



GREATER MANCHESTER POLICE

Former mental health nurse jailed for defrauding his employer

Dean Armitage, 33, from Bradford, was recently sentenced to eighteen months in prison for defrauding his NHS employer at a hearing at Bradford Crown Court.

Armitage was convicted of Fraud by Abuse of Position after falsely claiming he'd worked 185 shifts for which he received £72,632.72 in wages and holiday pay. He entered a guilty plea at a hearing at Bradford Crown Court in November 2024.

An investigation, led by an MIAA Local Counter Fraud Specialist (LCFS) and supported by the NHS Counter Fraud Authority (NHSCFA), found that Armitage abused his position as a nurse and ward manager.

As a manager, Armitage had access to the shift booking system, which allowed him to create, assign and authorise additional shifts. Starting in April 2020,

Armitage began creating backdated overtime shifts in his own name. These were entered into the NHS Staff Bank,

which allows NHS employees to pick up additional shifts on top of their contracted hours. This is done typically to cover for NHS staff shortages.

Armitage mainly claimed for night shifts which are paid at a higher rate. And because they were created after the event, they did not appear on any rota thus raising no suspicion. This continued until October 2021.

In November 2021, irregularities were found regarding additional shifts claimed for payment by Armitage. This led to him being suspended from duty and a criminal investigation, led by the Trust's LCFS, was opened. The shifts that Armitage claimed for were in a unit which requires the use of biometric data for a member of staff to gain access.

The LCFS was able to cross-reference a report of shifts Armitage claimed against his entry and exit data.

Continued on page 2

In this edition:

Former mental health nurse jailed for defrauding his employer

Practice manager for NHS Wales sentenced to two years imprisonment

Preparing for the 'Failure to Prevent Fraud' Offence - What you need to know

NHS fraud investigators feature in BBC's Fraud Squad

Spotting the Signs: Red Flags of Fraud in Your Organisation

MIAA Anti-Fraud Team contact details

Talking Fraud

Presented by 

Wondering how to spot and prevent fraud? Tune into our podcast 'Talking Fraud' to gain invaluable insight and experience from the experts & avoid becoming a victim of fraud.

Available to stream on:



Spotify



iTunes



YouTube



Former mental health nurse jailed following MIAA investigation

It was found that Armitage was not even on the hospital site for any of the shifts he'd been paid for by the NHS. He was subsequently dismissed by the Trust for gross misconduct.

His former employers also referred Armitage to the Nursing and Midwifery Council (NMC). The NMC have suspended him and he is not currently permitted or authorised to work as a nurse.



Mr Kevin Howells, MIAA Anti-Fraud Manager said: *"We welcome the outcome and sentencing in this case, given the very serious nature of fraud involved and the impact on NHS funds."*

"In addition to being permanently barred from working bank shifts for the Trust again, Mr. Dean Armitage has been reported to the Nursing and Midwifery Council, the independent regulator of nurses, midwives and nursing associates."

"In light of this case, we have sought assurance from the agency from which Mr Armitage was hired, that it has taken immediate action to tighten its procedures to protect the NHS from fraud of this nature in the future. The Trust is committed to the elimination of any type of fraud and will always rigorously investigate anything of this nature."

"This case highlights the importance and effectiveness of the local counter fraud efforts across the NHS in uncovering and taking action against individuals who commit this kind of fraud."

If you suspect that anyone is committing fraud or another economic crime against the NHS, speak to your local Anti-Fraud Specialist or contact NHSCFA using their website to report online: www.cfa.nhs.uk or telephone the 24-hour reporting line 0800 028 40 60.

Preparing for the new 'Failure to Prevent Fraud' Offence



What you need to know

From 1st September 2025, a new corporate criminal offence under the Economic Crime and Corporate Transparency Act 2023 (ECCTA) came into effect—and NHS organisations must take steps now to ensure they're prepared.

What is the new offence?

The ECCTA introduces a corporate offence of "Failure to Prevent Fraud." This new law makes large organisations criminally liable if an associated person (e.g. employee, contractor, or third party) commits fraud intending to benefit the organisation, and the organisation did not have reasonable fraud prevention procedures in place.

What does this mean for NHS bodies?

This new offence represents a major shift in organisational accountability. While the NHS already benefits from a strong anti-fraud and anti-corruption culture built over the last 25+ years, the ECCTA raises the bar further—making it clear that proactive prevention, not just detection, is now a legal requirement. Although it is not expected that there will be widespread prosecutions under this offence, NHS organisations would be wise to act early to review and strengthen controls. MIAA is working with our NHS clients to ensure they're prepared. You can also add in a link to the NHSCFA guidance if anyone wants to find out more. Visit <https://cfa.nhs.uk/fraud-prevention/failure-to-prevent/failure-to-prevent-fraud-offence>



Practice manager for GP Practice sentenced to two years imprisonment

Kimberley Wilson, Practice Manager at Castle Surgery GP Practice, Neath had been charged with using the business bank account for her own personal use totalling £52,057.62. Wilson was employed at the Surgery from April 2019 until March 2023 when she was dismissed via a disciplinary process for gross misconduct.

The fraud was discovered during a meeting between the Surgery's accountants and GP Partners. The accountants raised anomalies with bank transfers from the business account to Wilson's personal account. Wilson had not only been purchasing goods using the business bank account but had also been transferring herself money under the reference "petty cash" or "advance."

An NHS CFS Wales Financial investigator applied for a production order which proved that monies were being transferred from Castle Surgery's business bank account to Wilson's personal account.

Wilson was interviewed under caution, she made some admissions to using the business bank account for her personal use. She was supplied with a breakdown of all losses to review, following this she made further admissions.

Wilson was charged with Fraud by Abuse of Position at Swansea Magistrates court and entered a guilty plea. When the case was heard in Swansea Crown Court, the fraud loss in this case has been reduced to £49,213.08. The judge has given Wilson a month to obtain a "significant" amount of money to pay back to the GP Surgery and he will then reconsider the sentence.

Wilson made a payment of £20,000 to the GP Surgery on 21 July 2025. Wilson appeared at Swansea Crown Court and was sentenced to two years imprisonment, suspended for two years, she was also ordered to complete 25 days rehabilitation and 200 hours of unpaid work.

HHJ Thomas KC was very clear in his disapproval of Wilson's actions by calling her "a dishonest crook" a number of times and stated that her actions had not just impacted on the GP Surgery but its patients and their care.

NHS fraud investigators feature in BBC's Fraud Squad



Fraud Squad has returned to our TV screens, once again showcasing the hard work and dedication of counter fraud investigators from the NHS Counter Fraud Authority (NHSCFA) and NHS Counter Fraud Service Wales.

It follows the dedicated teams pursuing criminals who steal billions from government, taxpayers and charities every year.

The NHSCFA has featured in the programme many times and this series tells of three successful investigations where fraudsters were brought to justice resulting in guilty convictions and in one case a doctor also being struck off by the General Medical Council.

Ben Harrison, Head of Operations at the NHSCFA said: *"Fraud Squad is a great opportunity to get the results of our work and those of our colleagues out to the public."*

It also acts as a preventative measure to warn anyone considering committing fraud that there are dedicated counter fraud experts working across the NHS.

"These teams will identify and pursue offenders and protect NHS funds from deliberate fraud and ensure that money goes where it is intended - patient care."

You can now watch the series on BBC iPlayer.



Fraud Prevention

Spotting the Signs Potential red flags of fraud in your organisation

The risk of fraud is a constant threat that organisations must be vigilant against. Numerous online resources outline red flag fraud indicators, detailing the behaviours and modus operandi (MO) of potential fraudsters. We delve into some of these red flags, offering insights into identifying and understanding the warning signs of fraud.

Reluctance to Delegate Tasks

A refusal to delegate may seem like dedication, but it can be a method of keeping control and avoiding scrutiny. Fraudsters often prefer to work alone to prevent others from discovering irregularities. If someone insists on handling everything themselves, question why.

Excessive Secrecy

Transparency is vital in a healthy workplace. Individuals who are secretive about processes or unwilling to share their methods may be concealing fraudulent behaviour. A lack of openness can be a major red flag.

Unusual Working Hours

Consistently working late or arriving early—especially when there's no clear operational need—can be a way to act without supervision. Fraudsters often exploit these quiet times to carry out or cover up dishonest actions.

Avoiding Annual Leave

When staff avoid taking holidays, it may be because they fear someone else will uncover discrepancies in their work. Enforcing mandatory leave is a key control that can disrupt fraudulent activity.

Understanding the Fraudulent Mindset

Fraudsters often occupy positions of trust and authority. They may exhibit

- Autocratic management styles, discouraging collaboration and questioning.
- A desire to control processes, acting as “gatekeepers” in their area.
- Behaviours similar to domineering leadership stereotypes—demanding compliance and limiting oversight.

While strong leadership is valuable, when paired with secrecy and control, it can create an environment conducive to fraud.

Personal Risk Factors

History of Debt

Financial pressure is a well-known motivator for fraud. Some roles—such as those in law enforcement or financial services—require employees to disclose significant debts because of the risk of coercion or misconduct.

Living Beyond Their Means

A sudden change in lifestyle without a corresponding change in income—luxury cars, expensive holidays, designer clothing—can signal fraudulent activity. While such changes aren't proof on their own, they do warrant further attention when combined with other red flags.



Spotting the Signs:

Potential red flags of fraud in your organisation



Frequent Complaints or Evasive Behaviour

Employees who regularly attract complaints, avoid answering questions, or provide inconsistent explanations may be hiding something. A defensive or blame-shifting attitude can also signal manipulative or dishonest behaviour.

The Path of Escalation

Fraud rarely starts with a major theft. Often, individuals “test the waters” with small infractions. If these go undetected, they may escalate their activities:

- Padding expense claims
- Reporting hours not worked
- Forging documents or authorisations

Unchecked, this can lead to significant losses. Early detection is essential.

Real-World Case Examples

- **The Mismatched Identity:** In one private company, rumours surfaced that an IT helpdesk employee secured his job fraudulently. Allegedly, a relative of the person originally interviewed, turned up to work on the first day. If true, this constitutes fraud by false representation under the Fraud Act 2006, highlighting the need for robust pre-employment checks.
- **The Shifting Locum:** A locum doctor began by slightly overstating the hours he worked. Over time, this escalated to claiming full shifts he hadn't worked, forging signatures, and creating elaborate justifications for absences. His fraud went undetected for months due to weak controls.

Creating a Culture of Vigilance

Not everyone who works late or avoids holiday is committing fraud—but these behaviours should not be ignored. A culture of transparency, open communication, and strong internal controls helps reduce the risk of fraudulent activity.

To protect your organisation:

- Encourage staff to speak up if something seems wrong.
- Enforce mandatory leave and clear handovers.
- Regularly audit processes and transactions.
- Provide fraud awareness training at all levels.

By staying alert to red flags and fostering a culture of accountability, you can make fraud far harder to hide—and easier to prevent.

Remember: Fraud prevention is everyone's responsibility. Staying informed is your first line of defence.

It's everyone's responsibility to spot & report fraud



International Fraud Awareness Week 16-22 November 2025

To support your organisation, we'll be providing fraud prevention information, resources, and publicity materials to help raise awareness among staff and stakeholders. Together, we can promote a culture of integrity and transparency.

Useful Sources of Information

- [MIAA Fraud alerts, blogs, and newsletters](#) - Our fraud alerts and newsletters bring together rich sources of information relating to the latest scams and fraud cases so that our readers can be vigilant in work and at home.
- [NHS Counter Fraud Authority](#) - The NHS Counter Fraud Authority (NHSCFA) is a special health authority tasked to lead the fight against fraud, bribery and corruption in the NHS.
- [CFA Report Fraud](#) - You can use this online form to report fraud against the Department of Health and Social Care (DHSC) and the wider health group, including the NHS in England and Wales.
- [Take Five to Stop Fraud](#) - Take Five is a national campaign offering straightforward, impartial advice that helps prevent email, phone-based and online fraud - particularly where criminals impersonate trusted organisations.
- [The National Cyber Security Centre](#) - Organisation helping to make the UK the safest place to live and work online.
- [Action Fraud](#) - Action Fraud is the UK's national reporting centre for fraud and cybercrime where you should report fraud if you have been scammed, defrauded or experienced cybercrime in England, Wales and Northern Ireland.
- [NHS Digital](#) - Guidance on Phishing Emails - Find out how you can stay safe and vigilant against phishing emails, including advice on how to spot a suspicious email and how to report it.

Contact your Anti-Fraud Specialist

Darrell Davies
Regional Assurance Director (Anti-Fraud)
☎ 07785 286381
✉ Darrell.Davies@miaa.nhs.uk

Paul Bell
Head of Anti-Crime Services
☎ 07552 253068
✉ Paul.Bell@miaa.nhs.uk

Claire Smallman
Head of Investigations
☎ 07769 304145
✉ Claire.Smallman@miaa.nhs.uk

Sarah Bailey
Anti-Fraud Specialist
☎ 07721 488602
✉ Sarah.Bailey@miaa.nhs.uk

Linda Daisley
Anti-Fraud Specialist
☎ 07570 147318
✉ Linda.Daisley@miaa.nhs.uk

Kevin Howells
Anti-Fraud Manager
☎ 078257 32629
✉ Kevin.Howells@miaa.nhs.uk

Carl Jervis
Anti-Fraud Specialist
☎ 07785 601900
✉ Carl.Jervis@miaa.nhs.uk

Paul Kay
Anti-Fraud Specialist
☎ 07990 082328
✉ Paul.Kay@miaa.nhs.uk

Phillip Leong
Anti-Fraud Specialist
☎ 07721 237352
✉ Phillip.Leong@miaa.nhs.uk

Virginia Martin
Anti-Fraud Specialist
☎ 07551 131109
✉ Virginia.Martin@miaa.nhs.uk

Karen McArdle
Anti-Fraud Specialist
☎ 07774 332881
✉ Karen.McArdle@miaa.nhs.uk

Paul McGrath
Anti-Fraud Manager
☎ 07584 774761
✉ Paul.McGrath@miaa.nhs.uk

Claire Taylor
Anti-Fraud Specialist
☎ 07552 297469
✉ Claire.Taylor@miaa.nhs.uk

Andrew Wade
Anti-Fraud Specialist
☎ 07824 104209
✉ Andrew.Wade@miaa.nhs.uk