

## BOOKING FORM

Name(s) ..... Surname .....

Organisation ..... Job Title/Rank .....

Address .....

Tel No ..... Fax No .....

Email .....

### COSTS

1 Delegate £499 + £87.33 VAT = £586.33

2 Delegates £750 + £131.25 VAT = £881.25

Each additional delegate £250 + £43.75 VAT = £293.75

Price includes comprehensive materials, lunch and refreshments on both days.

Our Delegates will be (Please photocopy if additional places are required)

1. .... 6. ....

2. .... 7. ....

3. .... 8. ....

4. .... 9. ....

5. .... 10. ....

Purchase Order No. ....

### PAYMENT

Cheque enclosed - payable to The Pacifico Partnership

Invoice to organisation

Amount £..... + VAT @ 17.5% Total £.....

Signed ..... Date .....

TO BOOK: Return this booking form to The Pacifico Partnership, 2nd Floor, 145-157 St John Street, London EC1V 4PY

#### TERMS & CONDITIONS:

**Acknowledgement of Booking:** If you have not received acknowledgement of your booking one week before the event please telephone 020 8959 3659.

**Substitute Delegates:** If you are unable to attend, a substitute delegate may attend in your place for no extra charge. Please notify us in writing or by e-mail of the change as soon as possible.

**Payment of fees:** Payment for this event is due prior to the event date. The fee for this event includes all course materials, lunch and refreshments. You and your company/organisation are jointly and severally liable for payment of all fees.

**Cancellations:** All cancellations MUST be in writing. For bookings cancelled at least 28 days prior to the event date we will refund the event fee. Cancellations made less than 28 days from the date of the event, the fee is still payable and is non-refundable.

**Programme:** This programme is correct at the time of going to press. However we reserve the right to alter or cancel the event due to circumstances beyond our control.

**NOTE:** This booking form constitutes a legally binding contract. If it becomes necessary to cancel the event, The Pacifico Partnership will make a full refund but disclaim any further liability.

**Data Protection:** Personal data is gathered in accordance with the Data Protection Act 1998. However your details will not be passed to other companies or organisations.



## Tackling corruption in the police service

An intensive two-day course for all involved in the investigation of corruption within the police service

Bedfordshire Police HQ

Woburn Road, Kempston, Bedfordshire MK43 9AX

November 30th - December 1st 2010

## Who should attend?

This is a course principally designed for police PSD and Anti-Corruption officers and staff involved in the investigation of corruption in the police service.

## Course objectives

This course is intended to offer an A-Z analysis of investigating and prosecuting corrupt police officers or police staff. Thus it begins at the very start of the investigation and proceeds, chronologically, to the jury's verdict or misconduct panel's decision.

In particular, the course seeks to assist officers or staff from any background in policing to understand the **duality** of such investigations, i.e. the need to comply both with the criminal law obligations under PACE, RIPA, CPIA etc whilst also keeping an eye on the regulatory obligations under the Police Act 1996, the Police Reform Act 2002, the Police (Conduct) Regulations 2008 and the Police (Complaints and Misconduct) Regulations 2004, as amended.

## The course aims to maximise the prospects of:

- Investigating effectively and efficiently
- Getting the law and procedure right
- Avoiding own goals and abuse of process arguments
- Saving costs
- Convicting the guilty and exonerating the innocent
- Raising standards of police conduct
- Maintaining public confidence in policing

## TIMINGS OF THE EVENTS

DAY 1	DAY 2
08.30 Registration opens	
09.30 Course opening DCC John Fletcher	09.30 Course resumes
11.30 Coffee	11.00 Coffee
13.00 Lunch	13.00 Lunch
15.45 Tea	15.30 Tea
18.00 Close of Day 1 followed by drinks reception, sponsored by Duncan & Toplis Forensic Investigation Services	16.30 Close of course

## Course Outline: Day 1

1. What is corruption?
  - a. Integrity in policing
  - b. Drugs misuse
  - c. Computer misuse
  - d. Sexual misbehaviour towards the public
  - e. Malingering
  - f. Other
  - g. On duty v. off duty conduct
2. Understanding the duality of ACUs:
  - a. Crime versus Regulation
  - b. How to be operate successfully in both regimes
  - c. What is your objective: prison or dismissal?
  - d. What does proportionality mean?
  - e. Making proportionality happen
  - f. Saving money
  - g. Mindset: getting it right
3. Pre-attestation vetting:
  - a. Key ingredients to good vetting policy
  - b. Human rights implications
4. Criminal offences (1) Misconduct in Public Office
5. Criminal offences (2) Corruption and Fraud
6. Criminal offences (3)
  - a. Key imperatives for criminal investigations
  - b. Disclosure implications
7. The start of an investigation:
  - a. Key imperatives when running criminal and misconduct investigations in parallel
  - b. Framing terms of reference
  - c. Dealing with investigations into police officers and staff
  - d. Managing the policy file: the do's and don'ts
  - e. Exhausting the opportunities for criminal investigative product
  - f. When to strike
  - g. Whether to arrest?
8. The Human Rights Act 1998 and ACU investigations
  - a. Article 8: private life
  - b. Article 10: freedom of expression
  - c. Proportionality: balancing public interest and the officer's human rights
  - d. Service Confidence Procedures
  - e. Drug testing
9. Covert investigative activities:
  - a. Criminal versus misconduct investigations: RIPA
  - b. *C v. The Police*
  - c. Surveillance and malingering officers
  - d. Admissibility of the surveillance product
  - e. Avoiding Human Rights litigation
10. Interviewing:
  - a. How to conduct good interviews: criminal and misconduct; and separating the two
  - b. Notice of Investigation
  - c. Understanding the regulatory obligations and entitlements
  - d. When should you interview?
  - e. Preparing for interview
  - f. Structuring the interview
  - g. Looking for adverse inferences and dealing with "no comment"

## Course Outline: Day 2

11. The MG5/6 and the Investigator's Report
  - a. Should this case go criminal or regulatory?
  - b. Liaison with the CPS
  - c. The PRA obligations concerning the CPS's primacy
  - d. How to write a good case summary / investigator's report
12. If criminal:
  - a. Key pointers for success at the criminal trial
  - b. Disclosure issues
  - c. Witness management
  - d. Briefing your CPS lawyers and counsel
  - e. Attendance at trial and what to do
13. If misconduct:
  - a. Picking up the pieces from a failed criminal prosecution
  - b. Double-jeopardy; *Redgrave*; the HOG
  - c. The rules of evidence at misconduct hearings
  - d. Understanding the Regulations and the HOG
  - e. Understanding the law on honesty and integrity
14. Preparing for misconduct hearings: intelligent case management
  - a. Service of the charges
  - b. Accuracy and detail in charging
  - c. The accused's obligations under Regulation 22
  - d. Which witnesses are required?
  - e. Case management hearings
  - f. Correspondence
  - g. Liaison with the defence lawyers and staff associations
  - h. Your disclosure obligations
15. Proving your case
  - a. The art of persuasion
  - b. The art of presentation: charts, diagrams and time-lines
  - c. Building the evidential jigsaw
  - d. Tactical considerations
  - e. Anonymous witnesses
  - f. Experts
16. The hearing:
  - a. Avoiding bias complaints
  - b. Managing your witnesses
  - c. Managing the panel
  - d. Managing documentation
  - e. Controlling the panel's findings
  - f. Your role for outcomes (sanction)
17. Sustaining the conviction on appeal to the PAT:
  - a. Management of documentation
  - b. Transcripts
  - c. Respondent's notice
  - d. Oral hearing or appeal on the papers
18. What next? Judicial Review of the PAT
  - a. Limitations of the Judicial Review remedy
  - b. Wrong in law?
  - c. Irrational?
  - d. Judicial Review remedies

## Who is running the course?



John Beggs QC has designed the course. The co-author of *Police Misconduct, Complaints, and Public Regulation*, published in 2009 by Oxford University Press, John can reasonably claim to be a leading authority on the subject of prosecuting – and defending – police officers. He has appeared in numerous jurisdictions in connection with police corruption and has prosecuted well over a 100 officers in the last 5 years for gross misconduct.



His co-presenter is James Berry, a junior barrister who has already established himself in the niche field of police misconduct work, in particular in relation to covert surveillance, computer misuse and misconduct in public office.

*"We are delighted to welcome back the Pacifico Partnership for their second annual national Counter Corruption conference. This 2 day event will provide important and essential learning to anti-corruption practitioners who deal with highly sensitive, complex and challenging investigations."*

**John Fletcher**  
Deputy Chief Constable  
Bedfordshire Police