



Detectives in Crisis

We know that there is a huge problem in detective policing – heavy workloads, rock bottom morale and recruitment/retention issues, being just a few. As a forum we are working hard to address these issues, which are core to our 'Detectives in Crisis' campaign. I would like to thank you for your continued support in making sure we get our message out there.

I would also like to take this opportunity to thank our outgoing forum members for all their hard work and support of their detective colleagues. A warm welcome our new members – we look forward to working with you.

Our "Detectives in Crisis" campaign aims to raise awareness of the current state of detective policing in England and Wales and has already gathered a great deal of momentum. We cannot ignore the crisis in detective policing was also highlighted by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS) PEEL: Police Effectiveness report. We want forces, chief officers, Police and Crime Commissioners, the College of Policing and the Government to look at the demands being put upon detective officers.

Our aim is to humanise the realities of investigative policing, the impact of service cuts, workloads and demands, as well as officer welfare issues.

We have pulled together a toolkit

which includes case studies, videos (from serving detectives, forum members, chief officers as well as retired officers), sound bites, adverts/posters, research reports and infographics – we will continue to build on the material available which can be found on the "Detectives in Crisis" campaign page and *the Hub*.

We are using the hashtag #DetectivesInCrisis – please support and retweet when you can. There are many senior figures in policing who have voiced their support – one of these is South Wales Police Chief Constable Matt Jukes, National Police Chiefs' Council (NPCC) Lead for Investigator Resilience, who has said: "The role of investigators is one of the many vital roles in policing and one that officers

and staff take great pride in fulfilling. However, a significant number of forces are experiencing issues recruiting and



Karen Stephens, Interim National Board Member and Secretary for PFNDF

retaining detectives due to a combination of complex factors

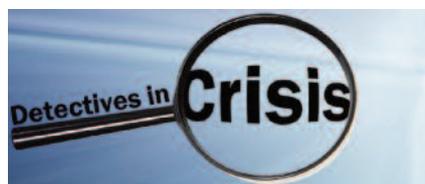
including those highlighted in the Federation Survey.

"Across the country there are steps being taken to address this and the NPCC is working with the College of Policing and Force colleagues on interventions to fill vacancies including pay and reward structures, revised entry routes, as well as enhanced support for training and wellbeing to help retain officers."

Our very own *INB Member Paul Large* was one of the first to step forward and make his views public, saying that a fall in officer numbers and rising workloads for those who remain amounts to a vicious circle for police forces – at a time when the role of the detective has never been more important. We have also had some of our forum members, such as former *DC Phil Dawson of Cleveland Police* and *T/DS Mark Petrović of Nottinghamshire Police* give their views, and highlight the ever increasing challenges they face. ■



Chief Constable Matt Jukes



To reinforce the importance of the detective role, here are some good news stories from across the country

Met Detective Sergeant gives back to the community

A Detective Sergeant who serves with the Metropolitan Police has won a grant to deliver exercise programmes to those who are recovering from cancer. This comes after both his wife and a friend fought against the disease. As part of Police Mutual's national community sponsorship programme 'Force for Good', DS Maguire has been awarded £600.

DS Maguire, who has served with the Met for 30 years, became motivated to be part of the charity Cancer United's

"CU Fitter" programme after witnessing his wife, friend and colleagues battle the disease. The 48-year-old, who is also a personal trainer and a fitness instructor, completed a four-day course in January, and is now ready to sit an online exam to become fully qualified. Part of the exam and course involved DS Maguire taking a fitness class of people who are currently fighting prostate cancer. He said: "I remember doing a boxing class with a 93-year-old

affected by cancer who used to serve in the army, just seeing him hit the pads I was holding and the smile on his, it was great."

He said the course affected him emotionally as he understands the impact cancer can have on a family. DS Maguire is due to retire this year and is set to dedicate more time to the cause, aiming to do fitness classes at the Royal Marsden Hospital where his wife was treated. ■



Cold case team see man jailed for murder 16 years ago

Cold case investigators from the Kent and Essex Serious Crime Directorate have brought a man to justice, 16 years after he fled to Spain following the killing of Leonard Naylor back in April 2001. Mr Naylor died from multiple gunshot wounds after the attack at his home.

In the years after the murder, the team continued to review evidence and in early 2017 they were able to present a case to the Crown Prosecution Service for charges to be brought against four men they believed to be involved in Mr Naylor's death. One of the suspects was subsequently charged with conspiracy



Kent Police

to murder and convicted following a lengthy trial which took place in October 2017.

The offender had fled to Spain shortly after Mr Naylor's murder, before returning to the UK in 2013. Enquiries into the murder recommenced when detectives learned that he was back in the country, and he was subsequently

arrested with the other suspects in March 2017, after a number of warrants had been executed.

Senior Investigation Officer, Detective Inspector Ivan Beasley said: "This has been a very difficult and complex investigation and I am pleased that the long hours and hard work put in by the cold case team has paid off with a conviction. I am pleased for the family of Mr Naylor, who have spent the last 16 years not knowing whether anyone would ever be held responsible. Someone will now spend a considerable amount of time in prison.

"I hope this conviction sends a strong message that no case is every truly closed and that there is ultimately no hiding place from the law." ■

Child Sexual Exploitation result from victimless prosecution in South Yorkshire

A man was sentenced to 32 months in prison after admitting sending inappropriate messages to a Sheffield teenager, even though the victim was reluctant to be involved in a prosecution.

The court heard how the man sent his victim sexually explicit communications in a bid to commit sexual offences against her.

Investigating Officer, Detective Constable Mark Spencer, said: "This



investigation was particularly complex, as we pursued a prosecution against the offender without statements from the victim.

"Child abuse is a horrific crime that can have a devastating impact upon its victims and in some instances, victims

are unable to engage with a criminal investigation as their experiences have been too traumatic and emotionally distressing.

"This does not deter us from prosecuting individuals that commit this awful crime, however and the evidence on this offender's digital devices was strong enough to secure this conviction. I truly hope that this successful conviction offers some comfort to his victim and that she is able to begin her journey towards recovery." ■

Intelligence sharing leads to paedophile ring leader jailed for 35 years

The head of a paedophile ring who recruited men on Grindr was jailed for 35 years as a result of an investigation involving intelligence sharing with more than 50 other law enforcement agencies.

The main ring leader went by the name of Ginger Beak on Grindr and used the app to contact other paedophiles. The court heard that Ginger Beak and members of his ring would share live video streams of children being abused. The judge who oversaw the case said that 'hearing the evidence had undermined his faith in humanity and had never before read a police summary of a case where it began with a warning that the reader



should be very wary of the content due to the abhorrent nature of the offending'.

Chief Inspector Dee Perkins said: "I would like to pay tribute to the professionalism and dedication of my officers who have worked tirelessly to bring this case to court. Not only was this a large and complex investigation, but also one that involved working through a large amount of video evidence in which this group had documented their own horrific crimes. Our reward is to see this man behind bars for many years ahead." ■



How can you help

There are a number of different ways in which you can support the campaign:

- Locally amongst your colleagues, and within your force
- Put yourself forward as a case study
- Encourage colleagues to put themselves forward
- Retweet #DetectivesInCrisis – join the conversation

For further information, visit our [Detectives in Crisis](#) campaign website page.

PFEW Annual Conference 2018

This year's annual conference took place on 22 – 23 May at the Birmingham International Convention Centre. The theme was 'Protecting the Protectors – the Reality of Policing. This focussed on a variety of different issues and topics, including, Protect the Protectors, Police Assaults, Emergency response driving, demand and capacity and pay and conditions. You can watch highlight videos from both days, via the [PFEW On-Demand Video website](#).

Our own breakout session "*Detectives in Crisis*" was led by Martin Plummer, Chair of the Police Federation National Detectives' Forum (PFNDF), where he urged police and government leaders to do more to tackle the unstoppable crisis in detective policing as morale hits rock bottom.

Attendees were shown two videos, the first of which highlighted the



immense pressure on officers to be superhuman, yet they can be victims too. *DC Gary Cliffe of Staffordshire Police*, is a former Manchester City Youth player, and waived his anonymity after the Barry Bennell trial to tell his story. "I'd buried it all until then, and, as a kid, I didn't have the vocabulary or know how to say anything. I knew it was wrong, but I wanted to be a

professional footballer and I had the opportunity that many kids hadn't." Gary was particularly touched by the support he received from his colleagues once word had broken about his ordeal.

The second video focused on the role that the Family Liaison Officer (FLO) provides to victims.

Amanda Richards witnessed her stepfather's murder on Boxing Day 2012.

T/DS Mark Petrović of Nottinghamshire Police, who works on the Major Crime Team, was the officer who helped Amanda and her family through both the emotional process of dealing with her father's murder, and with the process of the investigation during the months that followed.

Chief Constable Matt Jukes, of South Wales Police and national lead for Investigator Resilience, also gave an overview of what is being done at a national police level to tackle the issues of recruitment and retention within the detective policing arena, where it has been highlighted that there is a national shortage of 5,000 detectives. ■

PFNDF National Detectives' Awards 2018

Nominations have now closed for the 2018 National Detectives' Awards, which will take place on Thursday 11 October in Manchester.

Please keep a close eye on our website as we update you on developments on the approach to the seminar and awards.



Thank you for your continued support and contribution to this newsletter – we welcome your comments and suggestions for inclusion in future editions

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