

Newsletter



THANKS FOR YOUR SERVICE

“Right, you hand in your warrant card and uniform and we’ll bid you farewell “

“Now be off with you my good man!”

BRAVE NEW WORLD

So what next.... a new life, a new career?
but who can help,? How do I find others who
have gone ahead and done this before?
Maybe they can help?

Contact EPIC.....

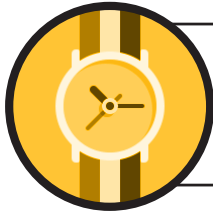
Summer 2023



EPIC (EX POLICE IN INDUSTRY AND COMMERCE)

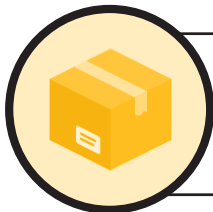
EPIC is an association which was set up by retired police officers who had left the job and transitioned into civilian life. They recognised how difficult it was letting go of the regimented and managed environment to have to organise themselves and tout for work. They also sought the support, friendship of fellow ex-officers. From this they established networking and interaction which also helped their new businesses thrive EPIC is there for all members of the police family who are planning to leave or have left the force to establish their new life on the outside, with friendship, social interaction, advice, support and business opportunities

EPIC Spotlight



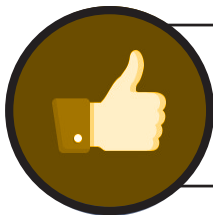
Welcome to the Newsletter

A few opening words from our new Chairman for EPIC, who is steering the Association in to its new direction



EPIC provision

What can EPIC offer you, and what can you offer EPIC



The way forward

An article by member Bernadette Hunt looking at CPD in the workplace and the benefits of embracing CPD

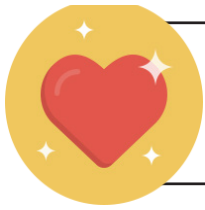
Front cover Photo from open source images on the internet and has no listed source

Magazine and membership

Welcome to the new EPIC magazine

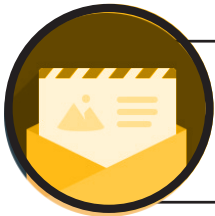
It is our intention, if we can gather sufficient information, to produce a regular newsletter for the information of existing and future members of EPIC.

We are keen therefore to receive articles from members be they of social interest, reviews or experiences worth sharing, or work related to assist in informing your colleagues of anything from law to best practice, which may assist them in their working lives .



Adoption Tracing

An article provided by member John Bateman about the issues surrounding adoption tracing



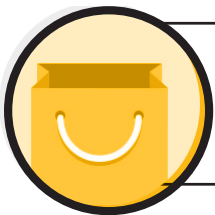
Member spotlight

An interesting introduction to an article about one of our member's companies which appeared in the Financial Times recently. (contains a link to the full article)



Your Committee

A brief introduction to your current committee



Associate Partners

Some of the partners working in and with EPIC

Copy:

This edition has been necessarily short as we get started and are seeking out sources of articles to publish.

Hopefully, as the membership submit articles, it is hoped the content will grow in both quantity and variety.

To submit articles, please forward the article together with any graphics, photos etc to: the secretary at :

secretary@epic-uk.com

Membership:

We are actively seeking to expand our membership and encourage all members to spread the word to others they know who have retired and are working in their new lives, to those they may be aware of who are about to retire and to their own home forces to enlighten others of our existence

Membership application packs can be acquired by e-mailing EPIC at:

memberssupport@epic-uk.com

Welcome



Welcome from the chair of EPIC Mr David McKelvey

It is a great privilege for me to be in the position as Chairman of your EPIC to be able to welcome you to this the first of our new look newsletters.

EPIC has been a significant part of many of our lives, greeting us when we came to retire from the police and start our new lives in the outside world.

Many of us had a well formed and planned path to our futures but others may have come out with one idea which quickly morphed in to something else.

Some members went down the line of seeking employment with existing companies and organisations and in doing so many had successful new careers with substantial national companies or organisations.

Others set off either on their own or with a friend or colleague, to create their own company and that may well have grown in to significant providers of a range of skills and services.

We have people in Law, Security, Investigations, Engineering, Finance and much more. Members have helped new members with advice and support and with the range and scope of our skill base, members have been able to significantly help each other with work or contacts for work.

EPIC is entering a new phase, emerging from COVID which knocked everyone back. We are emerging strong and determined to increase the support and provision for our members. As a member association we are keen for all members to engage with submitting articles to interest and benefit their colleagues

The new website is almost finished and we have asked everyone to forward details for populating the search fields so fellow members can find you and offer work and seek support.

I encourage all of you to join in as much as you can to help us grow and develop

One thing we are asking all members to do is to identify between 2 and 6 other retired or retiring colleagues who can be invited to join.

This way we can swell our numbers and skill/service base, dramatically.

We are also keen to encourage members to send in articles and papers with content which may be of interest and/or assistance to their fellow members

We are pleased to be able to include a number of such articles from our members and Associate Partners for this edition
The more material we have, the more we can circulate.

The association will only ever be as good as the participation of the members as it is the participation, communication and interaction between members that will make us grow and strengthen

If you do have something to share, please pass this to the Secretary by e-mail at secretary@epic-uk.com

If you have any specific instructions i.e. 'For immediate circulation', or if otherwise time bonded
Or If you want a hot link to your chosen site or e-mail to enable the other members to come direct to you etc. please ensure you let us know when you submit the article

Thank you for your commitment to EPIC and I look forward to meeting you all at some stage.

EPIC Provision

EPIC has been operating for many decades. It was set up by a group of retired officers with two things in mind, the opportunity to arrange social interaction with fellow colleagues and to support each other in their insertion in to the commercial and business world.

As with today, there was next to no support for officers leaving the job and certainly no training packages or other input to help prepare the time served employee for a life in the outside world (most had lived in a police managed and controlled world for 30 or more years).

In time pre-retirement courses evolved, with some input on financial management in retirement, and advice on tax, pensions and the like but nothing to prepare the individual for a new career or other work.

When EPIC was set up, computer networks were, generally, in big companies and development of the internet and personal computing and small business access were in their infancy. As a result the only way for many of our colleagues to interact was through organised seminars and social gatherings.

A lot has happened since those days and the last few decades have seen a massive transformation in communication methods; from snail mail to e-mail, large paper catalogues and manuals replaced with electronic versions lodged on websites. Social media has provided an ability for instant communication which is quickly spread far and wide. However, whilst there are benefits to this form of instant communication, there are also serious drawbacks, there are many instances where such instant comment can be ill thought through and the content frequently flawed in its facts. This can result in serious offence to others or worse still legal backlash because of the errors.

Over the last five to ten years almost every organisation and association, who organise in-house conferences, have seen a significant reduction in the desire of its membership to attend such events. Attendees comment that they often find seminars are too time consuming and in many cases, whilst

there may be a large amount of content in the presentations and the exhibition stands, they only contain limited information which has particular relevance to that individual

Conversely the very large exhibitions run by commercial companies, have thrived as they set up in massive venues inviting very large numbers of exhibitors and run their seminar input alongside. This makes those events affordable.

There is however still the desire for information and updates which EPIC has recognised can be met through the provision of Newsletters, e-mail circulars and the establishment of library facilities (for later perusal by members as and when required) This we hope to provide both through and within the website.

The committee are keen to widen the scope of the provision of the association to its members and are keen to promote face to face social gatherings with more interesting and informative presentations. Then, in between, putting much more emphasis on the electronic interaction enabling faster and easier communication between the association and its membership and themselves.

There are also two major areas where EPIC and its members can offer assistance:

Help for the members, with advice and support, which can be sought from experienced members in established business (who have overcome many of the pitfalls)

Help and advice for those contemplating leaving the police community to pursue a new life and career outside in the wider world.

The intention being to be able to provide advice and support on all of the major issues and stumbling blocks they may well encounter

There is a clear need for this movement in the 21st century

EPIC are keen to encourage as many members as possible to participate in the association's information highway by submitting articles which inform and update fellow members of new trends, legal change interpretation, new requirements and improved methods of working. We also want to receive articles of general interest, useful templates Basically anything you think could benefit your fellow members.

We are also proposing features on members and or their companies (where they want to be featured of course) We are also looking at advertising opportunities through both the website and circulars.



The way forward

This last few years have been difficult for everyone and for the association. We are looking to 2023 as a new beginning and an exciting period for the association and its membership. One of the first things is the launch of a new website which is designed to last well in to the future and is already undergoing development to provide more and more functionality for everyone.

The Newsletter will, we hope, become a regular feature and we hope to be able to include all kinds of fascinating and informative articles from across the membership

The committee/board are discussing a range of participation incentives to encourage recruiting of new members, submission of copy for the benefit of all.

We will also be offering advertising and focus on members interests in future editions to help raise the profile of members and their businesses and service provision.



Delivered by Bernadette Hunt of:

Class One Driver Management Consultancy,

CPD

CPD has been a topic discussed on a number of occasions over the years. In the past many members saw this as unnecessary and of no benefit as, they felt, they could rely on 30 years of experience in the job to get by. This is no longer the case as courts and enquiries will look at the CPD undertaken by a person when evaluating both their competence and their duty of care, be it towards themselves or others.

As a result many members are involved with a range of CPD programmes to ensure they are personally seen to be relevant and up to date. Also, where they are supplying CPD to their staff, it shows their duty of care to their staff, customers and the public at large. We will, in the future be running more on this topic but in the meantime one of our members has already put in place some CPD driver training for both the individual and for the employee.

The first of our features on CPD is offered by Bernadette Hunt a long standing member of EPIC.

Safer Business Driving

SAFER BUSINESS DRIVING – CPD Standards Office Accredited face to face interactive 2 hours training course/presentation

A new and exciting Continuing Professional Development (CPDSO) accredited training product has been added to my list of driver management services.

This supports business health and safety and is available to all your employees engaged in driving for work. I will deliver a training course/presentation for drivers of cars, vans and a wide range of other vehicle categories.

Demonstrate your duty of care and champion the Continuing Professional Development of your employees. Allow me to impart my lifetime of professional driving and examining expertise to improve driving and safety in your organisation. This course will improve your existing health and safety policies and driver management procedures creating a positive mindset in the attitudes of employees who are driving as part of their duties for your organisation

Bernadette is a former Driver & Vehicle Standards Agency (DVSA) Senior Driving Examiner and Police Officer.

A face-to-face, two-hour training course/presentation delivered in a team environment at your place of business aimed at any organisation,

examples may include care agency workers, estate agents, banking employees and sales representatives (not an exhaustive list.)

An engaging and inclusive opportunity to support safer business driving and road safety.

The course aims to support the employers' duty of legal compliance with Health and Safety at work, improve driver behaviour, reduce collisions and complaints against your company.

CPD hours and a CPD Certificate will be awarded following full attendance or completion of the CPD activity.

Please make contact via the website enquiry section and she will be pleased to assist:

Web site: classonedrivermanagement.com

Email: bernadette@classonedrivermanagement.com



ADOPTION TRACING

John Bateman of PD investigations discusses issues faced by investigators when dealing with adoption tracing for clients.

Before 1975 adoption was a closed Legal process that meant adopted adults (adoptees) would never be able to find their original name or the names of their birth parents or be in touch with them. However, the law changed in that year and was made retrospective giving adoptees the right to discover the details of their birth family.

Anyone adopted before 1975 who wants access to their birth information must have Birth Records Counselling with a qualified and registered professional.

Both adoptees and birth family members can access Intermediary Services (Tracing and Reunion work) but unlike adopted people, birth relatives are NOT allowed by law to receive identifying information about adopted relatives without the adoptee's expressed permission. The adoptee has full access to information from the records at the time of their adoption. However, any new information discovered during the tracing process cannot be shared with the adoptee without the birth relatives expressed permission.

Because of the emotional complexities around Tracing and Reunion, the UK Government allocated this task only to registered Adoption Support Agencies.

This is where Private Investigation Agencies can fall foul of the law. Under the Care Standards Act 2000, it is unlawful for any agency/business or individual to offer an intermediary service, unless they have been registered as an Adoption Support Agency with Ofsted. Unregistered agencies have not been allowed to provide intermediary services since December 29th, 2005.

The law acknowledges that this is a difficult process for all the people involved and Adoption Support Agencies are expected to provide counselling and support to all parties affected by this work.

It is important that adopted people and birth relatives understand the complexity of intermediary work and what this might mean especially in relation to their privacy and if they do not wish for contact. Therefore, it is essential that this work is only undertaken by Agencies and workers who have the appropriate qualifications and understanding. The emotional impact of tracing and reunion is huge, and workers need to be able to offer sensitive and informed support.

Adoption Support Agencies have access to The Adoption Contact Register, set-up in 1991 and held by the General Register Office for England and Wales. This is where adults affected by Adoption can record whether they want to be contacted by birth relatives or adoptees, including expressing a 'no contact' wish. The Adoption Contact Register should be checked before any tracing work is done; and only Adoption Support Agencies, Adoptees and Birth relatives can access the Register. The Adoption Contact Register should be checked before any tracing work is done.

A 'Veto' is a block, registered by an adopted adult, against any contact. Veto's cannot be placed on the Adoption Contact Register but are held by the agency which holds the adoptee's Adoption files, known as the Appropriate Adoption Agency (AAA); usually a Local Authority/council or Voluntary Adoption Agency. Again, only Adoption Support Agencies can access information about the AAA from the General Register Office, or the Court where the adoption took place.

The AAA must be located and contacted before any tracing work to find an adopted person, to check if they have registered a veto.

Therefore, it is important for Private Investigators (OR SIMILAR) to direct any clients coming to them with an Adoption-related issue to an Adoption Support Agency.

Below are links to Agencies who are registered with and inspected by Ofsted.

<https://faithinfamilies.org/adoption-support/are-you-adopted/>
<https://www.fatherhudsons.org.uk/adults/support-after-adoption/8.htm>
<https://www.caritascare.org.uk/adoption/adopted-adults/>
<https://www.adoptionmatters.org/adoption-support/support-for-adopted-adults/>
<https://www.pac-uk.org/our-services/adopted-adults/>

For further information on any topics raised in this article, please contact the author:

John BATEMAN MIPI

johnb@johnbateman.co.uk, www.johnbateman.co.uk

P&D Investigations Limited COMMERCIAL - CRIMINAL - INSURANCE - PRIVATE
Reg Office (in England) Co No 04624077

Full Members of IPI & EPIC

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+44 (0) 1707 371144 +44 (0) 7774 868648 Co No 04624077

The British private investigator taking criminals to court when the state won't

Part extract of a Financial Times article published 19th May 2023
written by Kadhim Shubber

David McKelvey had the relaxed dress of a former police officer whose days of sprinting after suspects are well behind him: shorts, Crocs, a polo shirt. I met him last summer at the headquarters of his company, TM Eye, which investigates shoplifters and counterfeiters for private clients. The office is located in a small suburban business park on the outskirts of London, a collection of low-rise brick buildings tucked alongside blue corrugated-roofed garages.

It was cramped inside and filled with files, surveillance equipment and pinboards tacked with pictures and string linking apparent suspects. Many of the staff are retired police officers like McKelvey. The headquarters includes a control room fitted out with a dozen or more screens where he can oversee operations in the field. One of the displays showed the central London office of My Local Bobby — the name of McKelvey's private security service — where two employees were taking a lunch break, one with his feet on a table. "Lazy sods," McKelvey joked.

Sixty years old, with short, neat brown hair, McKelvey is enjoying his second career in law enforcement, this time in private practice. TM Eye initially specialised in corporate investigations, pursuing counterfeiting cases for big brands. The company would look into fake luxury handbag smugglers, for example, then report its findings to the police or Trading Standards, the UK authority that enforces consumer protection laws. "We used all the skills we got from inside the police," he said.

But, after a few years, McKelvey noticed the authorities were becoming less interested in the type of crime he was uncovering. "It would be almost impossible to get them to do any raids, searches, or investigate any fake goods cases... So you had situations where you'd get a lorry-load of fake goods and nothing was happening."

McKelvey began prosecuting counterfeit cases himself, using the law firm Edmonds Marshall McMahon (EMM), which calls itself "the private prosecution specialists".

He also runs a roving detective service to catch shoplifters in the act. He estimates that TM Eye has prosecuted more than 800 cases since 2015. "We've lost one," he boasted. "Some times juries make silly decisions." Most are resolved before trial with guilty pleas.

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TM Eye is at the forefront of a growing wave of private prosecutions in England and Wales, underpinned by the ancient constitutional power of every citizen to don the robes of a prosecutor even if the state refuses to take up your case. Once a little-known peculiarity of English law, the tool has become the foundation of a burgeoning industry filling the gap left by a retreating state. For those who can shoulder the costs up front — typically companies and the wealthy — investigators and lawyers will work, literally, to imprison your enemies. Whether the case succeeds for your expenses afterwards.

TM Eye's clients have included Apple, Louis Vuitton, Mulberry and Fortnum & Mason, while its targets have ranged from organised crime operatives to young women on benefits hawking fake designer jewellery and tracksuits on Facebook. After more than a decade of austerity, the wheels of British justice have ground almost to a halt for a broad swathe of crimes. Private prosecutions allow those with money to buy their day in court.

On a bright, chilly November morning, Shaun Kerrigan, a TM Eye detective, was scouting the King's Road in West London. In white trainers, jeans and a beige gilet, the 22-year-old blended in with the shoppers browsing the luxury boutiques and upmarket chain stores. Originally, Kerrigan wanted to join the police but was put off

by a short-lived requirement, introduced in 2019, that trainees have a degree. Instead, he became a store detective, then an investigator at TM Eye. When he was offered the job, Kerrigan felt intimidated by the company's ranks of former police officers, but a friend at Trading Standards persuaded him to accept, telling him: "If David McKelvey offers you a job, take it."

Kerrigan and his colleague Anthony, a bearded man in his mid-forties, strolled up and down a half-mile stretch of the King's Road for hours, from Sloane Square at the eastern end to Chelsea Old Town Hall, on the lookout for shoplifters. It's a hazy sort of task. Kerrigan said they had a "knack" for spotting people who were out to steal. Some of their targets are people they've caught before. Others engage in suspicious behaviour, such as walking past a shop several times before entering. "Anyone who looks sort of out of place, we monitor them for a bit," said Kerrigan. Sometimes they'll then detain the person immediately, other times they'll follow the person into multiple shops as they build up a cache of stolen goods. "Is this person just starting out their day shoplifting or do we think they've got what they want — they're gonna jump on the train now?" Kerrigan said.

He wears a body camera and carries a pair of handcuffs he said he rarely needs. When they do stop a suspected shoplifter, it's under the power that every person in England and Wales has to make a citizen's arrest. The arrest itself is a key part of the evidence-gathering process. Investigators read out the standard police caution, noting that anything a suspect says may be used in court, and then ask questions to try to extract an admission of the offence.

Their primary challenge is not aggressive suspects or a lack of evidence — when people are caught red-handed, they often just admit what they've done — but knowing who they've caught. You can't prosecute someone if you don't know their name and don't know where to send the court summons, and only the police can compel a suspect to identify themselves. But, given the choice of standing around for hours waiting for the police or receiving a court summons.....

Your Committee



David McKelvey

Chairman

I joined the Metropolitan Police Force in 1982. It was a vocation. I wanted to help people and make a difference. I was first posted to Stoke Newington, then London's busiest Division. I excelled as a 'thief taker' and spent time on various plain clothes crime squads. In 1990 I passed the Sergeants exam but instead became a detective joining the then elite and world famous Criminal Investigation Department (CID). I never left my beloved CID. In 1994 I joined the Regional Crime Squad and then in 1998 the National Crime Squad, the pinnacle of every detectives career. I 'nicked' lots of bad people and put them behind bars.

In 1999, I finally took that promotion and went back to force. I served across North and East London as a DI and DCI running very successful pro active teams at the 'coal face'.

I retired in 2010 with over 60 commendations and a Certificate of Exemplary Service.

I set up my own team of detectives; TM Eye, to investigate and prosecute criminals. It has become the UK's largest private prosecutor with over 900 private criminal prosecutions to date and a 100% conviction rate.

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criminal prosecutions to date and a 100% conviction rate.

TM Eye has a Murder and Serious Crime Review Team and undertakes investigations into miscarriage of justice cases, often at no cost. We are currently investigating some of the most prolific Murder cases in the UK. Our motto is 'Acta Non Verba' (Action not Words) and we do exactly what it says on the tin.

In 2016, I set up My Local Bobby (MLB) to prevent and deter crime on the streets and to 'create safer communities'. Over 100 MLB 'Bobbies' now patrol beats across London and the suburbs from Leicester Square, Piccadilly, Fitzrovia, Chelsea, Notting Hill, Kings Road, Knightsbridge to Royal Albert Docks, Hadley Wood, Roehampton, Rickmansworth, Woodford and Chigwell. The Bobbies have driven crime down on every beat and, daily, arrest offenders leading to convictions at court. We work in partnership with police, local authorities and the community to protect the public.

I recently became the Chairman of Ex Police Officers in Commerce (EPIC).

Policing is in my blood and I still love the 'Job'. I comment on what I see is wrong or right and still make my own efforts to make a difference.



Anthony Cooke

Secretary

I served as an officer in The Cheshire Constabulary for 33 years and subsequently joined other ex colleagues in their specialist security company in 2006 I joined EPIC in 2008 becoming Secretary in 2012

Having served in many areas As PC and Sgt from uniform as patrol and then Tutor Constable through Rural Beat to Traffic. Then on promotion, the usual roles in patrol and station & Custody before a stint in HQ managing an operational IT team then returning to managing the Western Traffic Division Finally moving to Headquarters Uniform Operations as a syndicate lead in a frontline combined speciality unit . Throughout those times I served on the Public Order Units, I trained as an accident investigator and SIO. I also served on Firearms and in CT as POLSA I was fortunate through my career to amass a vast amount of training, qualifications and thoroughly enjoyed the subsequent experience putting it all in to practice .

Whilst on Rural I was invited to collaborate on the development and launch of Home Watch project.

In the private sector, in 2008, I joined two other retired officers in their security company, providing high level search and protection for major events and venues. We also trained dogs and handlers in all search disciplines

The company developed in to Actced Ltd, which I'm Owner and MD. Over the years we have gained a number of sizable contracts providing security search for the Test Cricket across the UK, national transport contracts, provision to major exhibitions at the main national exhibition centres, we have also provided services for arena concerts and festivals.

One of our biggest security contracts involved airside, airline search (including the planes and freight) at many UK International Airports .

More recently we have been engaged by a Government body to provide search facilities for illegal goods

In 2019 we opened a new Engineering Division initially specialising in the food and pharmaceuticals sector but with the pandemic we widened our scope to include other engineering specialisations. We have recently been engaged on significant construction contracts on HS2, which we are currently delivering. Other contracts include further ones in infrastructure, also in Wine distribution, brewing and distilling, as well as some in the food sector and nuclear sector



Bob Titley

Treasurer

I have been a member of EPIC since my retirement from the police service in 2011. I have been the Treasurer of EPIC for some 6 years and also held the position of Chairman.

I served with Staffordshire Police as a Senior Investigating Officer and prior to my retirement I was a Staff Officer with HM Inspectorate of Constabulary (HMIC).

My working life since retirement has included roles as an Associate Inspector with HMIC and more recently as an Harassment Investigation Officer with the MOD, investigating allegations of bullying and harassment. I also run my own private investigation company which has brought me into the world of tracing lost/adopted families, matrimonial matters and investigations on behalf of solicitors. My hobbies include golf so if any member wishes to meet on the golf course to network please get in touch.

T: 07812 443463

E: treasurer@epic-uk.com



Steve Wood

Committee

My passion is as an Enforcement Officer & Investigator, In 1993 I founded Able with my good lady Jacqui, prior to which I was with Avon & Somerset Constabulary. Whilst we specialise in the Enforcement sector these days, especially the removal of squatters, protesters, & travellers. We have a number of years' experience, in the location of missing persons. I also run Seminars in Enforcement Law, along with assisting constabularies in Enforcement Law, allowing Police constables to understand Enforcement Law is a bonus for both sides.. I have written two books on Enforcement law. Knowing my craft is a passion, not just a job. I am always willing to discuss Enforcement Law/Action. Also the past President of CEAA, an approved Trainer for them. Along with which a Btech level 3 restraint instructor both Rigid Cuffs and soft cuffs, also Btech level three instructor in the following, Conflict Management, Situation, Awareness, Advanced, Self Defence instructor, Self-Defence from bladed weapons.

We are the country's leading experts on the removal of Protesters & Travellers, either under Common Law or using a Writs of Possession, all our Officers are specially trained in the lawful removal of Protesters, or travellers. All staff are trained on Level 3 Physical Intervention, along with conflict management & Handcuff use. (Although pleased to say never used them yet). We are also trained in Public Order (riot control) to level 2, as equivalent to the Police College training. We have quarterly training and refreshers. as a firm we are.

passionate about our staff ensuring that they have the correct training.

We were the first company in the UK to see that the world of Specialised Eviction is changing, this is why we were the first in the United Kingdom, to have all our staff Riot (PSU) trained. Along with which both I and Georgina (Operations Director) have received training in operational planning. AIES, leads the way in the Enforcement sector, and others follow. Our specially trained teams which we call POETS, Public Order Enforcement Teams, deal with Squatters travellers, and protesters across the UK

So, from Eco Protesters at a single encampment, right through to a large encampment where a large specialist team are need, we have it covered. We also work closely with Police Forces across the country. This is why we as a firm have the right qualifications to deal with the most complex issue, we have over 78 years in the Police & Enforcement Sector.



John Bateman

Committee

John BATEMAN, is the son of a police officer, he was born in 1960 and after leaving school enlisted in to the British Merchant Navy serving as a Navigating Officer. Following service in the navy he joined the Hertfordshire Constabulary as a police officer. Following the usual duties in uniform he progressed in to the CID and he became a career detective.

During his time in plain clothes he saw considerable experience being active on a number of incident rooms relating to some very serious offences, including Murders, Rapes & Robberies.

Medically Retired in 1994 due to health issues (Multiple Sclerosis) but fortunately

stayed relatively mobile, well for some years, and long enough to set up and run a successful detective agency, namely P&D Investigations Limited based in Hertfordshire www.johnbateman.co.uk

An enthusiastic and outspoken Board Member of EPIC, which is a wonderful platform for ex police officers who are now in the Commercial world and usually in their second or third careers of their lives



Mick Randall

Comittee

Mick is a former member of EPIC who has now seen the light and returned.

Mick is a career detective, having started with the Met in 1979, before being seconded and then transferring to the Southeast Regional Crime Squad which became the National Crime Squad (NCS). In 2000, because he knew what an IP address was, he was seconded to the National Hi-Tech Crime Unit at Docklands as the Operational Team Leader of the Crime Team. Mick ended his career at SOCA where he was the team leader of the Crime Techniques Department, where his team used all of the organisation's intelligence capability to understand exactly how certain crimes were being committed and then attacked the enablers to those crimes. After retiring in 2009, Mick had a short stay at the Serious Fraud Office which he says was the worst decision he has made in his life before going into the banking sector working at a retail bank and an Investment bank as the Investigations manager. In 2019, he cut loose the bonds of PAYE and went full time on his company Fedora Investigations. Fedora specialises in fraud, corruption and blackmail offences and whilst based in the South West, frequently travels the UK as 'you can't live on views'.



Mike Smyth

Comittee

Why anyone would be interested in the Bio of an 80 year old retired Member of EPIC is beyond me?

I will try not to be too boring.

Educated Secondary Modern, Technical College, Night School, & College of Further Education

I Worked, part time work in a family owned Grocery business, Played guitar and sang a little.

I Joined Cheshire Police Cadets 1959/60 and regulars in 1962 and followed the then usual career track;

Uniform. Divisional CID, various squads and finished up in the CIS (Criminal Intelligence Section) also acting liaison Officer with Merseyside.

In 1993 I retired from full time policing and started my new career, employed as a Loss Prevention Manager with a National Business at their National, Non Food Distribution Centre, responsible for Security (both in house and Contract), Stock Audits, Contractors, Engineering (that Night School had a lot to answer for!) Health & Safety, becoming a Technician Member of NEBOSH. I had National responsibility for liaison with Non Food stores and setting up a National 'white gloves' end to end delivery service via vetted contractors.

I learnt a lot about the workings of Commerce and Industry, managing to substantially reduce their leakage rate. They were smart enough to realise what a bonus EPIC Membership was, as long as they saw the benefits of what they were paying for? That's business!

Around 2002 the business decided to stop trading in 'non food' and I was designated to supervise closing the Distribution Centre.

That was an experience!

I then went into partnership with a retired colleague, with whom I had worked in the Police. My experience of Audits and physical security fitted perfectly with my partners expertise in technical matters. We purchased some equipment and an order book from an EPIC Member and off we set. We secured work with other businesses, some via EPIC Membership, which was very successful. Amongst which was a business park who we advised on how to reduce their losses. We secured this contract because the Board of the business had visited my previous employers, liked what they saw, purchased a fence line, from a preferred partner and also signed up the Manned Guarding company we had used who is an EPIC Member. Then I retired.

EPIC works folks. Just got to get out there and make it do so.



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