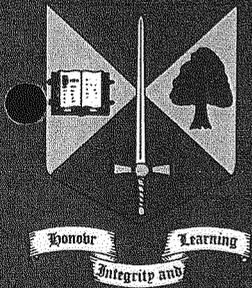


IPI Adds Interview to Recruitment Process



The Professional Investigator

Spring 2011



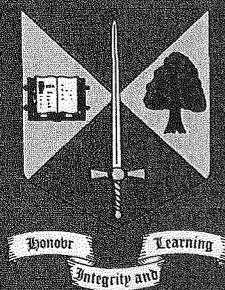
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Twitter

Our Twitter account was opened just after the Annual General Meeting in October, and to date it appears that the only person reading it is the Principal



Our Twitter account was opened just after the Annual General Meeting in October, and to date it appears that the only person reading it is the Principal.

The account, "IPInvestigators", is a way for us to provide instant updates on what is happening in the Institute *and in the investigation industry*, so I respectfully ask that you take the time and have a look now and then to see if there is anything of interest that you need to know – for example, the IPI Principal frequently receives e-mails from relevant authorities, providing links to important updates. It can take 3-4 months to get this to you in a Journal, so Twitter is updated almost immediately with the relevant links – giving you an opportunity to be informed IMMEDIATELY, the most relevant example being the recent news from the SIA about its future.

Go to www.twitter.com, put our account name (IPInvestigators) into the relevant search box, and read what is available to you. Add it to your favourites and look for any updates when passing through Cyberspace.

[Click here to view twitter account: http://twitter.com/ipinvestigators](http://twitter.com/ipinvestigators)

Institute Reviews Recruitment Process

From April the Institute will begin interviewing candidates on an informal basis to enhance its vetting and academic status

Most participants in the Institute gained entry by possessing a relevant academic qualification of sufficient standing as to equate to what was once the NVQ Level 4 in Investigation. Some gained entry by having 'passable' qualifications allied to the passing of an examination set by the Institute's Education and Training Committee – I include myself as one of those who made it through this front door! However, the examination 'route' fell into disuse after 1999 and since then, most applicants have achieved their membership through the academic route.

At its meeting on the 14th of January 2011, the Board concluded that while this has hitherto been acceptable, there was still a place in the entrance procedure for an examination, but there was also a place in our recruitment procedures for the introduction of an interview.

So, from the 6th of April 2011 onwards, the Institute is to start interviewing candidates on an informal basis to enhance its vetting and academic status checks, and it will also be accepting applications from less qualified applicants who will be given the option of taking an examination in lieu of any investigative qualification.

The assessment as to whether an applicant's qualifications meet the required standard will remain in the remit of the Admissions Committee. If they feel that the applicant doesn't quite match the academic level of qualification needed at the moment, an examination will be set, using the Distance Learning Course content as its question bank. That question bank will have added to it some 'Knowledge and Reasoning' style questions, to make sure that we address the need for management-related knowledge that was part of the old NVQ process.

These applicants will be interviewed at the time of their exam, which will be taken at a mutually convenient location and invigilated by a Board member or local Institute participant.

Which is where you may come in – you may be asked to entertain and interview an applicant for

an hour or so before submitting their examination papers to the IPI Secretariat for marking. This will be an ideal opportunity for you to serve the Institute, meet new (potential) members and perhaps do a bit of marketing, too.

It remains to be seen how many applicants will have to be examined, as opposed to having already met the academic qualification criteria. But the Board felt that, for reasons which revolve around identification of who is an Investigator and who is 'just' investigating as a by-product of their own profession (e.g. insolvency practitioners, bailiffs, etc), a suitable examination may assist in assessing an applicant's suitability for participation – or otherwise. And the interview may weed out someone who really should not be allowed to participate, although examples don't immediately come to mind.



Amalgamation - How would you do it?

Formal discussions on the *potential* merger of the two premier investigatory bodies in the UK have finally started. The two Working Parties were able to meet on the 21st of March this year after a weather-obstructed first attempt in December, and they were able to have open and frank discussions about how things may go forward.

In a very open and positive discussion, the working group concluded that no merger or amalgamation could take place until after the ABI Centenary Event to take place in April of 2013. This will be such a big event that planning is already at an advanced stage and therefore any merger prior to that date would have extensive complications attached to it, which neither 'side' needs if this second merger attempt is to succeed.

In a nutshell, the group has elected to take things slowly, and the first task to test our collective mettle is to look at each party's Memorandum of Association, Articles, and Bye-Laws. These are the 'rules' that dictate how we conduct our respective 'business', and we feel that making a better 'third way' based on the current two 'good' ways will make a meaningful past-time for the time being.

BUT it occurs to the Board that the Membership of the Institute, those of 'us' who would be affected by any plans, have not yet had a say on what should be discussed, and may not have known what the Board is doing on your behalf.

We therefore thought it fair that you should at least be appraised of the general content of the talks, even though a reasonable confidentiality shall remain over who says what and why.

The IPI Board members on the Working Group decided that several issues will need to be addressed over time. They were:

Membership levels – IPI participants have provable qualifications pertinent to their activities, and as such MIPI is considered a qualification. Added to that are Fellows, who have higher qualifications or have produced a higher level thesis to achieve that status.

Representation Levels – only *private* investigators have a vote in ABI meetings, and while the non-private representation of investigators in the IPI may be small, they have equal status when it comes to Institute matters.

Secretariats – both organisations are happy with their representation, and have contractual obligations as well. This is bound to present legal and ethical challenges.

The precise objectives of any new organisation – a minefield of challenge and opportunity!

So – is there anything we haven't thought of? Are there some issues you would like the Board and the Working Group in general to consider? Let us know as soon as possible so that when the timetable allows we can have the information we all need to progress fruitfully.



An Open Letter From The SIA Chief Executive

By Bill Butler, Chief Executive of the Security Industry Authority.

1 December 2010

Our organisation is funded by those who hold our licences and I want to ensure that you are kept properly informed on the future of the SIA. I am writing to tell you about the future of regulation for the private security industry in the United Kingdom and how you can stay in touch with what is happening.

In October, the Government announced that the Security Industry Authority (SIA) would no longer be an NDPB (Non-Departmental Public Body) and there will be a phased transition to a new regulatory regime for the private security industry. What that means is the SIA will change from its current set up, but that the private security industry throughout the UK will continue to be regulated.

The Government has asked the SIA to lead the security industry in setting up a new system of regulation, and that is what we are now working towards.

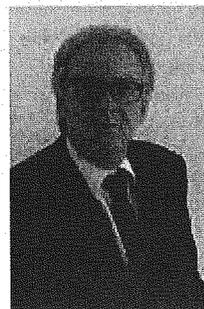
I know you would like more information about the Government's plans for future regulation, particularly the dates when changes will take place. At this time, I cannot give you that level of detail, but we are working with colleagues in

government and the security industry to plan how the private security sectors in the UK will be regulated in the future.

The new regulation will build on the successes of SIA licensing and our Approved Contractor Scheme. Getting things right takes time, and because of this, ministers have said that there will not be any major changes to SIA regulation or the Approved Contractor Scheme before the London Olympics 2012.

The Government has made it clear that regulation of the private security industry will remain in place. It is important that everyone in the security sectors, especially those whose SIA licences are coming up for renewal, understand that the Private Security Industry Act 2001 remains law. It is a criminal offence for security operatives and those deploying them, to work in licensable activities without a valid SIA licence. The SIA and our partners will continue to ensure that the law is properly enforced.

Some of you will be approaching the time to renew your SIA licence, or you may be considering applying for your first licence. I want to assure you that it is my intention to protect



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the investment you have made in training and your SIA licence. I do not want to see you lose out or be disadvantaged under a new system of regulation.

As the new arrangements for regulation are developed, it is essential that we hear your views and understand your concerns. I want everyone who holds a licence to have the opportunity to share their opinions with us. When the time is right, I will seek your views through our many communication channels, but I urge you now to keep in touch with us and be informed.

(This article was made known to anyone who accessed the Twitter account in December. That's how useful the Twitter account can be!)

Followed up in March by

A statement from Ruth Henig, Chairman of the Security Industry Authority.

"The Government's announcement yesterday (22nd March 2011) that the SIA is being removed from Schedule 1 of the Public Bodies Bill will be welcomed across the private security industry. The Government's intention is to bring forward new legislation to develop and replace the SIA's regulatory regime. This shows a welcome commitment to ensuring that the private security

industry throughout the United Kingdom continues to be effectively regulated.

This confirms that regulation of the industry will continue, along with measures to enforce compliance with the current Private Security Industry Act until the new regime is in place. The SIA will continue to work with the Government in establishing a new regulatory regime, based primarily on business registration, supported by individual registration, and the SIA will involve the industry as fully as possible in this process."

DP – this does not mean that private investigation is included in the future debate. While the IPI is still hopeful that licensing will come forward – eventually – we have to say that 10 years to get things done is an awfully long time. We won a war in half of that. The SIA site gives nothing away about our future.



Security regulation Whither, or wither?

Where we are, why and how, today

Simon Smith *MIPI MSyl (Dip) MIPSA*

It is an apocryphal story that an Irishman, when asked directions, replied that he wouldn't start from here, anyway. I genuinely don't wish to do that, but it's hard not to.

It took years to get what is, frankly, fairly basic regulation in to some form of order. Even today, frankly, there are areas (I mean both geographically and sector wise) which are struggling to get properly integrated and regulated.

Sector wise, the ACS system has been open to occasional question in manned guarding and far from occasional criticism in Cash in Transit, dominated, as it is, by a few companies.

Geographically, the regulators and corresponding area Police forces have "had their moments", as they say, in parts of the UK. Glasgow and Liverpool obviously spring to mind when the SIA discuss this, but other areas have been colourful. Wheelclamps in Manchester were sprayed by rivals with a Machine Gun, which was held to

be excessive as a means of competition. In the quiet backwaters of East Anglia, there was a query about a guarding company whose *modus operandi* appeared to be simply to turn up at building sites and "take over" security. All fairly bizarre, you may feel.

Against this background, you may be forgiven for thinking that a new light touch was not, yet, the answer. You may even disagree with the suggestion that the overall industry has matured to the extent claimed by those who wish for such a re-working. None of whom, it is fair to say, from the industry itself. However, the politics of the matter could not be clearer. It has been decided, I almost typed "decreed", that various Public Bodies will go. Those where the 'Great and Good' (by implication friends of the previous Government) sit on a Board or Commission and direct non departmental or inter departmental Public Bodies are primary targets. I saw Lord Henley, in a House of Lords debate last week, clarifying this in relation to Gang Master licensing. The Authority is subsumed by the Agriculture Ministry, the Civil servants stay on with a new staff pass, but the Board members go. I refer to the GMLA specifically because it has been, more than once, the model for the SIA.

The proposal, therefore, to be seen in that light, is that we in the sectors pay for and administer certainly most of *the process* of licensing to enable a smaller and more discrete unit of the

bureaucrats, probably in the Home Office, to concentrate on final check and enforcement issues. To this end, the SIA has been required to liaise with the industry and those already regulated have set up, through their respective organisations, a body to be the conduit for that liaison.

This has been called, by default, the Security Alliance. The blueprint produced has obviously concentrated more on already regulated sectors and government has made clear that those not yet regulated are on the back burner. Especially for those of us who have worked for and campaigned for such regulation, this is vastly disappointing and I won't pretend otherwise. We were, as you will know, literally months away from the start of the process to licence Investigators. The talk, now, is of 2015 at the earliest, for the restart of Regulation in to new areas. The demise of wheel-clamping, in fact, means regulated personnel numbers, meanwhile, will have declined. There is also believed to be a push, by the aforesaid big Cash in Transit companies, towards Businesses being regulated and not individuals. Quite how that would be an improvement on the pre-regulation lack of system, where businesses either did or did not vet their own staff, has yet to be explained to me. I think the theory is that, as regulated companies, CIT operators will, via CRB and similar, be obliged to vet their staff. Legal, as

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opposed to desirable, business practice. If this happens, yet fewer individual Licenses will be issued. We know the major CIT Companies have great influence in Government and have been lobbying, all we don't immediately know is what they are saying.

Because the proposed licence for investigators was to include an element of "in-house" as well as "traditional" investigators (by which I mean what are colloquially called " Private Eyes " and, whatever anyone's views of the image, we all know what I mean) we in IPI have been intimately concerned about direction and, as befits an organisation which exists to enhance and promote professional standards, standards and occupational competence. We have therefore wholeheartedly engaged in the Security Alliance deliberations and ensured a delegation to it. Recently, we have extended that, in a spirit of good fellowship and because unity on this issue is absolutely vital, to ensuring espousal of and support for ABI views and concerns as a fellow democratically run organisation representing what are, in many cases, members we have in common.

Before anyone queries this, please note that this now occurs throughout the Alliance. Indeed, if the current proposals have yet achieved anything, they have achieved a surprising unity of purpose and a feeling that many different sectors are in

the same boat and we either pull together or get pulled apart. The Alliance has not seen Lions lying down with Lambs, yet, but not far short.

BSIA has provided the secretariat and input, but IPSA (formerly sworn enemies of BSIA) have recently got members to provide venues. (Including one member company who had left BSIA!)

ASIS and TSI sit next to each other. Several members are in two or more of the member organisations. One chap is alternately TSI and IPSA. I sit next to a Security Consultant rep, also an area crying out for Licensing and, like us, now in the cold for goodness knows how long. So, please believe, we are there and pitching on behalf of you all and the minutes, including my impassioned demand for investigator licensing to be fast tracked at the last full Alliance meeting, do go, via SIA, to Ministers.

Opportunity and dangers

Since starting to write the above, the welcome news has flashed up that, instead of merely abolishing SIA, the Government now accepts the need for primary legislation to take forward the future structure of the Security sector, overall. However, they remain committed to the principle of Business regulation rather than

individual Licensing. This may well be the wrong attitude, but we are, collectively, stuck with it and it's better than it was at the start of this article.

The opportunities for us are to affect, from the ground floor, how such change is wrought. We are in at the planning stage and the 10th May Security Alliance meeting will hum with excitement therefore!! Through our on-going contacts, both via this Alliance and with individual constituent elements of it, we will continue to promote the interests of both IPI members, primarily, and all other Investigators of good repute. This will include,(but not a full list) :-

- a) Contact via Skills for Security on National Occupational standards.
- b) Promoting our course via IPSA to " in house " investigators, both to enhance qualification and as CV toppers for ambitious individuals.
- c) Continued and improved liaison with the Inspectorates. Especially SSAIB and BSI who are already responsible for inspection/Audit of businesses in the sector for ACS. Remember, this form of checking corporates, by independent inspection Boards, is the way many bodies function and appeals to Government as cheap (the fees are

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paid by the relevant business) and convenient, because it saves Civil Service time and people. ACS ALREADY looks for qualifications of staff for the posts they hold and this is spreading. So, in the Security sector, the Guard Supervisor has to have a course and training etc., the Alarm Engineer, the Vetter etc. likewise. Increasingly, Company Directors are being asked for evidence like TSI membership, CPD (Continuous Professional Development, which is all the rage !) etc. It is only a matter of time before Investigators on staff will need similar standing. Trust me, the Inspectorates are close to the process and we're getting as close as possible to the Inspectorates so that our course Certificates will satisfy their criteria. The same will apply when, eventually, the traditional Private Eyes are regulated. There will need to be inspection and Audit and IPI will be there. One Board already sees a way our input can be channelled to the front line of these inspections - simply because we have the expertise and are well respected in the field. Of course, subject to ABI/IPI interaction, and in light of other matters referred to elsewhere, this is a fundamental job for us in any event, in co-operation.

d) Course development. As well as our own

course's running and current refining, we will be co-operating both with Sfs (a, above) and others on course development and validation. This will include A University backed trainer, a Training Company and, potentially, the TSI who have developed a course for managers involved in " in house " disciplinary processes but who need refinement to that. Again, the key word is " Validation " and that word will increase in importance over the next few years.

e) Overall, and I can't emphasise this too much, the future course of events seems to involve, more and more, people other than Government being responsible for the things that need doing. SIA started this by engaging outside training bodies, outside Inspectors, outside validators. Years ago, pre 1979 certainly, no government and, without making political points other than general ones, certainly no Labour government would have regulated anything without Civil Servants at all levels. Part of the " Bonfire of the Quangos " idea has been built on this basic truth. Years ago, during John Major's time, a Conservative MP obtained many good laughs with reading out, to an astonished House of Commons, the names of such quangos. It was only a matter of time

before it stuck. His favourite, ironically, was the Commissioners of Irish Lights. (Double irony, it is not being abolished, and rightly not, because of the necessity of Lighthouses around the Irish coast). However, the point was made, overall, and hence the bonfire! Although the SIA is temporarily extended, it's not spared.

f) The reprieve enables us, however, strongly to urge that new legislation, which Baroness Neville Jones proposes, brings in Investigators, urgently. We claim priority as the people who were, in 2011, so near, yet so far, from this goal. We will do so, strongly. On May 10th and thereafter, at all opportunities, all times.

The dangers remain. Apathy, the enemy of all good people. The desire to consolidate what is, rather than expand. The desire not to increase bureaucracy. Sector self-interest. A problem to face, despite the one great thing this has done for us, to unite us all in a common desire to do something. If the Government has achieved anything in the SIA debate, this is it. Uniting everyone against it ! Ironically, an excellent start. We must all co-operate to ensure it remains so gelled.

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Another danger, specific to us, is that of devolution. Certainly, where Westminster passes on a subject, as with Scots Sheriff officers and, now, English Bailiffs, the relevant Acts often allow, and this one certainly does, for devolved Governments to claw away powers. The threat of this, in our sector with Precognition Agents in Scotland, may actually provoke Westminster politicians to do something for us. We will see! (We've had the threat made!)

The danger, of course, is that Westminster may call the bluff, or a devolved Government may flex nationalist muscles, leading to separate licensing.

Do not misunderstand me, if it happened, we would cope. It can be done. Australia, for instance, has few cross border companies in the whole security sector. Indeed, when Brett MacCall's Company opened a New South Wales office, being a Victoria based company, it was very unusual. Only last year, unusual! His Father would never have done it, indeed, didn't for 40 years. In fairness, Brett's a showman, (I love him to bits, great bloke, with loads of Pzazz) but it's a fact that, by and large, each State spent years asserting its independence on Security and PI licensing. Even the US, that bastion of State independence, had more mutual recognition of qualification!

However, by and large, most of our smaller companies and businesses, certainly of Private

Eyes, are local enough not to care about this too much. It's a danger, but not insurmountable. (Though, selfishly, if the Welsh are to do it, can they print bi-lingual Licences? It's just laziness on my part, Granny Evans would be cross!)

Our greatest danger, therefore, is to be forgotten. Overlooked. Regarded as an unimportant side issue. This is where you all come in. You must do your bit to push this. Your Board, here at IPI, are doing their bit. We have a hard working, go ahead Board pushing, as the rest of our contents show, across a broad front. We need help, now more than ever. We seriously, but seriously, need feedback. I, certainly, want you all to go away and

Journalism and Investigation

by David Palmer FIPI

At the 2001 AGM in Cardiff, Past Principal and Companion of the Institute John Grant made a passionate speech about the fact that while we were going to be licensed, and would 'suffer' the close examination in respect of our competencies and integrity that licensing would bring, we were to derive no benefit in access to information as a result. While this was not unexpected, what he was dismayed about was that while investigators carried out their function with a view to preventing or assisting court proceedings (of whatever nature), investigating crime and corporate wrongdoing, and so on – we had to comply with standards that did not have to be adhered to by journalists.

In effect, while we were having to comply with the Data Protection Act, particularly the criteria about fair discovery of information and careful security of personal data, journalists could use just about any method available to them with no apparent reference to, or observation of the DPA and other laws whatsoever.

In other words, while I had to be prepared to justify my legal investigatory activities with Data Protection, PACE, Regulation of Investigatory Powers, Human Rights and Protection from

Harassment legislation firmly in mind, a journalist could:

- Camp outside my house
- Point cameras at me and take pictures
- Use trickery and deception to obtain information
- Conduct undercover 'stings' (is that entrapment or roping?)
- Keep sources secret
- Publish the information to a million or so readers without any apparent reference to those laws at all!

Notwithstanding the defences provided for 'journalists' under the different legislation, it grieves me that we do not have the same blanket freedom to conduct our *private and legal* activities. It could be argued that the PI investigates for his client and therefore for money, but you can't tell me that the Press only do what they do out of the goodness of their hearts! The sensationalist headlines that are not reflected in the story content; the use of several adjectives to make a point rather than let the point make itself; the sheer guesswork of some stories – what would happen if investigators were to do that. Imagine:

"I was diligently conducting my dashing, honest, heroic client's investigation, and I saw the saxophone-music style legs emerge from the swarthy and unkempt defendant's vehicle. He looked at me in a dismissive and argumentative way, and then, without warning, using what appeared to me because of my cinematic observance of Kung Fu films to be years of martial arts training, he viciously attacked me. It was evident from his demeanour and Russian gangster-style leather overcoat that he was expert in violent thinking and prone to its use." *Etc.*

Makes for entertaining 'story', but evidentially corrupt, blatantly biased towards sensationalism, and very public.

Still, at least I can sleep at night...



Commended for Attempted Manslaughter!

by David Palmer FIPI

At the risk of blowing his own trumpet and in the hope that the tale will raise a smile, David Palmer recounts a somewhat out of the ordinary day in the life of a serving police officer

Those of you who are ex-Police may recall how few and far between were commendations; how rarely you got one for good work and how frequently you'd get one for 'being brave' when it hadn't even occurred to you to be otherwise. (I recently read of a 'good work' recommended for an officer who 'watched three burglars run off with a safe, noting their destination'. What an image - three men carrying a safe and the police officer not being quick enough to chase them, and at least make them drop it. I know doughnuts are popular but that really sets a low standard, doesn't it?)

Anyway, my one Chief's Commendation read beautifully on the certificate, but the story behind it makes for good reading.

I came into work one morning at 6am (remember those days) to be met by a night shift officer who said in one breath "There's a girl crying in there arrested under the mental health act social services are on their way she won't tell us who she is ta ta!" Then she was gone in a policewoman shaped blur.

A female colleague, Stephanie, and I elected to deal, and entered the room where the anonymous lassie sat all forlorn. She was a very slight teenager, with tear-stained cheeks. Stephanie (being a compassionate lady) started with the "there, there"s. Me, I delved into her handbag and said, "Well, who are ya then?", which caused more tears and demands I leave her alone. Steph laid on the counselling, while I ascertained she was 15 years old and missing from somewhere in the Midlands. (The accent helped.) In due course, Social Services arrived and took her away but not before she had bonded with Stephanie. Big time.

Shortly after this (and the relevance will be unclear until you read on), we had a report of a jumper on a bridge across the A4051. He was sat outside the railings, threatening to jump. Two colleagues off my shift went – Graham and Nigel. Graham, fairly fresh from training in 'nice policing' spoke with the potential suicide, saying "would you like me to go home and change into less formal attire so as not to oppress you?" (I paraphrase. But only a little.)



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Nigel, however, noticed that he could reach through the railings and, having forearms like logs, he slipped his limb quickly through the railings and around the throat of the jumper, preventing his demise until he could be dragged back over to the safe side of the bridge. When they got back to the station, they regaled us with the detail of this story.

Time passed. Then one night, our shift – Steph, Rosie, Richie and me included – reported for nights. The afternoon shift desk officer popped into our briefing and said, “That weird teenage girl from the Midlands has just been in here demanding to see Stephanie. I could see she was still (mentally challenged) so I said she could see anyone else but not Stephanie. She threatened to throw herself off a bridge if she couldn’t see Steph so I told her she couldn’t. So she’s gone.”

At that very moment we got a call. “Briefing room from control – reports of a girl sat outside the railings on the overbridge... threatening to kill herself.”

The desk officer went white. (Then he went home.)

Richie, Rosie, Steph and I went to the bridge. As we arrived, I suggested the girls go and talk her down while the boys blocked the bridge off, making the astute observation that one look at me would result in her headlong dive to oblivion! Off went the girls, and we waited.

As we waited, an elderly man walked past us and said, “There’s a girl over there trying to kill herself.” (How very astute, I thought.) I responded, “No problem sir, we have it under control, she’s forever doing this to get attention.”

At that very moment, I heard Rosie scream, “Daaaavvvveeee!!!” I looked over, and all I could see was Rosie pinned face first against the railings, missing an arm.

You see, having recalled Nigel’s valiant restraint by log-like limb of a suicidal man on railing bridge one, Rosie had the same idea, forgetting that she was 5’ 2” tall, skinny as a latte, not spectacularly strong and no bigger than the jumper. So when I got there, Rosie was holding the jumper in mid-air, dangling her a foot below the bridge edge, by the hair.

Being a gentleman, I assisted by reaching down and taking a firm grip on the exposed bra-strap (the jumper’s, not Rosie). Then I realised she was not well enough endowed for proper purchase and reached further down to her belt, pulling her bodily over the railings to safety. There, as she cried to Stephanie, I thought I’d have a quick squint in her hand where I found the sharp glass fragment and relieved her of it.

Into an ambulance she went, and away. (With Stephanie, funnily enough.)

Before we’d even got back to the station, the Sergeant had contacted the local press about our bravery and resourcefulness, and months later we were presented with our commendation certificates for (I would say) practically pushing a girl off a bridge before gallantly saving her from certain doom.

Some other time I will tell you about my debut on Page 3 of The Daily Sport newspaper. Job related, honest.

News & Articles Required!

You are the professionals. You learn new methods; you discover new and relevant legal distinctions; you create new practices that will help others. Write about them and we can publish here in the Institute Journal.

If you lack that confidence, then just e-mail the Editor at davidpalmerfipi@aol.com with suggested sources, e.g. (and mainly) open source internet sites. We can do the rest, if we know about things.

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