



PERFORMANCE DEVELOPMENT REVIEW (PIP Level 2)

To be completed in line with the MPS Performance Framework.

Name	Eugene MCCARTHY	Date From	01.04.2014	Date To	31.03.2015
Rank/Band	Detective Sergeant	Warrant/Pay No.	Irrelevant	Team/Unit	CID
OCU	01 KG	Role Title	T/DI - CSU		

A minimum of 4 Performance Objectives should be set.

Performance Related Objectives	Date to be achieved by	Date achieved	Comments
1 Achieve SD rate for Non DA VWI of above 35%	31.01.2015	31.01.2015	Moved to CSU 31/01
2 Achieve SD Rate for DA VWI of above 50%	31.03.2015	31.03.2015	
3 Complete all PDR's on time,	31.03.2015	31.03.2015	
4 Achieve DA SD Rate of 40%	31.03.2015	31.03.2015	
Irrelevant			

3 Drivers: to be completed with reference to the MPF in line with the Performance Framework for the role.

Operational Effectiveness	Rating:	1	1	2	3	4	5
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Irrelevant

During this reporting period, T/DI MCCARTHY has performed the role of T/DI on the following units:

- 01.04.2014 - 01.08.2014 - CID & CPU
- 01.08.2014 - 06.01.2015 - CID, CPU & CSU
- 06.01.2015 - present - CSU

Sanctioned Detection Performance:

NON-DA VWI SD Rate:

During this reporting period KG finished highest in the MPS (1/32) for both the R12 and FYTD SD data between 01.04.2014 - and 31.03.2015.

DA VWI SD Rate:

On 01.08.2014 T/DI MCCARTHY took responsibility for the CSU in addition to the CID & CSU. At that time KG was 28/32 in the FYTD SD data. By applying methods learned in the CID in improving initial reporting standards, effective case disposal options, improvement of MG3s and evidence gathering etc., KG finished the year 3/32 in the MPS for FYTD DS data.

Irrelevant

Effective Risk Management:
CRIS 5109868/14 - Unexplained death (WALGATE). Decision Log maintained to cover areas of risk and direction of investigation.

Irrelevant

Investigation (1)

Rating: 1 2 3 4 5

Conduct serious and complex investigations — Evidence to support rating:



CI102 Investigation Standards

In all of the following, Action Plans were set and Reviews conducted in order to progress the enquiries:

CRIS 5109868/14 - Unexplained death (WALGATE).

Irrelevant

Investigation (2)

Rating: 1 2 3 4 5

Interview victims and witnesses in serious and complex investigations — Evidence to support rating:




CJ102 Victim/witness Interview Standards

In all of the following, Action Plans were set to complete Interview Strategies and Plans in relation to victims / witnesses:

CRIS 5109868/14 - Unexplained death (WALGATE).

Irrelevant

Investigation (3)	Rating: 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>
Interview suspects in serious and complex investigations — Evidence to support rating:	
 CJ202 Suspect Interview Standards	<p>In all of the following, Action Plans were set to complete Interview Strategies and Plans in relation to suspects: CRIS 5109868/14 - Unexplained death (WALGATE).</p> <div style="text-align: center; border: 1px dashed black; padding: 20px;"> <h1>Irrelevant</h1> </div>
Organisational Influence	Rating: 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input checked="" type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/>
<p>KG Hate Crime Initiative: S- ADI KG (Barking & Dagenham residents with BNP/EDL leanings). LGBT Forum conducted a mystery shopper exercise at contact points resulting in a damning press article. O- To address concerns, recover confidence & improve reporting/SDs. A- I met with Forum - issues identified; lack of VIW support leading to under-reporting of Hate Crime, LGBT crime seen as lost in favour of race crime & no LGBT LOs. I acknowledged failures & wrote Action Plan - agreed with Partnership Lead. I developed & trained staff as LGBT LOs, set up a dedicated email/phone, published contact details/ posters for contact points/partners. I championed 3rd party reporting & delivered training to SROs. To improve understanding, LGBT victim canvassed for feedback. Plan reviewed with Forum who endorsed something new; KG Hate Crime Outreach Initiative - project adopted from BS OCU offering increased access for the community to approach police/partners. I used LOs/SNT to run project over set time. Positive feedback from users & CSU investigations supported. R- Reported crime increase +25%, SD +13% over 4 months. Success built upon & project extended & relayed to other Hate Crime Leads. Positive press article delivered. Submitted to CSU Service Delivery Team & to MPS Hate Crime Lead as quality policing. QSR for staff.</p> <div style="text-align: center; border: 1px dashed black; padding: 20px;"> <h1>Irrelevant</h1> </div>	
<ul style="list-style-type: none"> • ADI MCCARTHY initially took over CID / CPU in Nov 2013 with SD rates not being met and challenges around staffing. He was the Lead IO in a number of Critical Incidents/Unexplained Deaths. Investigations have won praise from SC&O1 and HM Coroner regarding the investigation product. Performance around Non-DA VWI has contributed towards KG having the highest R12 SD rate across the MPS. His track record has resulted in him being given the additional responsibility of overseeing KG CSU in order to drive performance. <div style="text-align: center; border: 1px dashed black; padding: 20px;"> <h1>Irrelevant</h1> </div>	