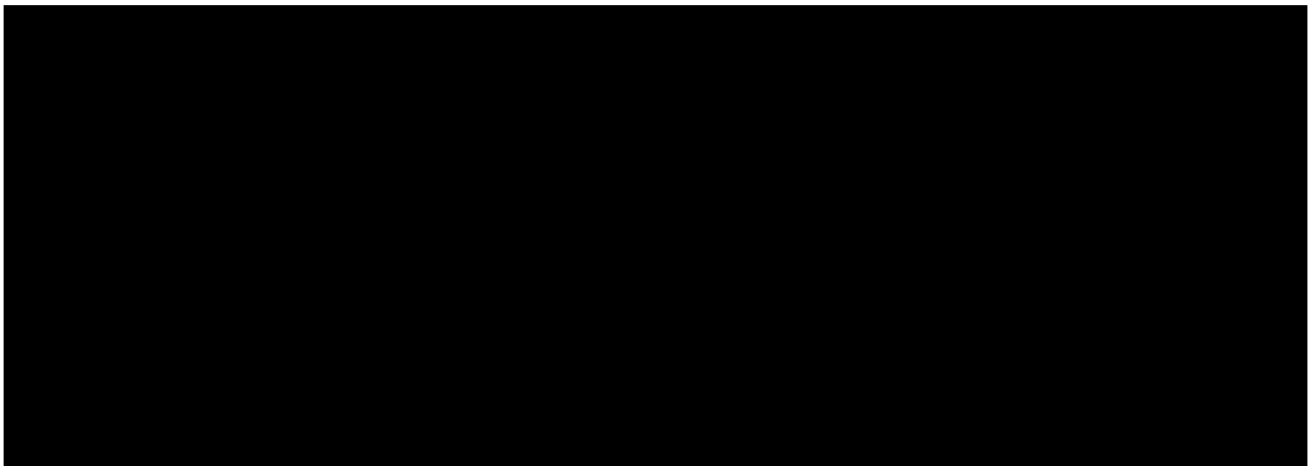


Managed Investigation Terms of Reference

Investigation name: Operation Kalmia
IPCC reference: 2011/019239, 2011/019452, 2011/019465, 2011/194457
Investigation type: Recordable Conduct Matter
Appropriate authority: Staffordshire Police Force, Staffordshire Police Authority, West Midlands Police Authority, Northamptonshire Police Authority.
Lead Investigator: Chief Constable Mick Creedon
Commissioner: Tom Davies

Summary of events

In September 2002, Kevin Nunes was found murdered in Staffordshire. An investigation was commenced by Staffordshire Police which culminated in the conviction of Adam Joof and others on the 11th January 2008. They all received life imprisonment with varying tariffs.



In 2006 a Management Review was conducted by Staffordshire Police of the Sensitive Policing Unit which identified a number of issues which may have impacted on the trial of Adam Joof and others but it was never disclosed to the Crown Prosecution Service..

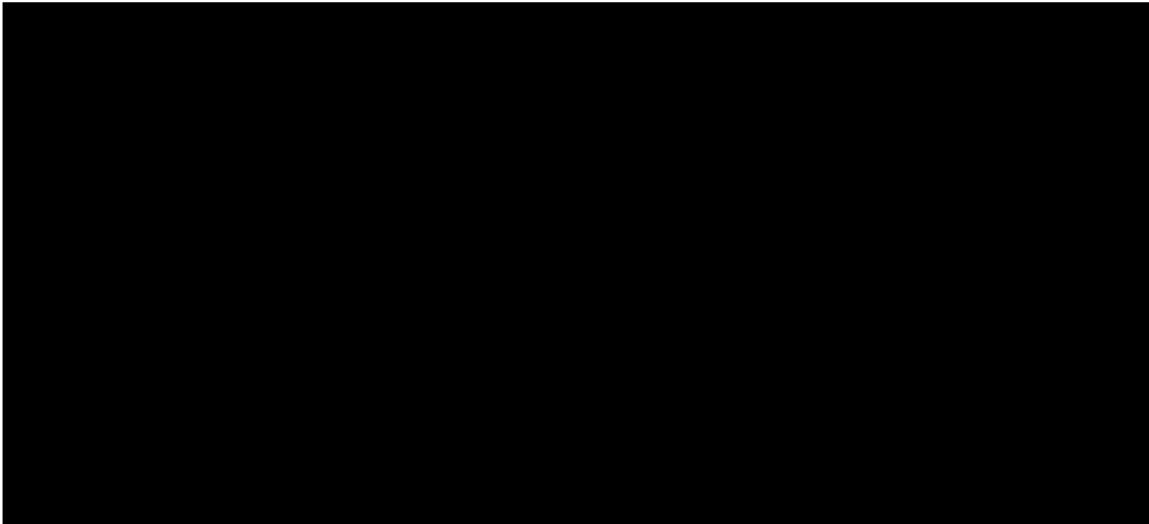


Terms of reference

The investigation will deal with the following specific matters. It may be the case that further allegations that have been made also form part of the investigation. These terms of reference can be amended in due course if this becomes necessary.

1. a) To consider the findings of the Management Review, to investigate why it was not disclosed as part of the Adam Joof and others prosecution and to identify individuals who were a party to the decision making process in relation to that document and its subsequent non disclosure.

b)



c)

- d) To identify whether any subject of the investigation may have committed a criminal offence and if appropriate make early contact with the relevant prosecuting body.
- e) To identify whether any subject of the investigation may have breached their standards of professional behaviour. If such a breach may have occurred, to determine whether that breach amounts to misconduct or gross misconduct

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and whether there is a case to answer.

- f) To consider and report on whether there is organisational learning for the appropriate authority, including:

Whether any change in policy or practice would help to prevent a recurrence of the event, incident or conduct investigated.

Whether the incident highlights any good practice that should be disseminated.

These terms of reference were approved by the Commissioner on 15 December 2011