan Wright

Partnership snap up road safety award

THE Essex Camera Enforcement Partnership has been awarded a Prince Michael Road Safety Award for its work in reducing the number of road casualties in Essex.

The Prince Michael Road Safety Award scheme was established in 1987 with the aim of highlighting the need for vigilance on the roads, encouraging careful behaviour

and bringing home the road safety message.

A Premier Award will be made this month to the overall winner of the Special Award category at the Savoy Hotel in London.

Law letters

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

ALL of us are the backbone

I READ with interest and disbelief the comments of Mr Bright, now retired. He still seems to maintain that CID are the backbone of the police service.

I would like to refer him to the definition of a police officer. In particular the parts which say our primary role is the protection of life and property.

This is carried out by those officers who work core shift, those who work nights, and against an increasingly hostile public.

These same officers are also always at the beck and call of the 'specialist', and have to deal with all incidents never able to be "too busy to attend".

Whilst I do not wish to alienate my colleagues in CID, I do feel Mr Bright had perhaps spent too long in the department and had lost touch with the rest of the service.

My thoughts are that each department is no more or less important than the rest and that we are all essential parts of what should be a team effort.

I write this whilst my colleagues are trying to cope with the juvenile antics of those who think it is fun to throw fireworks at cars and people whilst still trying to deal with the other incidents of the day.

Ken Baptist
HQ IR

Editor's comment: Following a large number of letters on this subject I would ask that this particular debate now be drawn to a close to allow space for discussion on other issues.

Bullying is a distressing reality

I'D like to congratulate the author of the very well constructed letter concerning workplace bullying that appeared in the last edition of *The Law*.

It can only (hopefully) go to prove to the organisation just how widespread workplace bullying is in its many forms, and to give those of us with personal experience, a few moments of comfort from the knowledge that at least someone recognises what has and does go on, and what needs to be done.

Though difficult to highlight any particular paragraph from the original letter one comment was especially true. It IS endemic within THIS service and yes, it does exist at every level.

And perhaps the most distressing and worrying aspect is, that despite the apparently valiant efforts of the new leadership, it is so ingrained in the majority of offenders, and so accepted by those managers who continue to display a total incompetency, inability and general unwillingness to sort the problem out, that I cannot see any improvement becoming a reality, until the 'old brigade' are replaced by some of more enlightened thinking.

As it is now, our organisation would, I believe, be found culpably liable should any of the sufferers be brave enough to take a stand.

In my case that would certainly have

been the outcome had I not, eventually, found one of the rare breed of managers prepared to bite the bullet, tackle the problem, and do what he/she was being paid a handsome sum to do - THEIR JOB.

Congratulations to the original author for, I hope, bringing the reality of the situation to the notice of those who could possibly make a lasting difference; and for having the courage to put his name to it - a courage that is lacking in me, for I fear the reality of further bullying for just expressing my concerns, and experience has shown me I am on my own.

Name and address supplied

Low morale is a serious concern

I WOULD like to congratulate Steve Cloak on his recent appointment as a sergeant to Gwent Police. It is a shame that Essex has managed to lose another good police officer.

Steve always displayed diligence, good humour, and a professional manner and studied hard to pass the sergeants' exams. However, he fell foul of the sergeants' boards and found his career "developed" with a move from Force Support Unit to Chelmsford.

All who know him can vouch for his abilities and I'm sure they will not go to waste in Wales. It's just a pity that they couldn't be utilised here. Good luck to you and your family Steve.

This sort of waste of skills seems to have become endemic within the force. How long will it take for the job to realise that the experience of officers across the board should be nurtured, not wasted?

In these times of budgetary constraints, it makes sense to make the

best of resources. That includes people. You have to not only look at their attributes and skills but also take into account the circumstances of their lives. No one person is so tied or dedicated to this job that the demands of the work or policies should be detrimental to their well-being or that of their families.

As Steve Mowday pointed out in his letter to *The Law*, this is a one-off job and people do put their heart and soul into the work only to find that they are unsupported in their efforts and subjected to stresses. These seem to come normally in the form of policies with far reaching effects, their consequences cascading down from the ivory towers of headquarters to echo throughout the corridors of the county's police stations.

This has had a withering effect on morale and I cannot be the only person to see this happening.

It will be too late to stop the rot unless the state of morale within Essex Police is treated as a serious matter for concern. Officers must be given an incentive to do their best. If not the quality of service in

the county will suffer as we lose well-trained and experienced personnel.

A few years ago the most valuable person in Essex Police was the constable and they were to be supported at the highest level. Can this be said today?

Our terms and conditions have not changed but I would like to think that as a whole we have moved on from the days when these working rules were written.

Review these policies and let's stop attacking our own job from within.

Pc Cushing
HQ FSU

Editor's note: The Chief Constable stated in a report to December's Essex Police Authority that deployment is an ongoing process. The last round of transfers were made to correct an imbalance in experience of officers between the north and the south of the county and the need to provide a balanced team in the Metropolitan Police area being absorbed by Essex Police. All officers join the force on the understanding they will serve anywhere in the county.

If it's not broken why fix it?

I READ with interest and intrigue the article that appeared in *The Law* with a wonderful quotation from the transport manager stating that the new Mondeo ST200 "offers the power traffic officers require. It is a high performance vehicle, particularly in acceleration and it has better handling and braking capacity".

He further added that there would be little need for modifications "which will save us money". I am amazed at the differing attitude displayed when a completely inept and inefficient response car arrived in our division recently.

This resulted in a number of experienced advanced drivers, compiling a collective report criticising the performance and handling (or lack of) of our new Ford Escort Flyte.

The report outlined a number of handling difficulties, giving examples of what we considered to be very worrying statistics,

displayed when the vehicle was driven under response driving conditions.

As a result of our concerns, a shift member was invited to demonstrate these problems to HQ garage, in a bid to resolve the matter.

However, the test drive took place under the watchful eye of a member of the driving school who claimed he was unable to find any fault.

To rub salt into the wound the same instructor implied the complaint was more about image.

He added that the 1600 engine was "more than good enough" for a response car, which frankly I doubt.

Then he finally let the cat out of the bag when he said: "I don't like Mondeos, they're too easy to drive and make bad drivers look good", which is true testimony to his knowledge as a current response car driver.

He is clearly out of touch.

This leads me to my final question - is this attitude one of consistency? As it affects our safety and our efficiency,

and whilst I appreciate the need to keep costs down, surely that should never be at the expense of someone's safety.

The Mondeo is the best response car we have had during my 28 year service, so why change?

S G Evins, Rayleigh

● Transport Service have been working closely with front line officers (through the Transport User Group) to develop a range of vehicles that best meet the operational needs of Essex officers. Vehicles currently available to divisions include the 2 litre Mondeo response, the 1.6i Escort petrol (now being superseded by the 1.8i petrol Focus) and the 1.3i petrol Fiesta for beat patrol work.

The consultation with front line officers has been exhaustive, and feedback has been very positive regarding the move away from the diesel (non turbo) Escorts previously used.

The Escort 1.6 was a direct replacement of the 1.8 diesel, and this reflects a significant improvement. This special police model has RS2000 brakes and suspension and has been subject to exhaustive Home Office testing. Unfortunately it would be quite wrong to directly compare this vehicle with either a Mondeo or the Escort diesel that it replaced, and at the end of the day any vehicle should be driven within its design limitations.

While Transport Services provide a full range of vehicles, it is the Senior Divisional Management who decide what vehicles to allocate against their operational need. With the focus on budgetary savings, most divisions have elected to review their vehicle requirements against their current operational requirements. Clearly senior divisional managers are best placed to make such decisions.

John Gorton, Transport Manager

Farewell from two 'supers'

I WOULD be very grateful if you would allow me this opportunity to say thank you and farewell to those friends and colleagues I have had the pleasure to work with over the past 30 years, especially those kind individuals who took the trouble to write, telephone and visit me on my recent retirement from the police service.

I have been very fortunate to have worked with so many professional and dedicated people throughout my career.

I am the first to acknowledge that the success I achieved was due to the tremendous help and support given to me by my colleagues.

Sadly some of the early influences on my career are no longer around but I still recognise the support and advice they gave me in developing and improving my policing skills. I hope I may have been able to influence others in the same way.

I have had a truly fantastic career with Essex Police and the time has gone by all too quickly for me, but I am very happy with my decision to retire. I am looking forward to enjoying a change of direction and the opportunity to spend more time with my family.

I would like to say a special thank you to all the personnel within the Chelmsford division for their loyal support during my time there.

Finally, I would like to wish everyone connected with Essex Police every success, health and happiness in the 21st century.

Brian Storey
South Benfleet

THE words thank you are small in size but with a meaning beyond measure.

Having now retired from the police service, I write to extend my most grateful and sincere thanks to fellow officers, members of the Special Constabulary and support staff (both retired and still serving) for the support, assistance, advice and guidance and, not least of all, wise counsel afforded to me during the course of my career.

Successes achieved over the years with regards to operational policing have been by virtue of good team work and where results have not been secured it has not been through lack of effort.

I extend further appreciation for the invaluable assistance afforded by force personnel, their family members and friends for the hard work undertaken over the years in raising money in a variety of ways to assist less fortunate people.

I hope that those in retirement benefit from many more years of health and happiness. The same thoughts go to those still serving, for the years pass all too quickly.

In conclusion, I say thank you to all with whom I have served for nearly 33 years for their companionship, friendship and good fun.

David Bright
Ex-Crime Division

Join the Romanian aid convoy

THERE'S still room in the convoy for anyone willing to volunteer their services for an aid trip to Romania.

Since publishing details of the trip in last month's edition of *The Law*, response from police personnel has been good. However, anyone who can spare 10 days in May 2000 to help children less fortunate than most, are still welcome.

Alternatively, if the precious commodity of time is not available there are other ways, for instance filling a shoe box with items that could be of use to children aged between three and 17.

It could be underwear, socks, pens, pencils, writing books, small games, perfume, deodorants - the list is almost endless.

Everything will be most gratefully received and will benefit some child or young person. If every person also put a pound coin in an envelope and placed it in the box, many other important provisions could be supplied.

For those who can help with the shoe box appeal, details will be published in due course. All that is needed now is your names and contact numbers to be left with Angela Smith in HQ Crime Division on 52004.

Dramatic fall in town crime

CRIME in Harlow town centre has fallen by nearly 50 per cent thanks to a successful partnership between a number of local agencies.

A total of 1,144 offences were reported between January and November last year, of which 713 were successfully detected. In an effort to crackdown on crimes committed in the town the local police Beat Team embarked on a co-ordinated strategy with the centre's uniformed security, store detectives, Harvey Centre Security and the CCTV operators.

The results speak for themselves. By the end of October this year, offences had fallen to 637, of which 458 have been detected.

The most common offence in the town is theft, but this total notably fell from 535 to 282, of which 219 have been detected. Criminal damage is the next most common crime and this fell from 104 to just 31, of which 20 have been detected.

Only seven vehicles have been stolen so far this year compared to 36 during the same period last year. Of the seven stolen, six were recovered and the culprits caught. Crimes involving property stolen from vehicles fell from 79 to just 14 and offences of obtaining property by deception fell from 114 to 55.

The initiative has involved both high visibility policing, covert operations and patrols targeting specific crimes, areas and offenders.



Organiser of this year's fireworks display, Phil Knight, hands over the proceeds to Essex Air Ambulance paramedic Helen Rose.

A sparkling display of generosity

VISITORS to this year's fireworks display at police headquarters are being thanked for their part in raising a hefty £1,475 for the Essex Air Ambulance Appeal.

There is no admission to the annual sports and social club event, but helpers are charged with collecting money on the night. Organiser Phil Knight from, Vehicle Services, had an array of helpers this year including Assistant Chief Constable (Crime) John Broughton who was more than willing to 'shake a bucket'.

New shifts to go on trial

by Heather Watts

A NEW shift system is to be trialed on three divisions, despite a poor response to consultation.

The trial will involve police officers from Chelmsford, Basildon and Southend and will take place between April and September 2000.

A ballot of all federated ranks and support staff who work shifts produced a disappointingly low response, (65 per cent of police officers and 42 per cent of support

staff), on an issue that will effect both work and social life.

However a clear majority of police officers wanted the extended hours to be trialed but in view of the failure to achieve the necessary majority, support staff will not be included.

Any support staff who wish to take part in the trial may do so but should seek advice from their staff association as it may involve a change in their contract of service.

Chelmsford, Basildon and Southend divisions have been chosen to see how the shift pattern will fit in with rural, urban and seasonal areas of Essex.

The new system is a pattern that can be adapted to fit local deployment needs, to replace the two shift patterns currently followed, increasing operational effectiveness and efficiency and taking into account the health and safety of staff.

The four-shift, extended system, involves 11 hour shifts with staggered start times to provide 24 hour cover and meet local deployment needs.

Officers will be surveyed before and after the trial which will be fully evaluated.

Better budget than expected

THE budget settlement for next year exceeds expectations. Essex Police expects to increase its expenditure by 7.6 per cent and this could be higher dependent on the level of council tax agreed by the Police Authority.

After account is taken of the cost of policing the remainder of the area of the Epping Forest District Council, the additional length of the M25 and southern end of the M11, the increase will be at least 3.5 per cent.

In addition, £1.25 million will be received to support the one-off costs of the transfer of responsibilities from the Metropolitan Police, and a bid will be made for additional officers to be funded by the Home Office crime fighting fund of £35m.

The increase of 3.5 per cent broadly equates to the level of pay awards Essex

Police can expect to fund and this is in contrast to the current year when the increase in spend was only 1.7 per cent, but the police and support staff pay awards were 3.6 per cent and 3.4 per cent respectively.

There is also a need to increase the budgets for pension lump sums, recurring pension payments and legal expenses and meet the cost contributions to the Youth Offender Teams and drug referral schemes (subject to a successful bid to the Home Office). An increase in expenditure is envisaged on call handling and setting aside additional funds for special operations.

Savings are expected to the order of £0.5 million from the merger of Traffic and Operations and also savings from the Criminal Justice review, some of

which will be invested in call handling. The setting up of the dedicated Major Incident Teams will also result in savings. Headquarters Department managers expect to deliver savings of £0.9 million, mainly from non pay budgets and some managers will have delivered savings of 15 per cent over two years.

As part of the settlement there is a requirement to deliver efficiency gains of 2 per cent for reinvestment and from the budget submissions from divisional commanders and departmental heads this can be achieved.

Assistant Chief Officer (Support), Philip Onions, said: "We can't be pessimistic about 2000/01, certainly in the light of this settlement. Hopefully 2001/02, which will be the third year of the Government's Comprehensive Spending Review, will be better still."

Is it or isn't it? Go-Ped leads to court debate

A DISQUALIFIED driver is awaiting sentence after being arrested and convicted of riding a motorised scooter known as a Go-Ped.

Go-Peds are adult versions of children's scooters, with two wheels, tall handlebars and a 22cc engine. The rider stands on the board and can accelerate to speeds of up to 20mph.

The recent court case at Southend is the first of its kind in Essex, and after some lengthy discussion as to the category a Go-Ped falls into, magistrates decided that 'yes' it should be classified as a 'moped' and the man should therefore be found guilty under the Road Traffic Act. He will be sentenced in December.

This follows an earlier test case at Bow Magistrates Court in 1997 where a Go-Ped rider was given six penalty points for no insurance.

There are also further offences to be considered if riders are caught using them on the public highway, for instance whether there is a horn, brake lights and registration plate and whether the rider is over 16 and wearing a protective helmet.

Traffic officers from Rayleigh have come across these machines in the Southend and Rayleigh area and have used the media to warn potential purchasers of the regulations, and that additional costs will be incurred in legalising their use on roads.

See Policy Guidelines P140/99.

It has been an exceptional year for change Helping to fashion the future

LEO's had its lion share of problems

LEO is the new Essex Police intelligence computer system and has now been implemented throughout the force. So far users are finding it quick and easy for input and access but less satisfactory when searching for and retrieving information. To ensure that priorities for further improvements to the system are properly assessed and defined, a recent meeting attended by over 40 users of the system shared views on their experience of the system to date, and in doing so provided valuable guidance on future enhancements. It was clear from the debate that the main area of concern relates to consistency with which the system appears to search and extract information.

Keith Marsh, Area Field Intelligence Officer in CIB said: "LEO is an improvement on EPICS. LEO has a vastly improved capacity to store intelligence and because officers can input information themselves it has started to reduce the workloads of the local intelligence officers. They now have greater capacity to provide intelligence instead of simply trying to catch up on the backlog."

Ds Andy Henderson from Grays, said, however, that his confidence in the system was being undermined by difficulties he was experiencing in trying to get

consistent output from the searches of the system he was carrying out.

Judith Bridges, the LIO at Chelmsford, feels that they have benefited from having had the system for longer than other divisions. She is pleased with the system and feels it is an improvement on what was available before.

The consensus of opinion is that LEO has great potential but it does need some more development. A/DI Glen Maleary from CIB said: "LEO has enabled us to greatly reduce the backlog of intelligence to be input, resulting in us being able to service actionable intelligence more readily, but does need more work to improve the retrieval."

Although the system has been developed in-house, its continuing development and maintenance will now be out-sourced to Cambridge Neurodynamics, who are the suppliers of the search engine used within the LEO system and who also played a part in its development. These arrangements will bring these aspects of the system and its support into line with the Essex Police /IT strategy. The user representative from the IT development team, Chief Insp Chris Bragg, will shortly be discussing upgrading and improving the existing system based on the priorities now established with the help of LEO users.

Custody suites improve their image

THE quality of photos taken in custody suites has greatly improved thanks to the introduction of easy to use software known as Automatic Image Capture.

Mug shots of those charged with offences are stored on Video Witness 2000 and, until recently, were images 'grabbed' from a moving video clip.

Not only did the procedure produce poor quality images, there was a significant delay between the picture being taken and downloaded onto the system - not conducive with an up-to-the-minute intelligence system.

Speed and quality is the essence of the new Automatic Image Capture application. The way the software is set up negates the need to leave the arrested person unattended, it takes less than one minute to complete the whole process and the still image and basic details are available for researchers almost immediately.

The only delay results from the fact that the more detailed information on the custody records is still input by staff

at headquarters. Clearly, it will also take some time to build up the stock of enhanced images as there is no facility to improve the quality of images which were on Video Witness 2000 before the new application was installed.

Custody sergeant at Tendring, Peter Smith, said: "It is certainly simpler than the older system and the major advantage is that it is immediate. Once you have taken a picture it becomes available at any police station in the county within seconds."

"The only problems we had initially were the IT requirements. It is the officer in the case who takes the photo, not the custody officer, and yet the initial requirement was for everyone to complete a computer based training package on the Intranet before being given authority to use the system. There were practical difficulties in this but it appears to have been overcome and is working well."

IN an increasingly technical world, with the Year 2000 deadline fast approaching, this feature reviews the progress made so far in introducing a variety of updated IT systems at Essex Police, whilst at the same time dealing with the so-called "Millennium Bug".

A great deal of hard work by IT development and support staff, working with colleagues in operations and estates, is a major factor in achievements to date.

However, Head of IT, Dave Gosling is keen to emphasise that the support and co-operation of everyone else in the organisation, working to their own pressures and deadlines, has also been a consistent factor in enabling such rapid progress to be made, and on such a wide scale.

In conveying these thanks this feature marks the start of regular updates on IT projects with the emphasis on the views of those using the systems and facilities, rather than those providing them.

Mr Gosling said: "We are trying to

improve this area of our communications and are anxious for these articles not to be seen as propaganda. We genuinely want the constructive participation of those concerned to help us fashion what it is they need to do their jobs more effectively. We all understand that the introduction of new technology is often accompanied by teething problems and can take time to settle and develop into its most effective form.

"Feedback and constructive criticism will help to establish priorities for improvements along with acceptance that changes in how we do things are often also needed to get full benefit from the investment which these systems represent.

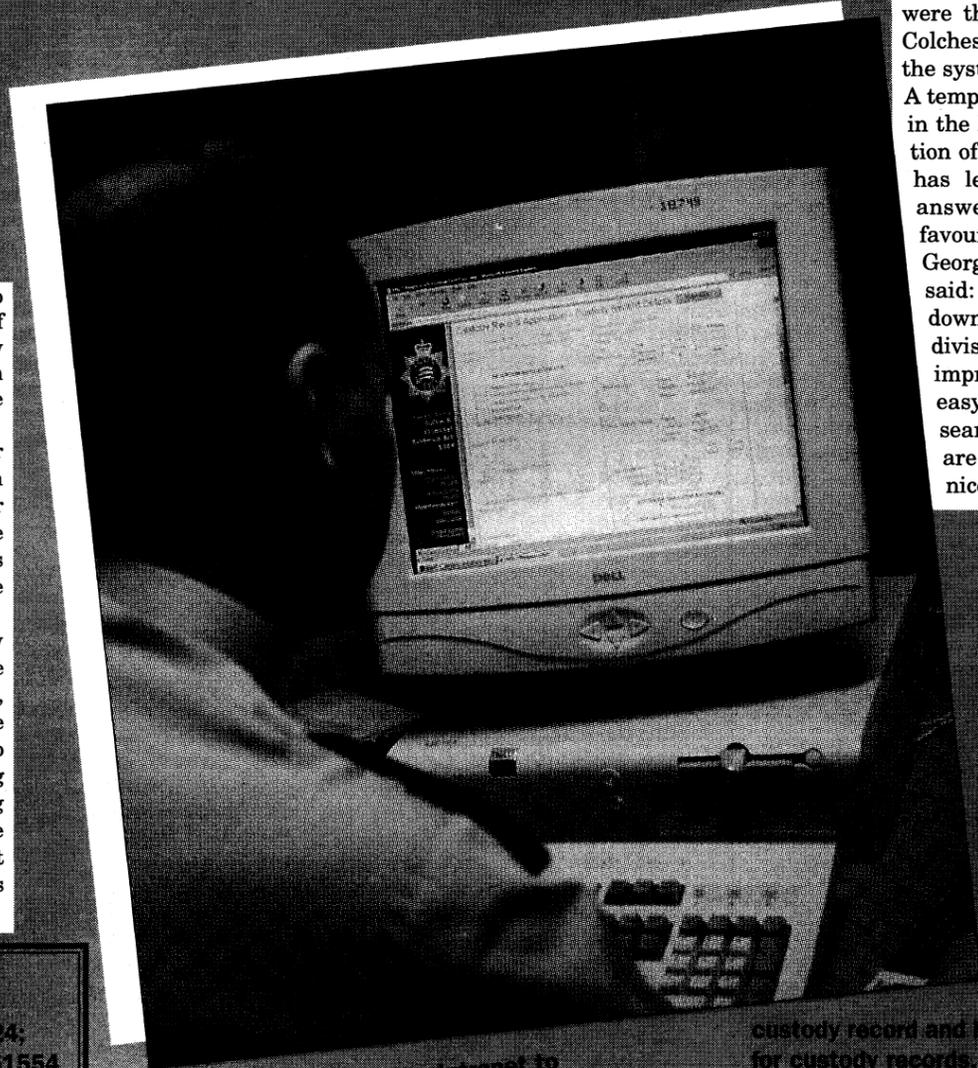
"There is no doubt that this has been an exceptional period and we understand that the rate and speed of activity, and the pressures driving this, have had knock-on effects for a lot of people in the organisation. The help and support that been provided is much appreciated and will hopefully continue, since there is still a lot more work to be done."

Have you registered?

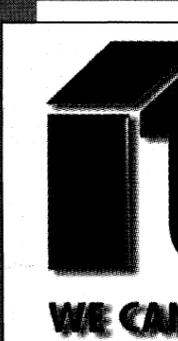
OVER 1,600 employees have now registered on the Intranet as E-mail users.

For those who are wary of venturing on to a computer without guidance there are hard copy guides available on division or by request from the IT development team, as well as computer based training packages for Exchange and Schedule (available as part of the Essex Police Intranet).

With more people, inside and outside Essex Police, using E-mail as their means of communication personnel are encouraged to log on.



● Sgt Bob Bruce surfs the Intranet to complete the interim custody form.



STO

STORM, the new Essex Police, with IRIS which was Structured change to be the most although this is not trained to a However the 2,500 staff have with a further greater degree. A follow-up survey found the STO cated that their transition from completed when Ch Force Informa were the first Colchester division the system at s A temporary division in the Force In tion of STORM has led to an answered in favourably with George Camp said: "Division down our re divisional sta improving. easy to allow search facilities are needed nicely."

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AN elec went th The s interm until approv next s It p

custody record and has the for custody records.

Fast and simple to use, the guides have been distribute

Any questions? Contact one of the following IT representatives

Dave Gosling (Head of IT) - 51500;

Mike Jackson (Dev. Prog. Manager) - 51512; Bob Bruce (E-mail) - 51624;

Brian Jaggs (Comp. Services Manager) - 54987; Chris Bragg (User rep) - 51554

OR log you comments on the IT comments page

(under Electronic Forms) on Essex Police the Intranet.

Life and improvement technology

Life made easier for major investigations

OPERATION Hardwick was not only the first major incident in Essex to go onto the new HOLMES 2, it was also the first in the country outside the forces involved in the pilot scheme.

The term "crash test dummies" has a particular irony when applied to new computer systems, but it was literally what the staff in the Stanway incident office became.

As incident room manager DS Deirdre Nowell points out: "All new systems have glitches to start with and this one was no exception.

"But all in all, we're very pleased with what we've got. It's obviously 20 years of technology better than the original system, and that becomes apparent in its use and the information it holds, and how easy it is to retrieve it."

Constantly updated

Staff in the incident office worked closely with Unisys, the manufacturers of the system, so that faults could be ironed out as they happened. As a result HOLMES 2 was being constantly updated.

Operation Hardwick centres on the discovery of a man's body in an old bunker at Harwich. Although his death is not being treated as suspicious, his body was mutilated after death.

The nature of the inquiry made it ideal to put HOLMES 2 to the test as it is a small inquiry concentrating on a specific geographical area.

DS Nowell adds: "If there was any major problems with the system it is easily transferable, but it has also enabled us to test every aspect of HOLMES 2"

The HOLMES indexers, constables Cindy Lambert and Sally Keeble, are the first to admit the transition hasn't been all plain sailing, but overall they are pleased with the new technology.

Said Pc Lambert: "I found it easy to adapt to because I came straight from my window. It's a bit more straightforward because it's windows-based. It's easier and quicker for indexing."

Complex searches

Pc Keeble added: "It does quite complex searches, much more complex than the last system, but that's one of the benefits."

Both indexers agreed that the system would be relatively uncomplicated to learn for anyone with a prior knowledge of windows. And it means there is no need to memorise all the codes needed for the original system.

One advantage is that windows can be kept open on screen, making it easier to refer across to other information.

The system also features graphical indexing, which displays information in each application in graph form, showing any links between different aspects of the investigation.

Details about a person entered into the old system would include their CRO number, but on HOLMES 2 their DNA reference number and PNC reference can be stored too.

Through using the system, the indexers have come up with suggestions to improve it. These include moving the quit indexing key to a place which will make it quicker to use, and adding more choices to a person's description.

Letters continued from page 4

Reward driving ambition with first class training

I READ an article in *The Law* by Dave Murthwaite stating it was "unfair and outmoded" to expect police drivers to have certain high qualifications in their ability to drive. Dave Murthwaite (who I always considered one of my better failures) knows better. Dave is a product and a later member of the Essex Police Driving School.

As such he should be aware that the attainment of First Class Certificate was the ambition of every police driver. Is it now politically incorrect to strive for excellence?

A First Class driver knew he was better than most of his peers. He was certainly better than the majority of the general public. As such his opinion as to driving errors was always respected by his customers.

He was one of about 30 per cent of a then force of 1,200. He had been hand-picked for training, road-tested by a senior instructor,

before going on his first driving course.

I shy away from his saying "in my day" so I will say that in the 50s and 60s (yeah - it is 50 years ago - so what - check dear old Duggie Andrews' road accident stats to prove my point) police car drivers did not have many road accidents.

Could it possibly be because we were told from day one of our training "you of all drivers in England must never have an accident"? Or was it more a question of pride in ourselves, our ability, or a wholesome fear of losing that treasured First Class Certificate?

Admitting I know nothing of current day to day policing. Also accepting decades, I still feel strongly from my observation of motorists today, we should be giving future police drivers more training, not less.

**Pete Tomlinson, former Driving School
Harlow**

Speed is not the essence

PC Graham Snellin states that the Department of Transport revealed that only four per cent of road accidents could be directly attributed to speed.

He suggests that it should be established what causes the other 96 per cent.

It is not simply "speed which kills", but kinetic energy (mass times velocity squared-MV²) which determines the degree of impact.

It is kinetic energy which

causes a vehicle to continue moving when the accelerator is released, or when the foot brake is applied - the vehicle does not immediately stop but continues forward, sometimes leaving skid marks.

If a feather is travelling at a speed of 20 mph and hits you, it is unlikely to cause injury. However, if a vehicle is travelling at 10 mph and hits you, it could cause injury.

Correspondence has also

appeared in other journals and newspapers, highly critical of the proposed fine when exceeding the 30-mph speed limit by 1 mph.

Notwithstanding that speedometers have a degree of inaccuracy, criticisms have been made that it is yet another method of generating more revenue.

**Walter J Ablett,
Chelmsford**

And to cap it all . . .

WHAT is happening to the force lately?

Are senior officers so preoccupied with saving money that, after the ridiculous debacle of the ending of motorcycle patrols they have now turned their attention to uniform.

I refer to the uniform cap, as issued to male and female officers to wear at times when a helmet is not conducive to the job in hand.

Why is it, that on every occasion that I see a police officer standing outside of a vehicle, talking to the public, directing traffic etc that the officer never wears a cap?

I have seen constables, male and female, sergeants and even inspectors without the cap and there is no need for not wearing them, as they stand there in full public view.

Not only does it look bad and sloppy, or is this the modern trend, but surely most laws in this country require a police officer cutting costs by not issuing caps?

What is next, polo shirts, jeans, trainers? God help us! Look like a police force and not a shoddy rabble.

Ian Sparks, Earl's Colne

Irony of motorbike loss

I REFER to the letter from Dick Coe in the October issue of *The Law* regarding the build up of the traffic department by Sir Jonathan Peel.

When I first went to headquarters as a cadet in 1949 most of the original officers of the department were still there and through the next 27 years until I transferred to Derbyshire I saw the gradual build-up of the department and, although not a member of the traffic department, I was able to make use of much I had seen to enhance the modernisation of the Derbyshire Traffic Department, which was still somewhat behind, particularly the motorcycle section.

When I read of the disbandment of the motorcycle section in Essex, as yet another nail in the coffin of good policing, I thought how ironic it was that what had been built up by Sir Jonathan Peel was dispensed with at a stroke of the pen by his son Anthony, the Chairman of the Police Authority.

I too feel sure that it won't be long before it is realised what an expensive mistake has been made.

A R Mitchell, South Woodham Ferrers

Good luck in Romania

WITH reference to the article 'Romanian Orphans' in the November issue, may I wish all concerned good luck, and more power to their elbows, when the time comes.

My husband (Sgt Ken Ranson, 281) died shortly before the Ceausescu murders, Christmas 1989.

After which a few friends, which included, formed a group 'ARCHWAY' (assistance to Romanian communities with accent on youth).

Suffice to say we are preparing for our 18th visit, (my 14th), in April 2000 to our base in Sfintu Gheorge in Covasna.

To date we have transported some 110 tons of aid.

Hence my interest in the joint Essex/Metropolitan project, plus a certain knowledge of what faces them.

We'll be watching with interest for further details in *The Law*.

Greetings to you all for Christmas and the Millennium.

**Mrs Doreen Ranson
Thanet, Kent**

Mind your own business

THE Police Mutual Assurance Society has prepared some advice for people who are worried about the so-called mis-selling of endowment mortgages.

With commission paid on many policies, premiums can be paid for well over a year before anything gets invested, therefore they recommend that you keep up your existing policy when you move and top it up.

Many companies do not offer any surrender value in the first two years, so cancellation during this period will lose all the premiums paid.

No low cost endowment policy guarantees to pay a mortgage off at maturity; it relies on bonuses, added to the 'guaranteed return'.

The Police Mutual Assurance Society say that a low cost endowment is suitable for individuals in stable occupations with a known retirement date and can be set up with the aim of repaying the mortgage at retirement.

A low cost endowment policy can be taken out on a joint life basis to cover partners. It will guarantee paying off the mortgage in the event of either partner dying.

Three 9's benefit from fayre's final funds



● Supt Ian Gruneberg and Insp Pat Mahoney with the last of the Thurrock fayre's benevolent fund cheques.

WITH the final Thurrock 999 Fayre held in August the profit made, together with the balance of funds held, were presented to the police, fire and ambulance services, each receiving a cheque for £2,000.

Also benefiting by £750 each were the Essex Air Ambulance, St Luke's Hospice, Lady McAdden Breast Screening Unit, and HYP Holidays for the disabled.

It is estimated that from the fayre's 20 year existence the Police Benevolent Fund alone has benefited with the fantastic sum of £20,000.

The Sutherland Pipes and Drums group were presented with a cheque to thank them for their years of attendance, all free of charge.

It was with much regret that the fayre had to be dis-

continued as emergency service committee members standing down did not have volunteers to take their place.

A sad farewell was made by Insp Pat Mahoney, this years chairman, who said "It was after considerable debate that the committee took this sad step, but the increased pressures on our duties together with the demands on our own personal time, have combined to make this the only realistic decision."

"We wish to thank all the service personnel, both past and present, sponsors and members of the public who have over the last 20 years supported the fayre and given their time and effort to ensure the fayre provided a great days entertainment for those attending."

Essex placed in top five for low crime

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

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

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

During the 12 months to the end of March, 1999, there were 62.9 offences per 1,000 population in Essex. Police areas with a lower crime rate were City of London, Hertfordshire, Suffolk and Surrey.

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

Essex was also well below the national average rate for violent crime. Another positive message came in the form of increased detection rates in Essex for crime as a whole.

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

While Essex Police had fewer officers per

by Peter Laurie

1,000 population than the national average, they managed to spend more time out in the community than those in most forces. Yet the annual cost of policing Essex was £104 per head of population, against a national average of £115.

Merger savings revealed

THE new Essex Police division to be created from the merger of Operations and Traffic is to be called Mobile Support.

Cash and efficiency savings of just over £500,000 will be achieved through rationalisation of management costs, vehicle fleet, equipment and operating bases as a result of the merger, which is due to take place next April.

A report to this month's Essex Police Authority meeting said there would not be a reduction in front-line services.

Commitment to road policing and specialist support, including police dogs, air and marine units and firearms, would be unaffected or enhanced.

Stolen property boosts charity coffers

A MASSIVE £13,678 has been donated by the Essex Police Authority to 14 local charities following a string of auctions to empty police stations throughout the county of stolen and found property.

Set up more than 20 years ago the Police Property Act Fund deals with items which remain unclaimed after 12 months and some of the more unusual items which have come under the hammer this year included a female mannequin from Chelmsford and a pearl and gold tie pin from Colchester.

Chief Constable, David Stevens and Anthony Peel, Chairman of the Essex Police Authority presented the cheques to a number of charities including Essex

Crimestoppers, Essex Victim Support and the Essex County Scout Group at a ceremony in November.

Paying the price for crime

ILL-GOTTEN gains have benefited the Uttlesford and Braintree Drug Reference Groups who have each received £1,350 from a forfeiture order on a person unlawfully in possession of drugs.

The Drug Reference Groups are umbrella groups for all agencies concerned with substance abuse, supporting a number of preventative initiatives in the community.

Although money from forfeiture and confiscation orders has been used by Essex Police in their work against drug crime it is the first time that other agencies have gained.

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Best value is not about cutting costs

FROM April 2000 the Government require police authorities to adopt a regime of best value.

This regime is not just about cutting costs, it is about the way Essex Police perform - not only doing things right but doing the right things.

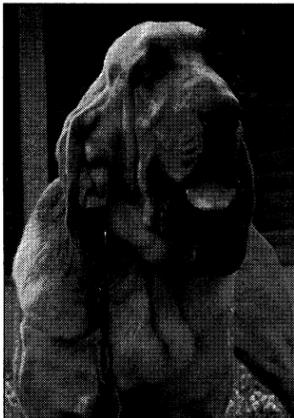
The best value manager, Chief Insp Tim Olver, and his team based at headquarters will look at those issues.

After identifying areas of priority all services will be reviewed over a five year period. This process will include use of what the legislation has called the 'four C's'.

We must challenge what we do and why we do it; compare our service provision with others to see if we can learn from them; consult with those who receive the service and subject all that we review to competition if possible.

Chief Insp Olver said: "It is important to realise that this is not just about cutting costs. Benefits that emerge may be in terms of efficiency improvement, not only 'cheaper services'.

"Principally it is about what we do everyday, managing our resources to the best effect in an effort to make Essex a safer place for everyone."



● Top dog Sherlock

Sherlock's successful search wins award

SHERLOCK, one of two Essex Police Bloodhounds, has picked up a prestigious life saving award at the PRO Dog of the Year Awards.

Sherlock won a Silver medal for his exceptional tracking ability. It was back in August 1998, whilst only seven-and-a-half months old, that he tracked and found an elderly and confused woman when all other attempts to find her had failed.

Pc Malcolm Fish was Sherlock's handler at the time of the incident and he said: "We are all delighted with the award, especially as Sherlock was so young at the time. It gave us a good indication of what these dogs are capable of."

The Awards Luncheon was held at the Hilton Hotel at Cobham in Surrey and Sherlock attended with his current handler Pc Steve Hutley and Malcolm Fish.

The Gold award went to a dog who had help rescue earthquake victims.

Currency appeal

IF you have any foreign currency lying around the house Marconi designer, Paul Stirland can put it to good use.

Since suffering a heart attack earlier this year he has already raised £1,700 for the Essex Air Ambulance Appeal through sponsored walks and collecting the unwanted foreign cash.

If you can help contact Sue Ajmi in Personnel on 58635 or Paul direct on 01376 330230.

Crime and the Millennium

WITH the Millennium approaching Head of CID, Det Supt Lee Weavers, looks back from a crime perspective and considers the future.

During the last two years or so Essex Police has been progressively moving from a very fragmented approach to managing and investigating crime towards policies and procedures which will position the force strongly for the future. Undoubtedly change is always difficult and might even seem a little confusing.

However, Lee is seeking to carry forward some traditional strengths and values, such as care for victims, a service ethos and a focus on basics in crime investigating, and blend these with demands for more effective management and budgeting in crime investigation, creating a performance focus and demonstrating better value for money.

These steps, together with increasingly coherent approaches to both training and creating career paths for detectives, are intended to set 'higher' professional standards. A skill and competency role-based approach, grounded in 'team working', is intend-

ed over time to replace poor working practices and the elitism associated with 'old style CID work'.

Here he believes a more professional approach is already being created in all aspects of investigation. Raising standards here will help everyone recognise they have a role in crime investigation, detection and disruption. "After all," he says, "the backbone of policing is no one individual, section, department or division. It's all of us who make up Essex Police playing to our respective strengths, working in effective teams."

Major investigation

To this end changes to intelligence gathering, investigation practices and intelligence analysis have been introduced. Probably the best forcewide example is the creation of major investigation teams. Competent, multi-skilled, professionally trained, full time staff will from April 2000 take up the challenge of investigating major crime more effectively using HOLMES II, which is now already carrying more investigations than any other system in the UK.

Lee Weavers explained that with the establishment of better career opportunities, training and funding

for these new developments in crime investigations he would want everyone to play a part. "I would encourage anyone interested in becoming a detective or specialist of some sort to give it a try," said Supt Weavers.

"There are now even opportunities through personal development profiles for sergeants or inspectors, with no traditional CID background, to move into investigative roles. The National Crime Faculty in conjunction with ACPO has developed a training programme for senior investigating officers, which is being introduced.

"Funding has now been provided to create superintendent SIO posts to head each of the four major investigation teams and support and advise territorial commanders. There will be opportunities for chief inspectors as either territorial crime managers or specific specialist roles in Crime Division."

He added: "We are creating much stronger foundations for the future and increasingly I am encouraged to see the way talent is coming through at all levels. As well as a changing picture across the force, reshaping is taking place in Crime Division. This will continue through more reviews over the next two years to ensure

Crime Division deals with core issues in the best way."

In the future he expects new processes and procedures, plus IT support, the increasing use of analytical techniques, offender profiling and science to play a greater role.

Job satisfaction

The improvement of job satisfaction for officers involved in crime investigations is a particular concern to him. Here ways are being explored of creating more time for quality investigations, time with victims and breaking the job to job syndrome down so we do not miss the important detail or evidence.

In looking forward he said: "I have heard and read others' views on our capability to deal with crime. I must say, I don't agree. I feel we have already done much to address existing weaknesses and I am certain we are creating the conditions for a bright and exciting future. I am confident we have the people at all levels capable of responding to the challenge set by government and our own objectives to be intelligence led when dealing with all aspects of crime and disorder."



● Local councillors and senior divisional officers with the Great Horkeley community policing team.

Photo: Evening Gazette

Officers move to community base

LOCAL councillors were present to offer a warm welcome as officers began moving into the new Community Police Team base at Great Horkeley.

The unit has been created under the Essex Rural Community Policing Review, which aims to pool support and experience, while retaining an identified officer for country communities.

The team of Sgt Adrian Dearsley and five constables covers the north Essex villages of Great and Little Horkeley, Boxted, Dedham, Langham, Fordham, Mount Bures, Wormingford and West Bergholt.

Colchester borough councillor Christopher Arnold said: "This is excellent news and a sign of Essex's commitment to rural policing."

Mr Arnold was there to welcome the team, along with Great Horkeley Parish Council chairman Mr Shailesh Patel and Supt Julian Field, divisional commander for Colchester Division.

Essex Police has taken out a lease on the base, which is accommodated in shared commercial premises at The Causeway, Great Horkeley.

Seminar tackles crime and disorder

THE impact of the Crimestoppers scheme on community based crime and disorder was the subject of a recent seminar held at police headquarters.

The seminar was hosted by the Essex Crimestoppers Trust, opened by Assistant Chief Constable (Crime) John Broughton and attended by representatives of all local councils and unitary authorities.

A presentation by Clive Hardingham and Richard Haddon followed the opening.

Mr Hardingham explained how the guaranteed anonymity offered by the scheme, enabled people who would not normally come forward, to play their part in the fight against crime and disorder.

The seminar was brought to a close by Phil Jewell who outlined to the delegates how the scheme helped the police on all levels and underlined the importance of using all sources of information and intelligence.

It has particularly helped police gain access to areas of intelligence previously difficult or impossible to tap.



Phil's called to the Bar

CONGRATULATIONS to Dc Philip Bridge of the Drug Trafficking and Financial Investigation Unit who was called to the Bar as a barrister by the Honourable Society of the Inner Temple at a ceremony held at the Temple, London, last month.

This followed many years of study and is believed to be a unique achievement for a serving Essex police officer.

Philip was awarded a Law Degree with honours after studying part time with the University of East London.

He applied and was accepted for the first ever Bar

Vocational Course to be offered by the Inns of Court School of Law.

Successfully completing his Bar examinations in June this year, he was also awarded a post graduate diploma in Professional Legal skills by City University with whom the school is affiliated.

Other traditional requirements of the school, which has had many distinguished pupils including several British Prime Ministers, include formal dinners and lectures from a variety of well known personalities in the legal world.

Airport boss hangs up his hat

SUPERINTENDENT Allan Taplin, Divisional Commander for Stansted Airport, retired in November after serving over 34 years.

After nearly 34 years' service Det Supt David Bright of HQ Crime Division retires this month.

Sgt David Mann, from HQ Information Technology department, retires after over 30 years' service.

Other officers retiring this month after each having served 30 years are Dc Ian Wilding, Thurrock; Pc Robert Sheridan, Rayleigh; and Pc Anthony Kitching, Maldon.

Ill-health has forced the retirement of Insp Christopher Nyeland, Rayleigh,

Names in the news

after over 24 years' service.

Pc Stephen Rombaut has retired from the Force Information Room on medical grounds after over 27 years' service.

After nearly 30 years' service ill-health has forced the retirement of Harlow constable Kenneth Vickery.

Also retired on medical grounds after nearly 29 years' service is Pc Barry

Heyes, Basildo. Pc Darren Brownlee medically retires this month after serving four years.

Former sergeant Patrick McCarthy died on October 29 aged 59. He served at Basildon and HQ retiring in 1995. He leaves a widow Patricia.

Pensioner Lionel Lyon, who retired in 1944, died on October 7, aged 91, having served as a constable at Harwich, Billericay, Brentwood, Pitsea, Wickford, Saffron Walden and Epping.

Pensioner George Kemp, aged 86, died on November 7. He retired in 1962 after serving at Grays, Stanford Le Hope, Brentwood, Nevendon and Crays Hill.

Market Place

3RD person wanted for house share in village, 15 mins from Saffron Walden, fully furnished, use of all facilities inc swimming pool, £200 pcm all inc. Tel Lisa on 01763 837309 or 07899 906830.

ALGARVE Portugal, two bedroom apartment, sleeps six. Swimming pool on complex, 15 mins from sea. Winter £80, summer £200. Contact Brian Spiers on

01268 558211.

CALPE, Spain. Apartment, sleeps 4, 2 bathrooms and wc, large lounge, balcony, kitchen, beach 5min walk, town location. From £110 pw. Contact Bob Naden on 01255 815140.

CORNWALL, Polperro. Chalet sleeps 4/5. All mod cons. Pleasant site with heated indoor and outdoor pools. Club and all facilities includ-

ed, £75 to £250pw. Contact Craig Bailey on 01279 653570 or 01279 832837.

CORONET major wood lathe, chisels, tools, £250. Dodd overhand planer £75. Contact 01702 610949.

COSTA Del Golf, Malaga half hour, Marbella, 14kms, 2 double bedrooms, 2 toilets, sleeps 6, 50 yards to beach, 6 local golf courses, communal pool to 12 properties. Contact Dave Rogers on 01376 550954.

DAIMLER 3.6 XJ40 1987, vgc, fsh, metallic blue, red leather, fully loaded, tax and MoT April 2000, £3,000 ono. Contact Pc Tatum on 01277 631212 ext 48322.

DARK oak, antique writing bureau, ball and claw foot, reasonable condition £100. Mahogany book unit, 2 shelves and 2 drawers, £30. Contact 01268 280891.

FLAT to let. One bed unfurnished, superb decor, modern, parking space, very clean, good size, Wickford. £400 pcm. Contact Guy Hicks on 01245 456917.

FORD Escort Mexico 1600, black, very good condition, limited edition, many extras, MoT, taxed, just serviced. Reluctant sale £6,250. Contact Keith Simpson on 01245 323707.

GLASS octagonal table and four grey, velour, high-backed chairs, excellent condition only £50. Contact Chris

Bramhill on 01268 543604 or 07977 408604.

GOOD homes wanted for cats and kittens. Contact Miss S. Parsonson on 01206 864284.

HALESWORTH, Suffolk. Two bed victorian cottage lovingly restored, close to town centre but near coast, Broads 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, bed and breakfast on a daily or weekly basis, in the comfort of an Austrian style home set in woods in Duthil. Alternatively a 4 bed bungalow in the forest, sleeps 8 comfortably, open fire and privacy. A 20% discount for police personnel past and present. Call Andy Nunn on 01479 841717.

HOLIDAY accommodation in Florida. Three bed luxury house, sleeps up to 6, air con, all sports facilities, 8 mins from Disneyworld and Orlando attractions, £325 per week. Contact Pc Mike Hall at Stansted Airport or 0585 156000.

HONDA CRM R250II Enduro. Fast, reliable, very good fun, year's MoT, Renthals racing pipe, £1,695 ovno. Contact Guy on 01245 456917.

IVECO Van, high top, 35-12 turbo, diesel, 12 months MoT,

tax May 2000. No VAT, 1995, £4,500ono. Contact 01621 816918.

MERCEDES 190E, auto, black, fsh, tax, MoT, exceptional car, not a mark on it, £4,700 ono. Contact Neil Brook on 01702 613280.

MIJAS Golf, Costa Del Sol. Luxury Spanish pueblo style house overlooking golf course and Mediterranean. Twin bedded room downstairs with attractive upstairs lounge with sofa bed. Fully equipped, satellite television, south facing sun terrace. Three swimming pools, discount golf. Gary Glassfield on 35613 or 01245 328262.

NISSAN Primera 1.6 'L' reg (Dec 93), 59,000 miles, one family owner, PAS, E/W, extras, FSH, MoT one year, good condition, £3,500 ono. Tel 01376 330197 or 07775 510242.

ORIGINAL Florida experience. Idyllic quiet setting backing on to wetlands, 4 beds, detached, air con, large solar heated pool, sleeps 10, close to Disney and major road links, competitive rates. Contact 01621 850957.

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.

History book which breaks the mould

LOCAL history publications are usually either pictorial records or text-heavy histories of a particular place since the year dot.

Data Protection's Andy Bagent, has broken out of this mould with his new book *Chelmsford at War*, which outlines the history of Chelmsford during the Second World War through a series of newspaper articles interspersed with interviews with Chelmsford residents who lived through the war.

The articles, based on information from the Essex Chronicle and other books written about the Second World War, are written by Andy to form a coherent account of both the major and minor incidents which affected the town.

The attention-grabbing headlines which accompany each article make it easy to find your way around the book and ensure that the book's appeal extends beyond the traditional local history audience.

If you are looking for a lively, human account of an important part of Chelmsford's history, this is the book for you.

It is available from all good book shops priced £9.95 (ISBN 0-86025-497-6).

Elizabeth Farnhill

Please note that due to space constraints we have had to omit some classified adverts. We have restricted these to holiday homes owned by out of force advertisers.

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.

SAMSUNG CD Rom, 32 speed with driver and manual. Also Trident 3D image video card 4mg. Both can be seen working, £20 each. Contact Pc Gosling on 01268 757628.

TOYOTA, Rav 4, auto, 1994, 'L' reg, 3 door, import spec, twin sunroofs, air con, P.A.S, C/L, elec windows, metallic blue, alloys, 40,000 miles, immaculate £6,995 ono. Contact Kerry Bennion on 01268 742548.

TWIN tandem pushchair, sturdy design, made by Waki, navy lemon check plus rain cover. Hardly used, in box, vgc, £110 ono. Contact Simon Conquest on 01375 677324.

VAUXHALL Cavalier GLS 2.0i auto, '93 'K' reg, e/wins, e/h/mirrors, power steering, central locking, sunroof, average miles, long tax, new MoT recently fully serviced, excellent condition, £2995 ono. Contact Ryan Gillard on 01245 324974 or 0802 911853.

WANTED. I'm a keen collector of all car related sales catalogues and photos. Distance no object. Call Roger Blaxall on 01695 574019.

WANTED. I'm looking to rent bungalow or ground floor flat with garden in Castle Point area for police widow. January 2000 occupancy. Phone 01268 750663 eves.

WEIDER aerobic rider. As new. Cost £120, will accept £70. Contact 01245 328075.

News in brief

THE National PAA Lawn Tennis Tournament held recently in Manchester saw constable Sarah Hewing from Pitsea defending her ladies singles title.

Unfortunately, Sarah was beaten in the final by the British Ladies Captain.

□ □ □

THE Essex team were runners up in the National PAA Beach Angling Competition held recently in Somerset.

Constable Moira Ainsley, Tendring won the Ladies Over 40 title in the recent PAA Ten Mile Road Race.

□ □ □

TAKE a walk on the wild side next year and Victim Support will be the beneficiaries.

Anyone wishing to take part in the 26 mile challenge walk in the hills around Buxton, Derbyshire on Saturday April 15, may get an application form from the Force Sports secretary.

□ □ □

PARIS in springtime and a chance for those who missed the exhibition to see Monet's garden at Giverny.

All for an amazing £99 plus insurance, the trip includes coach travel, crossing, two nights accommodation with breakfast, a tour of Monet's garden and the services of a tour manager.

For detailed information about the trip starting Friday, April 28, contact John Stonehouse on ext 58888.

□ □ □

THE Gentlemen of Essex CID Cricket Club end of 1999 season dinner was a success with Roger Buxton from Essex Radio providing added entertainment.

David Bloxham was voted Player of the Year and umpire Tony Ellis, Clubman.

Next year's end of season tour is proposed for the first week in September in Guernsey.

Details will be sent to all players shortly.

All are welcome at the cricket nets in the indoor school at the county ground, Chelmsford, at 2pm on Tuesday, January 4 and every Tuesday until February 29 between 2pm and 4pm.

□ □ □

CONSTABLE Carah McCulloch, Tendring was selected to play for the county in a football fixture against Bedfordshire in November.



Don't be scared to claim your prize

CUNNINGLY disguised as family members Chris Evans and Shirley Turner sold raffle tickets to win a stitched up scarecrow family for Children in Need.

Thanks to all the helpers a magnificent sum of £1475 was

raised by the fireworks night at headquarters for the Essex Air Ambulance Fund (see page 5).

In addition a well supported Children in Need quiz night and raffles raised a grand total of £2096 this year.

The wheelbarrow was won by Ryan Gilliard from IT.

But the scarecrow family of dolls have yet to be claimed. The winning ticket was pink 972.

It could be you!

Winter windfalls

THE results for the November lottery is as follows: £1500 S Johnson; £1000 Pc Panting; £500 Pc E W Green; £300 S Ranger; £200 Pc S Edwards and £100 N Robinson.

All the following people received £50 consolation: Pc Clothier, Pc Howell, Pc Noakes, M Walkinton, Pc Golding, J Sentance, M O'Callaghan, Supt Golding, Sgt P Smith and Pc Fitzjohn.

The winners of the December lottery are as follows: £1500 Pc Hewing; £1000 Pc Muir; £500 E Pennock; £300 Pc Goodewardene and £200 Sgt Tarbin.

The following people have all won Christmas hampers: Pc Luke, Dc R Bailey, Pc Roper, Pc Ruff, J Luscombe, S Short, M Panther, L Hart, Dc Bloomfield, C Hovells, Sgt Banks, E Paris, Pc Cryne, Pc Macswan, Pc Vowles, Pc D Wheddon, Pc Sleet, Pc Groom, Chief Insp Sherrin and P Hudson.

Discounts galore

THIS offer will suit some of you to a tee.

There are a few memberships still available at three Essex golf courses, Benton Hall, Stapleford Abbots and Three Rivers. Those taking up full membership will be able to play at any Clubhouse course in Britain or Europe free of charge.

Full details are available from Chris Jacob on 01702 200033.

Team up and stay fit with a corporate membership to a new health club.

The discount being offered to Essex Police staff by Cannons Health Club, Chelmsford requires a minimum of 10 people.

If you are already a member or would like to join contact Chris Evans on ext 50661 to enable a bloc application to be made.

Unfortunately electrical discount is no longer available from Bennetts.

However the sports secretary has managed to arrange substantial savings on electrical goods through Mechanical and Electrical Supplies Ltd of Wickfod. For further details contact John Stonehouse on ext 58888.

If you fancy a drink at Christmas?

Please note the headquarters bar will be open lunchtimes from noon to 2.15 pm on Wednesday, December 22 to Friday, December 24.

For those last minute Christmas presents the force sports shop will be open every Wednesday from noon to 2pm and on Saturday December 18.

Sports and Social Club

DOES three nights in Vegas followed by three nights in Palm Springs tickle your fancy.

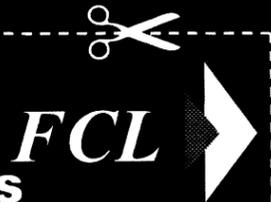
If so the Essex Police Sports and Social Club can send you there for just £479.

The trip is scheduled for November 21, 2000, flying from Heathrow, but don't be complacent, closing date for booking is Christmas Eve THIS year.

A £50 deposit secures your booking so get your money to Shirley in firearms licensing by December 24. For more information or to provisionally book a place you can contact Shirley on ext 50666 or by fax 50665.

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AND YOU'RE
MAKING CUTS,
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ONE FIRST

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*Sport
and Leisure*

Essex men leagues ahead

Close Croker challenge

BRAINTREE are leading with 107 points after completing 12 events in the Croker Cup.

Southend is close behind with 104 points but a large gap shows Colchester in third place with 74 points.

Southend won the recent cross country event giving them 12 points.

Ladies individual winner was Moira Ainsley, Tendring with sergeant Janet Adcock, Braintree winning the veterans.

Derek Walker came in first for Colchester in the men's race with Victor Faccini of Brentwood first in the veteran's.

Rayleigh, Colchester, Southend and Braintree were the only teams competing in both the billiards and snooker events.

Braintree won the billiards with Southend beating them to take the snooker.

Southend also took first place in the badminton competition.

Fishing for more points, Southend also won the sea angling although they did not have any individual winners in the top three.

Headquarters won the freshwater fishing event.

There are no Croker Cup events in December.

The next event will be darts at Southend police station at 1 pm on January 9, 2000, and the swimming gala will be held on Sunday, January 16, at Gloucester Park, Basildon.

The organiser for the gala is Chris Mathlin at Wickford.

Keep on running

KEEP on running could be the theme song for Laurie Rampling, from Thurrock, who recently took part in the National Police Du-athlon Championship in North Yorkshire.

Well done for winning the Veteran's Over 50's race for the third year in succession.

IN a successful start to the hockey season, the Essex Police Men's team are top of the league in both the Crowe Insurance Division 5, South East League and the PAA plate.

Meanwhile the ladies are currently top league goal scorers in Division 4 of the Essex Ladies League, totalling 36 goals to date.

The men had a decisive win against Dunmow 2nds, despite an early goal by Dunmow, winning 4-2. Another good win followed a week later when the team beat the Colchester 3rds by one goal, winning 4-3.

The most decisive win by the team was against Havering 3rds with a massive 5-0 win.

The following week did not prove to be such an easy match resulting in a 2-2 score against Brentwood.

A very tight game and some shoddy defence by Essex Police were the deciding factors in only managing to draw.

Back on form at the start of November, the Essex men beat Braintree 2nds 4-1.

A sluggish defence allowed Braintree to take an early lead but Gary Franklin soon equalised.

Vic Murphy, Mark Shaw and substitute Geordie Tyson scored the other

goals.

Again a slow start for the Essex Police team against the University of Essex but an explosive finish by Lee Ward who picked up the ball in his own half, beating four players and the keeper to put the final score at a 4-1 win for Essex.

An understrength side played against Redbridge and Ilford 2nds after Essex player Gary Crouch was injured.

Fouls allowed Matt Brooking to crash in two penalty goals to give the undefeated Essex Police side a well deserved 2-1 win and a position at the top of the league.

Their position at the top of the

league did not change when they played East London. Essex controlled the game throughout and won 4-0.

Essex Police ladies' team are proving to be no slouches with an impressive 10-0 win against Waltham Forest II. This win confirms second place in division 4 of the Essex Ladies League.

The ladies played and beat Merseyside Police to go through to the next round of the PAA cup.

The Essex men won against Devon and Cornwall Police.

Supporters will be more than welcome when Essex Police play Hampshire at 2.30 pm on December 16 at Chelmer Park in the regional mixed PAA final.

Special Branch win the wine

THIRTY-ONE players took part in the Stansted SB Invitational Challenge Golf Trophy at Earls Colne in October.

Competitors from as far afield as the United States competed for prizes in the competition, which is sponsored by Bell Security, for team and individual prizes.

Keeping things local, Essex SB won the 'rolling ball' format to win Felsted wine.

Mick Charles, also from Stansted SB, won two Ryanair tickets for being nearest the pin.

How a-bout becoming a boxing judge

THE Police Boxing Association of England is to stage a course for amateur boxing judges in January, for which no previous experience is required.

The course will take place over two days during week-end periods and once qualified participants will be asked to officiate at police and other tournaments. These events normally take place in the evening.

This course is open to serving and retired officers and support staff.

Anyone who wants to take part in the course, which is free of charge, should contact Barry Jones, Metropolitan Police Child Protection Team at Southall on 0181 246 1304 or 0973 723121.



Lena takes the plunge for charity

DESPITE bad weather Acting Beat Supervisor, Lena Worrow from Clacton, did a tandem skydive from approximately 10,000 feet at Hinton Airfield, Oxford recently.

Lena found the skydive a challenge and certainly not one she would have chosen had it not been for charity.

She also found the experience rewarding and so have Essex Police Benevolent Fund, Essex Special Constabulary Benevolent Fund, St John Ambulance and the Essex Air Ambulance who have benefited from the sky high £1041.70 raised.



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