

Internal Investigations Unit

DI Peter Highway

Telephone

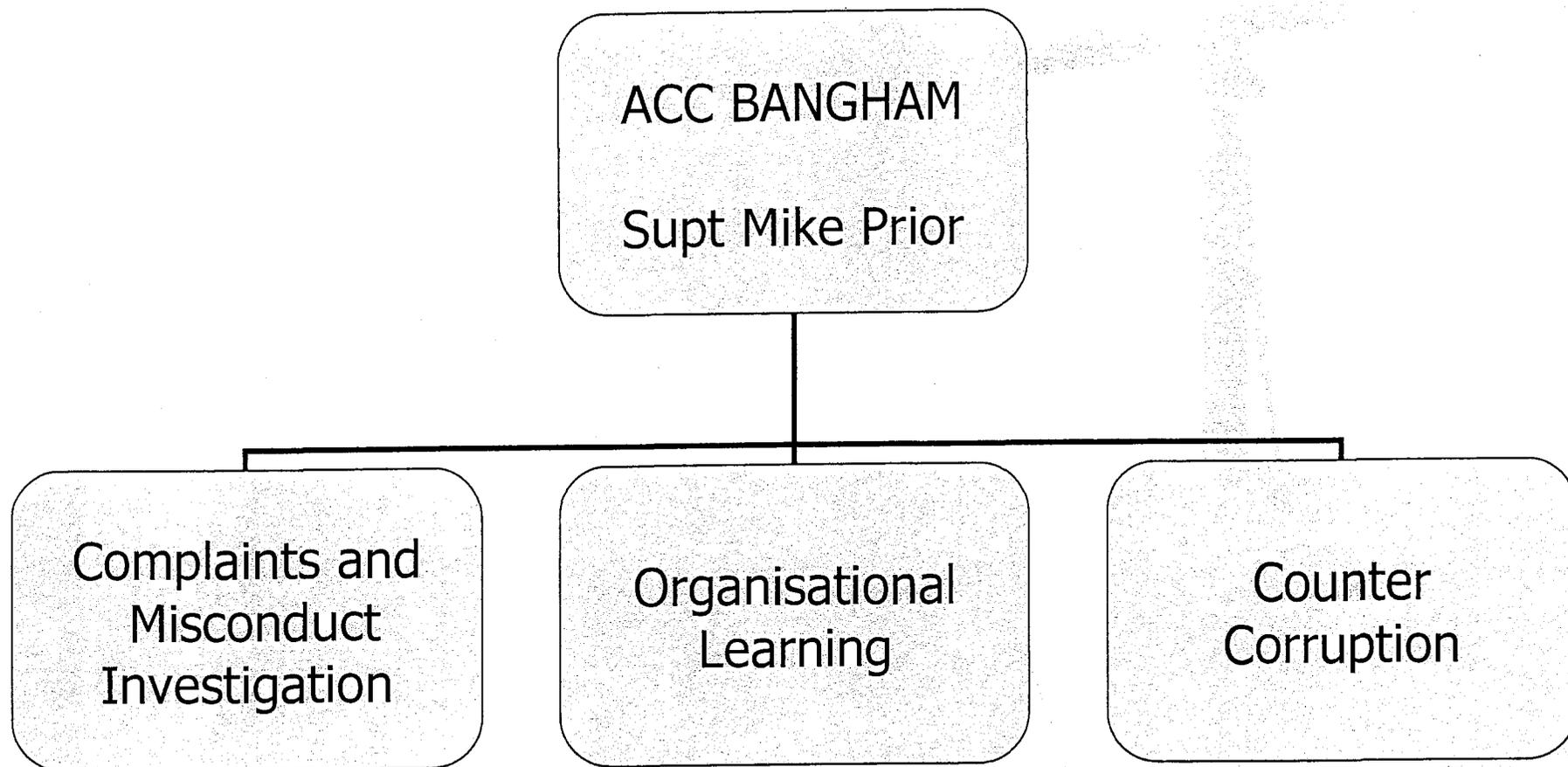
Confidential Reporting Line

- Informal input – ask questions as we go
- Inform you about the Standards of Professional Behaviour
- Alert you to the threat of corruption
- Allow you to protect yourself
- Enable you to identify suspicious activity
- Make sure you know how you can report suspicions

WHAT IS THE IIU?

- Pro-active Covert Unit with CID experience
- Working within the Professional Standards Department at Headquarters.
- Dealing with 'Corruption & Integrity' issues within the Police Service

Professional Standards Department



Police Staff Standards of Professional Behaviour

- 1. Honesty and Integrity** – Police Staff are expected to be honest, act with integrity and should not compromise or abuse their position.
- 2. Authority, Dignity, Respect and Courtesy** – Police Staff should act with self-control and tolerance, treating members of the public and colleagues with dignity, respect and courtesy.

Police Staff Standards of Professional Behaviour

- 3. Equality and Diversity** – Police Staff should act with fairness and impartiality. They should not discriminate unlawfully or unfairly.
- 4. Use of Restraint** – Police Staff in specific designated roles may need to use restraint in carrying out their work. Police Staff should only use restraint as part of their roles and responsibilities to the extent that it is necessary, proportionate and reasonable in all the circumstances

Police Staff Standards of Professional Behaviour

5. Instructions – Police Staff should only give and carry out reasonable instructions

6. Work and Responsibilities – Police Staff should be diligent in the exercise of their work and responsibilities.

Police Staff Standards of Professional Behaviour

- 7. Confidentiality** – Police Staff should treat information with respect and access or disclose it only in the proper course of their work
- 8. Fitness for Work** – Police Staff when at work should be fit to carry out their duties

Police Staff Standards of Professional Behaviour

9. Discreditable Conduct – Police Staff should, whether within or outside the workplace, behave in a manner which does not discredit the police service or undermine public confidence in the police service. Staff must not, by their actions, bring the Force into disrepute or participate in activities which conflict with the aims and objectives of the Constabulary in the provision of policing services

10. Challenging and Reporting Improper Conduct – Police Staff whilst at work, should report, challenge or take action against the conduct of colleagues which have fallen below the standards of professional behaviour expected.

Birmingham Post - News - West Midlands News - Birmingham police staff in court on fraud charges - Microsoft Internet Explorer

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Address http://www.birminghampost.net/news/west-midlands-news/2009/08/05/birmingham-police-staff-in-court-on-fraud-charges-65233-24317475/ Go Links

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West Midlands News

Birmingham police staff in court on fraud charges

Aug 5 2009 by Sarah Probert, Birmingham Post [Add Comment](#) [Recommend](#)

A police officer and two civilian police workers appeared in court yesterday charged over an alleged £200,000 fraud.

Pc Manjit Singh Marva, 37, Adam Warwick, 33, and David Vidgen, 34, are accused of submitting false invoices to West Midlands Police for work that had not been done, and arranging for their payment, between July 2005 and September 2006.

They are charged with conspiracy to defraud the force and misconduct in public office.

Marva, of Pipers Green, Hall Green, Birmingham; Vidgen, of Over Brunton Close, Birmingham; and Warwick, of Wishing Stone Lane, Matlock, Derbyshire; have all been suspended from their duties.

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West Midlands News

Man who sold guns to Birmingham gangs facing lengthy jail term Sep 22 2009

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Corruption

The abuse of a role or position held, for personal gain or gain for others

Criminal Offence

Misconduct in Public Office – Indictable only,
maximum sentence of life imprisonment

- Misfeasance – doing a legal act for an improper reason (e.g. check friends on police computer)
- Malfeasance – person in a public office doing an illegal act (e.g. sell intelligence to criminals)



Vision

The communities of Avon and Somerset will have the highest level of confidence in our delivery of policing services

Aims and Objectives

To increase trust and confidence in policing, especially among our minority communities

“Abuse of Role or Position”

Corruption is the abuse of a role or position held,
for personal gain or gain for others

What would the public think?

The public place you in a position of
trust. A breach of that trust is an
abuse of your position

“Gain” Can Include:

Corruption is the abuse of a role or position held,
for personal gain or gain for others

- Gifts
 - Why? (What is expected in return)
 - How does this look? (front page of the Evening Post?)
 - District Gifts and Hospitality Register
- Use of ID card
- Favours – free Meals, cheap goods, lending money, etc
- Sex – entrapment & abuse of position
- Payments – “brown envelope”

Corruptors will almost always seek:

- **Disclosing of information**
- **Obstruction of Justice**

MAIN AREAS THAT CAN CAUSE YOU PROBLEMS:

- Disclosure of Information
 - Family, friends, intimate relationships

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Last Updated: Thursday, 14 February 2008, 19:54 GMT

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Police chief criticises 'leak' Pc

Derbyshire Police's Assistant Chief Constable said she was "incredibly disappointed" one of her staff leaked details in a case where a man died.

Bernard Gilbert, 79, died minutes after a brick was thrown into his home.



The brick went through a bedroom window in the bungalow

Pc Steven Smith illegally passed on Mr Gilbert's address to the men who planned and carried out the attack.

Mark Forbes, 40, of Kedleston Close, Ripley, and younger brother Steven, 22, of Gladstone Street, South Normanton, were found guilty of manslaughter.

Pc Smith found the address by looking up Mr Gilbert's registration number on the Police National Computer.

He was fined £1,200 under the Data Protection Act and resigned from the force.

MAIN AREAS THAT CAN CAUSE YOU PROBLEMS:

- **Disclosure of Information**
 - Family, friends, intimate relationships
- **Inappropriate Associations**
 - You can choose your friends – not your family
 - You must manage your associations
- **Drugs**
 - It is illegal – you are now part of the police service
 - It makes you vulnerable to corruption and compromise

Examples of Corruption - police staff2.doc - Microsoft Word

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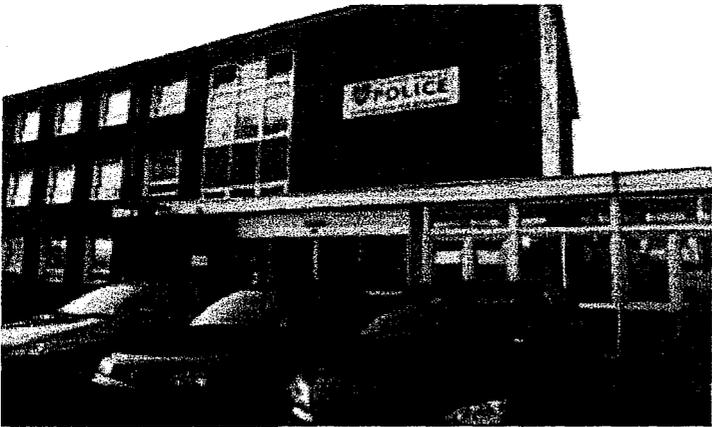
Five police staff held in cocaine dealing probe

By Mail On Sunday Reporter
Last updated at 12:29 AM on 14th June 2009

Three women police staff and a WPC have been arrested in an inquiry into a cocaine dealing ring at a police station.

A 32-year-old male police officer has also been arrested on suspicion of possessing the drug. All are based at Slough in Berkshire.

The WPC, also aged 32, was arrested for alleged supply of the drug as she arrived for duty last week.



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Start IIU presentation material Microsoft PowerPoint - [...] Avon and Somerset Con... Examples of Corrupti... 12:01

MAIN AREAS THAT CAN CAUSE YOU PROBLEMS

- **Computer Misuse**

- Offensive emails
- Inappropriate internet use

- **Social Networking**

- Facebook, Bebo, Friends Reunited

- [..\..\IT security\Social Networking\A&S Social Networking Sites Guidance.pdf](#)

Work Carried out

- Intelligence led Criminal Investigations into police employee's (PACE, RIPA, etc all apply)
- Intelligence Led Integrity Testing
No random integrity tests in A & S; different to "Mystery shopper"
- Monitor & Trace Use of Internal Telephone System

Work Carried Out (cont)

- **Drug Tests:** Can test police officers with cause and all police officers in certain posts at random

- **Audit the Force Computer Systems, PNC, Guardian, Outlook, Internet, Assist**
criminal offence - Computer Misuse Act, Data Protection Act, Rehabilitation of Offenders Act, Malicious Communications Act

- **Reduce opportunities for Corruption:**
Policy & Procedures; vulnerable computer systems; vetting

We Don't Do

- Unsatisfactory Performance Issues
- Bullying and Fairness at Work (but we do take anonymous referrals on the confidential hotline)
- Public Complaints.

HOW MANY REFERRALS?

2009

386 intel reports (projected), 138 cases

- Leave the organisation (dismiss/resign)
- Formal misconduct
- Management action
- Reduce vulnerability

Examples of cases

- Sexual Offences
- Theft/Obtain Property by Deception
- Information disclosure to criminals
- Racist language/behaviour
- Child abuse images
- Drug use (heroin, cocaine, cannabis)
- Misconduct in Public Office
- Murder

Sources

- Referrals from staff
- Referrals from supervisors
- Source sensitive intelligence
- Other agencies
- Referrals from the public
- Anonymous referrals

How To Make a Referral

- In person to the Unit
- Telephone direct to IIU
- Written Report
- Confidential Hotline :
- Crimestoppers

Internal Investigations Unit

Force Headquarters

Ext: