

**From:** Anthony\_Crandell/[REDACTED]/Staff/NSWPolice  
**To:** [Craig N Middleton/\[REDACTED\]/Staff/NSWPolice%NSWPolice](#); [Craig N Middleton/\[REDACTED\]/Staff/NSWPolice%NSWPolice](#)  
**Cc:** [Paul Grace/\[REDACTED\]/Staff/NSWPolice%NSWPolice](#); [Paul Grace/\[REDACTED\]/Staff/NSWPolice%NSWPolice](#)  
**Subject:** Re: Fw: Op PARRABELL  
**Date:** Tuesday, 19 May 2015 13:05:00

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Thanks Middo,

I agree with everything you have said and I am happy to redefine the parameters of the investigation agreement. We cannot be tied up for years, we need to make it tight enough so that we get results within 6-12 months or earlier.



**Superintendent Tony Crandell**

Local Area Commander  
 Surry Hills LAC, Lvl 3 Sydney Police Centre  
 151-241 Goulburn St, Surry Hills NSW 2010

▼ Craig N Middleton---19/05/2015 12:53:43---Hi Boss I have read the below documents. I must admit I wasn't aware that there was an existing Inve

From: Craig N Middleton/[REDACTED]/Staff/NSWPolice  
 To: Anthony Crandell/[REDACTED]/Staff/NSWPolice@NSWPolice  
 Cc: Paul Grace/[REDACTED]/Staff/NSWPolice@NSWPolice  
 Date: 19/05/2015 12:53  
 Subject: Fw: Op PARRABELL

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Hi Boss

I have read the below documents. I must admit I wasn't aware that there was an existing Investigation Agreement.. After reading this document - it's a little bit concerning to me as I believe that in some respects it goes beyond what I would term 'review'. From its reading it talks a lot about conducting further investigation and research beyond the original investigation, particularly relating to building profiles.

To me a 'review of investigation' means just exactly that - reviewing our available/current holdings and making a determination on those holdings. This current Investigation agreement talks a lot about building profiles and re-interviewing/POI's/similar victims/witnesses/family members/analysing locations etc. To me that is outside the boundaries of 'review'. It's my experience that in reviewing the current holdings - we can certainly make recommendations about making further enquiries etc if we feel it may assist in bringing fresh evidence or reopening the investigation of the case or even determining if it's bias related or not. Acting on those recommendations is then a consideration to be made after the 'review is complete'. This would be a 2nd phase. But to actually go out and start making those new enquiries and opening discussions with friends/families/ POI and previous victims I believe is operating outside the initial review process.

And this is where I see the problem lies, it's no wonder Geoff has taken 4 months to review one matter. It would appear that not only has he reviewed existing holdings, he has in effect re-opening these matters and in particular building profiles of POI's/Victims unnecessarily. This is handy if you are researching Bias related crimes - which in essence I believe Geoff

has inadvertently being doing. This is where the timeliness and resources come into effect. Its one thing to 'review boxes of evidence'. It becomes another aspect to start arranging interviews/meetings/ etc with previous victims/witnesses/visiting offenders in gaol etc. It will not only bog down the review but it starts to tie up resources. And then I am cautious of the fact that we also then start to stir up old wounds with family/friends/victims etc. Not only do we then start inadvertently re-investigating these matters, we then also become a focal point for the community who believes that we 'opening old cases'.

Im happy to review the matters and make recommendations as to what we think should/could be done further. In reality, those recommendations could then go to the Unsolved Homicide squad to take on board or a determination made at the end of the review period as to what should be done (ie form a SF to re-investigate certain matters as recommended by the review etc).

I may be reading too much into this, but I have reviewed several cold cases homicides before - most of us old dets do cold case reviews on the Senior Detectives Course. All those reviews involved assessing current holdings and making recommendations, not acting on those recommendations.

Im happy to adopt the original Investigation Agreement if that is what you wish - but if thats the case we really need to be prepared that the matters will take sometime to review and that it would require extra staffing/resourcing. Otherwise I believe that we really need to streamline the Bias crimes original investigation agreement and invoke a new investigation plan which sets tight parameters around what constitutes 'review', particularly if you want to have answers within 6 months.

My thoughts anyway - I bet your so glad you asked me for them !

Either way Im keen to get this underway - I just want to make sure that we are all operating on the same page from the start and that we achieve what you want.

Middo



**Craig Middleton | Detective Inspector**  
Crime Manager | Surry Hills Local Area Command



----- Forwarded by Craig N Middleton/Staff/NSWPolice on 19/05/2015 12:24 -----

From: Geoffrey Steer/Staff/NSWPolice  
To: Craig N Middleton/Staff/NSWPolice@NSWPolice, Paul Grace/Staff/NSWPolice@NSWPolice  
Cc: Anthony Crandell/Staff/NSWPolice@NSWPolice, Shobha Sharma/Staff/NSWPolice@NSWPolice,  
Daniel Sullivan/Staff/NSWPolice@NSWPolice  
Date: 19/05/2015 11:48  
Subject: Op PARRABELL

Boss & Paul,

You have both been added to PARRABELL as Investigation Administrators so it should give access to everything. Attached are the following documents;

- Gay Hate Murder Bias Crime Assessment Model
- Suspected Gay Hate Crime List (Red means unsolved and black mean solved) - this was from the list

supplied by Sue Thompson and was our visual breakdown of locations

- Bias Crimes Investigation Agreement
- Possible Gay Hate Murder list - from memory it was the one done by Jo for the Metro area only and goes into detail and summary of what we were thinking
- Proposal Bias Crimes - what Jo and I originally proposed
- Bias Crimes Indicators & Identification Guidelines

Some of our notes are with Unsolved Homicide, but these relate to the Scott JOHNSON case. If you need anything else let me know.

[attachment "Bias Crime Assessment Model.pptx" deleted by Anthony Crandell/23262/Staff/NSWPolice]  
[attachment "Bias Crimes Investigation Agreement.docx" deleted by Anthony Crandell/23262/Staff/NSWPolice]  
[attachment "Proposal Bias Crimes.docx" deleted by Anthony Crandell/23262/Staff/NSWPolice] [attachment "Suspected Gay Hate Crime List - Ebeam - Pg1.pdf" deleted by Anthony Crandell/23262/Staff/NSWPolice]  
[attachment "Suspected Gay Hate Crime List - Ebeam - Pg2.pdf" deleted by Anthony Crandell/23262/Staff/NSWPolice] [attachment "Suspected Gay Hate Crime List - Ebeam - Pg3.pdf" deleted by Anthony Crandell/23262/Staff/NSWPolice] [attachment "Suspected Gay Hate Crime List - Ebeam - Pg4.pdf" deleted by Anthony Crandell/23262/Staff/NSWPolice] [attachment "Suspected Gay Hate Crime List - Ebeam - Pg5.pdf" deleted by Anthony Crandell/23262/Staff/NSWPolice] [attachment "Possible gay hate murders.xlsx" deleted by Anthony Crandell/23262/Staff/NSWPolice] [attachment "Bias Crimes Indicators & Identification Guidelines.docx" deleted by Anthony Crandell/23262/Staff/NSWPolice]



Sergeant Geoff STEER  
Bias Crimes Coordinator  
Operational Programs  
Major Events & Incidents Group  
NSW Police Force

