

From: Jacques, Tim <S40(2)>
Sent: 14 August 2015 17:47
To: Contact2
Subject: RE: CHIEF CONSTABLE MARK GILMORE [NOT PROTECTIVELY MARKED]

S40(2)

Thank you for this.

I will send you draft terms of reference for consideration on Monday.

Tim Jacques
Assistant Chief Constable
Specialist Operations
Lancashire Constabulary

S40(2)

From: Reid, Julie
Sent: 14 November 2014 17:34
To: S40(2)
Subject: FW: West Yorkshire conduct matter [RESTRICTED]

Dear Jennifer

Fraser has asked me to contact you to ask if you are in a position to be able to reply to the PCC's request for assistance in investigating this conduct matter?

Kind regards

Julie Reid

Julie Reid
Business Support Manager
S40(2)
Follow us on Twitter - @WestYorksOPCC
Like us on Facebook - Office of the Police and Crime Commissioner West Yorkshire

Office of the Police and Crime Commissioner for West Yorkshire
Ploughland House, 62 George Street, Wakefield, WF1 1DL
Visit: www.westyorkshire-pcc.gov.uk for more information

From: Reid, Julie
Sent: Wednesday, November 12, 2014 9:47 AM
To: S40(2)
Subject: West Yorkshire conduct matter [RESTRICTED]

Dear Jennifer

Fraser Sampson has asked me to send this letter this letter to you re. the Cleveland assessment of a conduct matter.

Please let me know if you need any further information.

Yours

Julie Reid

Julie Reid
Business Support Manager
S40(2)
Email: S40(2)

From: Contact2
Sent: 15 October 2015 12:34
To: [REDACTED]

Subject: CC GILMORE [RESTRICTED]
Attachments: URGENT WEST YORKSHIRE OPCC REFERRAL [CONFIDENTIAL];
Letter to PCC
WYP 6 Oct.pdf; Ref: 2014/034382 [RESTRICTED]; RE: Report from OPCC -
Mark Gilmore [RESTRICTED]; Form 7 1 police referrals PRSRA West Yorkshire
060815.doc; Referral - MOI Decision - 2015/052277 - PC/4030/15 - Chief
Constable Mark Gilmore; SKMBT_C754e14091113000.pdf; Referral regarding
Mark Gilmore (force reference 2014/005)

Good afternoon Mark

Following your visit to Wakefield this week I have retrieved the
following referrals to the IPCC:

19.06.14, IPCC Reference 2014/029194 (attached)
06.10.14 IPCC response to referral 2014/029194 (attached)

11.09.14 IPCC Reference 2014/034382 (attached)
06.10.14 IPCC response to referral 2014/034382 (attached)

07.01.15 Internal Audit report provided and further directions requested
(attached)
11.03.15 IPCC response (attached)

07.08.15 IPCC Reference 2015/052277 (attached)
13.08.15 IPCC response to 2015/052277(attached)

The press statements made by the PCC are below,

[http://www.westyorkshire-pcc.gov.uk/news-events/news/current/update-
regarding-chief-constable-
mark-gilmore-\(14-aug-2015\).aspx](http://www.westyorkshire-pcc.gov.uk/news-events/news/current/update-regarding-chief-constable-mark-gilmore-(14-aug-2015).aspx)

[http://www.westyorkshire-pcc.gov.uk/news-events/archived-
news/2014/statement-by-the-police-and-
crime-commissioner-on-the-suspension-of-chief-constable-mark-gilmore-\(20-
june-2014\).aspx](http://www.westyorkshire-pcc.gov.uk/news-events/archived-news/2014/statement-by-the-police-and-crime-commissioner-on-the-suspension-of-chief-constable-mark-gilmore-(20-june-2014).aspx)

[http://www.westyorkshire-pcc.gov.uk/news-events/news/current/statement-
re-chief-constable-\(14-
may-2015\).aspx](http://www.westyorkshire-pcc.gov.uk/news-events/news/current/statement-re-chief-constable-(14-may-2015).aspx)

Regards

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: [REDACTED]
[REDACTED]

From: S40(2)
Sent: 13 August 2015 14:44
To: S40(2)
Subject: Referral - MOI Decision - 2015/052277 - PC/4030/15 - Chief Constable Mark Gilmore

Importance: High

Referral of conduct matter to the IPCC - Chief Constable Mark Gilmore

Good Afternoon,

Thank you for your referral of 10 August 2015.

This is formal confirmation that the IPCC has decided that this matter should be subject to a local investigation.

If concerns arise later that might merit this decision being reconsidered, the matter should be referred to us again.

If you have any questions about this matter, please do not hesitate to contact me.

Kind Regards

S40(2)
Assessment Analyst
Independent Police Complaints Commission (IPCC) PO BOX 473 Sale
M33 0BW

S40(2)
www.ipcc.gov.uk<<http://www.ipcc.gov.uk>>
IPCC Statutory Guidance on the handling of police complaints<<http://www.ipcc.gov.uk/page/statutory-guidance>>

We now regularly publish practical advice and guidance for handling complaints in our magazine FOCUS<<http://www.ipcc.gov.uk/page/focus>>

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From: S40(2)
Sent: 06 October 2014 10:44
To: Contact (WYPCC)
Subject: Referral regarding Mark Gilmore (force reference 2014/005)

Categories: Julie Reid

Our reference number: 2014/034382
Your reference number: 2014/005

Dear The Office of the Police and Crime Commissioner for West Yorkshire,
Referral of conduct matter to the IPCC - Mark Gilmore

Thank you for your referral dated 11 September 2014.

I confirm that the IPCC has decided that this matter should be subject to a local investigation. In reaching this decision we have considered the information and evidence provided as part of the referral process.

We are satisfied that the allegations that have been anonymously put forward are separate from the previous referral you sent through to us regarding Mr Gilmore. There are numerous serious allegations that need to be investigated, however we are confident that you are taking them seriously and will fully determine whether there is any merit in them.

If concerns arise later that might merit this decision being reconsidered, the matter should be referred to us again.

If you have any questions in relation to this matter, please do not hesitate to contact me.

Yours sincerely,

S40(2)
Assessment Analyst
Independent Police Complaints Commission (IPCC)

P.O.Box 473, Sale
M33 0BW

S40(2)
www.ipcc.gov.uk<<http://www.ipcc.gov.uk/>>
IPCC Statutory Guidance on the handling of police complaints<<http://www.ipcc.gov.uk/page/statutory-guidance>>

The original of this email was scanned for viruses by the Government Secure Intranet virus scanning service supplied by Vodafone in partnership with Symantec. (CCTM Certificate Number 2009/09/0052.) This email has been certified virus free.



Mark Burns-Williamson OBE
Police and Crime Commissioner for West Yorkshire
Ploughland House
62 George Street
Wakefield WF1 1DL



Office of the
**Police & Crime
Commissioner**
West Yorkshire

My Reference: OPGC/MBW

Your Reference:

16 July 2015

STRICTLY PRIVATE AND CONFIDENTIAL

ACC T Jacques
Lancashire Constabulary

S40 (2)

Dear Tim

MARK GILMORE

Thank you for the progress update for me today with your Head of Professional Standards Jenny Gomery.

As we discussed, the provision of regular updates and progress reports is a key part of our respective functions, mine as the appropriate authority and yours as investigating officer, in each case under the relevant statutory regulations.

For the avoidance of doubt, my request in the letter of 10 July 2015 for information about when a draft report for both investigation and scoping exercise would be available was simply to ensure that I was sighted on the progress of the investigation and scoping activity. I, of course, do not require sight of any draft investigation reports and am expecting only the final report from you as investigating officer as and when it is ready.

I am satisfied that the arrangements we have put in place for regular updates from you and your officers will enable me to discharge my duties as appropriate authority in this matter and can I thank you once again for your assistance in this complex and important matter.

Yours sincerely

Mark Burns-Williamson
Police and Crime Commissioner for West Yorkshire

Tel No: 01924 294000

Email: markburns-williamson@westyorkshire.pcc.pnn.gov.uk

Fax No: 01924 294008

www.westyorkshire-pcc.gov.uk



/Office of the Police and Crime Commissioner



@WestYorksOPCC

From: Contact2
Sent: 17 July 2015 09:49
To: 'Jacques, Tim'
Cc: [REDACTED]
Subject: CC GILMORE [RESTRICTED]
Attachments: 160715 Jacques T.pdf

ACC Jacques

Please find attached a letter from the Police and Crime Commissioner.

Kind regards

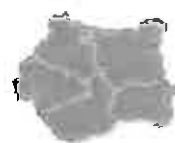
Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: [REDACTED]
Email: contact2@westyorkshire.pcc.pnn.gov.uk

Office of the Police and Crime Commissioner for West Yorkshire Ploughland
House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.



Mark Burns-Williamson OBE
Police and Crime Commissioner for West Yorkshire
Ploughland House
62 George Street
Wakefield WF1 1DL



Office of the
**Police & Crime
Commissioner**
West Yorkshire

My Reference: OPCC/MBW

Your Reference:

17 July 2015

STRICTLY PRIVATE AND CONFIDENTIAL

ACC T Jacques
Lancashire Constabulary

S40 (2)

Dear Tim

MARK GILMORE

I write following our helpful telephone conference with Jenny Gommery yesterday.

I was pleased to note that progress is being made in both the investigation and the scoping work. My Chief Executive and Solicitor, Fraser Sampson, has spoken to S40 (2) to update him on the teleconference and has agreed that S40 (2) can contact you directly in order to address any relevant matters arising.

S40 (2)

Thank you once again

Yours sincerely

Mark Burns-Williamson
Police and Crime Commissioner for West Yorkshire

Tel No: 01924 294000

Email: markburns-williamson@westyorkshire.pcc.pnn.gov.uk

Fax No: 01924 294008

www.westyorkshire-pcc.gov.uk



/Office of the Police and Crime Commissioner



@WestYorksOPCC

From: Contact2
Sent: 17 July 2015 12:00
To: 'Jacques, Tim'
Cc: S40(2)
Subject: CC GILMORE [RESTRICTED]
Attachments: 170715 Jacques.pdf

ACC Jacques

Please find attached a further letter from the Police and Crime Commissioner

Regards

Julie

Julie Reid
Business Support Manager
Office S40(2)
Email: contact2@westyorkshire.pcc.pnn.gov.uk

Office of the Police and Crime Commissioner for West Yorkshire Ploughland House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

Subject: FW: MG Review
Location: ACC Jacques to call S40(2)

Start: Mon 27/07/2015 16:00
End: Mon 27/07/2015 17:00
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Burns-Williamson, Mark

Julie

This is the conference call I mentioned yesterday - please let me know if this date/time isn't convenient (16:00, 27.07.15).

Thanks

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: S40(2)

Office of the Police and Crime Commissioner for West Yorkshire Ploughland House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

-----Original Appointment-----

From: S40(2) On Behalf Of Burns-Williamson, Mark
Sent: 30 June 2015 09:45
To: S40(2); 'Jacques, Tim'; Sampson, Fraser
Subject: MG Review
When: 27 July 2015 16:00-17:00 (UTC) Dublin, Edinburgh, Lisbon, London.
Where: ACC Jacques to call S40(2)

6. Date Requested: 21/08/2015
Force: Lancashire Constabulary
Operational Name: n/a
Budget agreed: not held
Date finalised: incomplete
Final cost: Costs incurred for all Lancashire investigations: £192,774

TERMS OF REFERENCE

Investigator: Assistant Chief Constable Tim Jacques

Deputy Investigator: Detective Chief Inspector Stuart Dixon

Appropriate Authority: PCC Mark Burns-Williamson

1. Introduction

This document contains Terms of Reference for ACC Jacques of Lancashire Constabulary who has been appointed by the Police and Crime Commissioner ("PCC") of West Yorkshire, Mark Burns-Williamson as the investigator under Regulation 13 of the Police (Conduct) Regulations (PCR) 2012 to investigate the conduct of Chief Constable Mark Gilmore ("MG") in relation to allegations made to West Yorkshire Police Professional Standards Department ("PSD").

2. Summary of Allegations & Chronology

In April 2013, MG was appointed the Chief Constable of West Yorkshire Police.

On the 14th February 2014, information was received by PSD via a confidential reporting line that senior officers within West Yorkshire Police are frightened to speak openly and provide factual evidence to MG. It was also alleged that MG had publicly put his hand in the face of a senior officer to stop her talking because [REDACTED] failed to give him the answer he wanted. MG allegedly did the same to the [REDACTED]

S 40

On the 27th February 2014, further information received suggested that MG's behavior as Chief Constable was inappropriate and again his Senior Management Team were afraid of him.

In June 2014, MG was suspended from office as he was subject of a criminal investigation by the Police Service of Northern Ireland (PSNI).

On 7th August 2014, information received made allegations surrounding MG's 'integrity and morals' and detailed incidents that had occurred where he had abused his authority. These incidents were described as;

- Paying staff overtime to drive and wait for him at social events, not connected to work.

- Staff being asked to collect his wife from the airport during work time using work vehicles.
- Staff also asked to use their own vehicles to transport his wife to and from the airport.
- Shouting and swearing at staff.
- Items, such as pens and his glasses being thrown at staff in rage.
- Comments of a sexual nature being made to female staff.

On the 8th August 2014, further information was received suggesting that if enquiries were made with West Yorkshire Police members, more evidence of MG's unprofessional behavior would unfold.

On the 19th August 2014, information received suggested documents and meeting minutes had been sent to MG by a senior officer and a senior manager which was in breach of his terms of suspension. The information also alleged that MG had by-passed the official procurement process in order to employ a friend [REDACTED] into a senior management role.

S40

In October 2014, the West Yorkshire OPCC contacted Cleveland Police to review and advise on the information obtained by the West Yorkshire PSD.

The West Yorkshire OPCC also commissioned an Information Gathering Exercise to be conducted by [REDACTED], to examine the processes and transparency around the following areas:-

S40

- The recruitment of [REDACTED]
- A visit by the Senior Executives of [REDACTED]
- A trip by CC Gilmore to Abu Dhabi.
- The replacement of the Chief Officer Team vehicles

S40

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On the 22nd October 2014 Cleveland Police responded to the OPCC expressing the view that there are elements in the information received which should be subject to a formal misconduct investigation, when measured against the Standards of Professional Behaviour and the Code of Ethics and that these matters should be progressed under the Police (Conduct) Regulations 2012.

On 20th May 2015, Lancashire Constabulary agreed with the PCC to undertake a fact finding and scoping exercise into these internal allegations against MG in particular:-

1. Senior officers and staff being afraid to speak openly and factually in his presence.
2. Incidents where he has publicly put his hand in the face of senior officers and police staff to stop them talking.
3. Paying staff overtime to drive and wait for him at social events, not connected to work.
4. Staff being asked to collect his wife from the airport during work time using work

vehicles.

5. Staff being asked to use their own vehicles to transport his wife to and from the airport.
6. Incidents of shouting and swearing at staff.
7. Items, such as pens and his glasses being thrown at staff in rage.
8. Comments of a sexual nature being made to female staff.
9. Documents and minutes of meetings being sent to him whilst suspended by a senior officer and senior manager in breach of his terms of suspension.
10. The by-passing of the West Yorkshire Police procurement process to employ a friend into a Senior Management role.

On the 7th August 2015, Lancashire Constabulary provided the PCC with a report in order for an assessment under Regulation 12 Police (Conduct) Regulations 2012 to be made.

3. Misconduct Determination

Mark Burns-Williamson as PCC is the Appropriate Authority for MG.

Following receipt of Lancashire's report the PCC made a determination under Regulation 12 of the PCR 2012 in respect of MG's conduct arising from the internal allegations.

The PCC determined that CC Gilmore's conduct, if proven, could amount to Gross Misconduct for breaches of the Standards of Professional Behavior, in particular but not restricted to, Honesty and Integrity, Authority, Courtesy and Respect, Orders and Instructions, and Discreditable Conduct. Accordingly the PCC determined that the conduct alleged against MG must be investigated and thus appointed ACC Jacques as the investigator to do so.

4. Terms of Reference

The OPCC for West Yorkshire will provide all relevant material and documentation in its possession relating to these matters to the investigator.

The PCC requires ACC Jacques to undertake a professional, proportionate and expeditious investigation into these allegations and in particular to;

4.1 As soon as is reasonably practicable, serve MG with a written notice (pursuant to

Regulation 15, PCR 2012) and comply in all respects with the PCR 2012 and any ancillary legislation.

4.2 Investigate the conduct of MG in respect of the confidential reports regarding allegations of an abused authority and misused police personnel and vehicles.

4.3 Investigate the conduct of MG in respect of his involvement in awarding [REDACTED] a senior position within West Yorkshire Police.

S40

4.4 Determine in conjunction with West Yorkshire Police a mechanism for referring to its Appropriate Authority any potential misconduct matters relating to officers and staff under the direction and control of the Deputy Chief Constable, ensuring a coordinated response.

4.5 In relation to information contained within the Information Gathering Exercise Report by [REDACTED] the PCC does not require the Investigator to undertake an investigation in respect of the following:-

S40

- Visit by Senior Executives from [REDACTED] to the force, including the Carr Gate Site.
- The Abu Dhabi trip by CC Gilmore.
- The replacement of Chief Officer Team (COT) Vehicles

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This will not preclude the Investigator from making any relevant observations to the PCC as the Appropriate Authority in respect of these matters.

4.6 Review any additional documentation deemed relevant and necessary.

4.7 Produce a Report under reg.18 of the PCR as soon as reasonably practicable to enable the PCC to establish whether there is a case to answer against MG in respect of misconduct or gross misconduct or whether there is no case to answer.

From: Jacques, Tim <S40(2)>
Sent: 17 August 2016 17:13
To: Contact2
Subject: RE: MARK GILMORE - IT EQUIPMENT [NOT PROTECTIVELY MARKED]

Julie

Thanks for your time yesterday.

I spoke subsequently to Fraser and we agreed I would follow up with an email.

As discussed, in order to bring matters to a close following Mr Gilmore's retirement I need clarity from the PCC as Appropriate Authority as to his directions regarding the internal allegations against Mr Gilmore.

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I have asked my team to start to prepare an overview report on the information gathered during our enquiries in anticipation of the PCC requesting this.

As soon as I am in a position to do so I will of course arrange for the return of any physical exhibits and also be in a position to provide you with the relevant case files and documents for safe storage.

Feel free to come back to me if you need to discuss further or have any questions or concerns.

Thanks

Tim Jacques
Assistant Chief Constable
Specialist Operations
Lancashire Constabulary

S40(2)

From: Jacques, Tim <S40(2)>
Sent: 18 August 2015 12:53
To: Contact2
Cc: S40(2)
Subject: RE: CHIEF CONSTABLE MARK GILMORE [NOT PROTECTIVELY MARKED]
Attachments: TERMS OF REFERENCE Investigation Internal matters CC
gilmore August
2015.docx

S40(2)

Sorry, I meant to send these over last night.

Please come back to me if you have any questions, issues or concerns.

Tim Jacques

From: Contact2 [mailto:contact2@westyorkshire.pcc.pnn.gov.uk]
Sent: 18 August 2015 11:23
To: Jacques, Tim
Subject: RE: CHIEF CONSTABLE MARK GILMORE [NOT PROTECTIVELY MARKED]

Hello Tim

Just a polite nudge....I was wondering if the draft Terms of Reference
were available?

Regards

S40(2)

S40(2)

Business Support Manager
?Email:contact2@westyorkshire.pcc.pnn.gov.uk
? External: S40(2)

From: Jacques, Tim [mailto:S40(2)]
Sent: 14 August 2015 17:47
To: Contact2
Subject: RE: CHIEF CONSTABLE MARK GILMORE [NOT PROTECTIVELY MARKED]

S40(2)

Thank you for this.

I will send you draft terms of reference for consideration on Monday.

Tim Jacques
Assistant Chief Constable
Specialist Operations
Lancashire Constabulary
S40(2)

From: Contact2
Sent: 18 September 2015 10:08
To: 'Jacques, Tim'
Subject: Chief Constable Mark Gilmore [RESTRICTED]
Attachments: Letter to ACC Jaques 10.09.15.PDF; ANONYMOUS
ALLEGATIONS.docx

Tim

Fraser has asked me to contact you to seek your views on the disclosure to S40(2) of the 'exact wording of the anonymous allegations' as requested below. The wording is attached.

Thank you

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: S40(2)
Email: contact2@westyorkshire.pcc.pnn.gov.uk

Office of the Police and Crime Commissioner for West Yorkshire Ploughland
House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

S40(2)

From: Contact2
Sent: 19 May 2015 16:52
To: S40(2)
Subject: IPCC referrals [RESTRICTED]
Attachments: SKMBT_C754e15051915460.pdf; SKMBT_C754e15051915540.pdf

S40(2)

Please find attached the following with regard to your request:

1. Referral 2014/034382 - anonymous allegations

Referral form and response
Emails re. Internal Audit report and IPCC response

2. Referral 2014/029194 - PSNI material

Referral form and response

Regards

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: 01924 294000
Email: contact2@westyorkshire.pcc.pnn.gov.uk

Office of the Police and Crime Commissioner for West Yorkshire Ploughland
House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

From: S40(2)
[mailto:S40(2)]
Sent: 19 May 2015 16:10
To: S40(2)
Subject: RE: Location Map [NOT PROTECTIVELY MARKED]

Hi S40(2), further to the last I would also appreciate being able to have copies / details of what exact material has / has not been referred to the IPCC re. this case? And what has been their (IPCC) formal assessment of those referrals.

With thanks

S40(2)
T/Detective Inspector
Intelligence & Anti-Corruption Team
Professional Standards Department
?External: S40(2)
? Mail: Lancashire Constabulary HQ, Saunders Lane, Hutton, Preston. PR4 5SB
? E-mail: S40(2)

From: S40(2)
Sent: 19 November 2015 15:50
To: S40(2)
Subject: RE: Operation Barium- IPCC involvement [NOT PROTECTIVELY
MARKED]
Attachments: 071014 Cindy Butts.doc FS.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Categories: PSNI

Hello S40(2)

Yes, good thanks.

I have attached a letter of 7 October 2014 from Fraser Sampson in response to the IPCC letter of 6 October 2014. I can confirm that the report compiled by the IPCC Lead Investigator S40(2) was not received.

Regards

S40(2)

S40(2)

Business Support Manager

?Email: S40(2)

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Office of the Police and Crime Commissioner for West Yorkshire Ploughland House, 62 George Street, Wakefield,

WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

From: Jacques, Tim <S40(2)>
Sent: 20 August 2015 16:07
To: Contact2
Subject: RE: ToR Chief Constable Mark Gilmore [NOT PROTECTIVELY
MARKED]

Thanks S40(2)

I've spoken with S40(2)'s Office and will hopefully
speak directly with him shortly.

Tim Jacques
Assistant Chief Constable
Specialist Operations
Lancashire Constabulary
S40(2)

From: Contact2
Sent: 20 August 2015 16:02
To: 'Jacques, Tim'
Subject: ToR Chief Constable Mark Gilmore [NOT PROTECTIVELY MARKED]
Attachments: TOR with Track Changes accepted 200815 2.docx

Tim

I have attached an amended ToR reflecting our earlier conf call discussion and highlighting the points for discussion with S40(2).

Kind regards

S40(2)

S40(2)

Business Support Manager

?Email: contact2@westyorkshire.pcc.pnn.gov.uk

? External: S40(2)

From: Contact2
Sent: 20 August 2015 14:49
To: 'Jacques, Tim'
Cc: S40(2)

Subject: ToR Chief Constable Mark Gilmore [NOT PROTECTIVELY MARKED]
Attachments: TOR with Track Changes 200815.docx; TOR with Track
Changes accepted
200815.docx

Tim

I have attached the ToR for our conference call at 3.00pm.

Kind regards

S40(2)

S40(1)

Business Support Manager

?Email: contact2@westyorkshire.pcc.pnn.gov.uk

? External: S40(1)

From: Contact2
Sent: 20 November 2015 10:08
To: S40(2)
Cc: Contact2
Subject: RE: Operation Barium- IPCC involvement [NOT PROTECTIVELY MARKED]
Attachments: 311014 Butts C Let.pdf

Hello S40(2)

I have attached a further letter received from the IPCC dated 31 October 2014.

Fraser agrees that you should have sight of the S40(2) report but feels it would be more appropriate for you to request it from the IPCC in order to maintain the boundaries of investigation and appropriate Authority roles.

Regards

S40(2)

S40(2)

Business Support Manager

S40(2)

From: S40(2)
Sent: 20 November 2015 08:32
To: S40(2)
Subject: RE: Operation Barium- IPCC involvement [NOT PROTECTIVELY MARKED]

Good morning S40(2), thank you for your email and attached letter.

Was there any further correspondence in response to Fraser Sampson's reply, especially with regard to his third question?

In view of recent correspondence received from

S40(2), which I believe you may be aware of, we feel it will be necessary to at least have sight of the ten page report compiled by S40(2).

Do you feel it would be more appropriate for your office to request it (unless that has previously been addressed in any further correspondence) as Cindy Butts' initial letter was addressed to Mr Burns Williamson?

Alternatively would your office have any concerns if we were to request a copy directly?

Kind regards,

S40(2)

Detective Sergeant
Professional Standards Dept - Intelligence & Anti-Corruption Team

S40(2)

S40(2)

? Mail: Lancashire Constabulary Headquarters, Saunders Lane, Hutton, Preston. PR4 5SB

S40(2)

From: [REDACTED] S40(2) >
Sent: 20 November 2015 11:22
To: Contact2
Subject: RE: Operation Barium- IPCC involvement [NOT PROTECTIVELY
MARKED]
Attachments: 311014 Butts C Let.pdf

Hi [REDACTED] S40(2)
Regarding the [REDACTED] S40(2) report that is fine
thank you. I take it there will be no objections in my sharing
any of this correspondence with the IPCC to that end?
With regard to the second letter from Cindy BUTTS it indicates there is
additional email correspondence.
I would be grateful if we could have a copy of that and also any other
correspondence or email
correspondence related to this subject.
Thanks very much,
[REDACTED] S40(2)

[REDACTED]
Detective Sergeant [REDACTED]
Professional Standards Dept - Intelligence & Anti-Corruption Team
[REDACTED] S40(2) ? Mail: Lancashire Constabulary
Headquarters, Saunders Lane, Hutton, Preston. PR4 5SB
? E-mail: [REDACTED] S40(2)

From: Contact2
Sent: 20 November 2015 17:08
To: S40(2)
Subject: RE: Operation Barium- IPCC involvement [NOT PROTECTIVELY
MARKED]
[RESTRICTED]
Attachments: SKMBT_C754e15112017090.pdf

Hi S40(2)

I am attaching the letters and emails we hold relating to the IPCC's
letter dated 06/10/14.

Kind regards

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: S40(2)
Email: contact2@westyorkshire.pcc.pnn.gov.uk

Office of the Police and Crime Commissioner for West Yorkshire Ploughland
House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

Fraser Sampson
Chief Executive and Solicitor
Office of the Police & Crime Commissioner for West Yorkshire
Ploughland House
62 George Street
Wakefield WF1 1DL



Office of the
**Police & Crime
Commissioner**
West Yorkshire

My Reference: OPCC/FS
Reference:

Your

STRICTLY PRIVATE AND CONFIDENTIAL

21 January 2016

ACC Tim Jacques Lancashire
Constabulary
S40 (1)

Dear Tim

Investigation Into Alleged Conduct – CC Mark Gilmore

Thank you for providing us with a copy of your response to S40 (1) correspondence regarding the above which I have shared with the Police and Crime Commissioner in answer to the questions he raised with you in his letter of 5 January 2016.

I have now spoken to S40 (2) asked that, as and when you have completed your investigation in relation to any alleged conduct arising from the matters inquired into by the Police Service for Northern Ireland, you write to her and confirm that to be the position. I can confirm that, not only does the Police and Crime Commissioner have no objection to your doing this, but that he would encourage you to do so.

The Police and Crime Commissioner has also spoken to HMIC Mike Cunningham and is grateful for the updates that you have provided to him. It is our understanding that you have commissioned an internal review of the investigation; it would be very helpful if the Police and Crime Commissioner - as the 'appropriate authority' - could have early sight of any findings or recommendations of that review and, in particular, any that relate to the projected timescales and consistency with the agreed terms of reference of your investigation.

Thank you again for your continued assistance in this matter.

Yours sincerely

Fraser Sampson



Chief Executive
Office of the Police and Crime Commissioner for West Yorkshire

Tel No: 01924 294000
pcc.gov.uk

Email: contact@westyorkshire-pcc.gov.uk
[www.westyorkshire-](http://www.westyorkshire-pcc.gov.uk)

Fax No: 01924 294008

/Office of the Police and Crime Commissioner

@WestYorksOPCC

From: Jacques, Tim <S40(2)>
Sent: 21 January 2016 18:50
To: Contact2
Subject: RE: Mark Gilmore [RESTRICTED]

Julie

FAO Fraser

Thank you for your letter.

It would be my suggestion that I provide the PCC with a face to face briefing and presentation of the issues (immediately prior to delivering a written report) in relation to the PSNI matters in order to assist him in making a determination.

I anticipate that I will be in a position to do this week commencing 22nd February with Thursday 25th February being my preferred date.

It may well be that you would want to have S40(2) present to assist you in these matters or you may simply want to refer to him subsequently. I understand his availability may be difficult.

I'm happy to discuss this proposal by phone if you feel it would be worthwhile.

In relation to the review I have commissioned an independent review for Lancashire Constabulary and specifically me as investigating officer to bring that external challenge and scrutiny to the investigation.

Whilst I'm not in a position where I feel I can yet share this, as it's still not agreed and signed off; the main themes are

S31
S31
S31
S31

With reference specifically to your letter there is nothing to suggest the investigation is being conducted other than in accordance with the Terms of Reference and timeliness will be directly affected by the allocation of resources.

From my initial understanding there is nothing that suggests the timelines that I have previously shared with you are not an appropriate estimation but it would be helpful to have a conversation with you next week about the use of further resources.

Tim Jacques
Assistant Chief Constable
Specialist Operations
Lancashire Constabulary

S40(2)

From: Contact2 [mailto:contact2@westyorkshire.pcc.pnn.gov.uk]
Sent: 21 January 2016 17:03
To: Jacques, Tim
Subject: Re: Mark Gilmore [RESTRICTED]

ACC Jacques

Please find attached a letter from Fraser Sampson.

Regards

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: S40(2)
Email: contact2@westyorkshire.pcc.pnn.gov.uk

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From: S40(2)
Sent: 21 June 2016 14:48
To: S40(2)
Cc: S40(2); Reid, Julie
Subject: FW: MG INVESTIGATION [NOT PROTECTIVELY MARKED]

Hi Tim

Update no longer required as I understand that you spoke with Fraser who in turn has briefed the PCC.

Many thanks

S40(2)
Executive Support Officer

S40(2)
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www.helpforvictims.co.uk

From: Jacques, Tim [mailto:S40(2)]
Sent: 13 June 2016 17:32
To: S40(2)
Subject: RE: MG INVESTIGATION [NOT PROTECTIVELY MARKED]

Hi S40(2)

I was out of force last week so apologies for not responding sooner.

I've just had a conversation with Fraser regarding these matters. Could you let me know whether the PCC would like a personal conversation or a written update or whether he is satisfied with the update given via Fraser today.

Let me know either way and I will oblige.

Many Thanks

Tim Jacques

From: Reid, Julie
Sent: 21 May 2015 14:37
To: S40(2)
Subject: RE: TOR for investigation into the PSNI strand for Chief Constable Mark Gilmore [RESTRICTED]
Attachments: CC Gilmore TOR PSNI matters only080515.docx

Hi S40(2)

Attached as requested.

Regards

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: S40(2)
Office of the Police and Crime Commissioner for West Yorkshire Ploughland House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

From: S40(2)
Sent: 21 May 2015 14:05
To: Reid, Julie
Subject: TOR for investigation into the PSNI strand for Chief Constable Mark Gilmore

Hi Julie,
Further to our telephone conversation I would be grateful if you could forward to me an electronic version of the final Terms of Reference document for the PSNI strand of the investigation into Chief Constable Mark Gilmore.
Many thanks,

S40(2)
T/Detective Sergeant
Professional Standards Dept - Intelligence & Anti-Corruption Team
S40(2)
? Mail: Lancashire Constabulary Headquarters, Saunders Lane, Hutton, Preston, PR4 5SB
? E-mail: S40(2)

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From: Jacques, Tim <S40(2)>
Sent: 21 August 2015 15:15
To: Owen, Isabel
Cc: S40(2); Contact2
Subject: RE: ToR Chief Constable Mark Gilmore [NOT PROTECTIVELY
MARKED] [NOT
PROTECTIVELY MARKED]

Thanks Isabel.

We'll progress with the forms for Mr Gilmore and at least then he will
have the specific nature of the
allegations made clear to him.

Tim Jacques
Assistant Chief Constable
Specialist Operations
Lancashire Constabulary
S40(2)

From: Owen, Isabel
Sent: 21 August 2015 15:08
To: S40(2) [REDACTED]
Cc: S40(1) [REDACTED]; Contact2
Subject: FW: ToR Chief Constable Mark Gilmore [NOT PROTECTIVELY
MARKED] [NOT
PROTECTIVELY MARKED]
Attachments: CC Gilmore WYP Internal Matters Investigation TOR.docx

Hi Tim

Just to confirm I am entirely happy with the ToR attached.

Please could you progress as per your email below.

I look forward to working with S40(2) [REDACTED] in your absence but I would like to take this opportunity to thank you for your work and the support you have provided to this office over the last couple of weeks.

S40(2) [REDACTED]
[REDACTED]

Many thanks

Isabel

Isabel Owen
Deputy Police and Crime Commissioner for West Yorkshire

S40(2) [REDACTED]
[REDACTED]

From: Gomery, Jennifer <S40(2)>
Sent: 21 September 2015 13:49
To: Contact2
Cc: S40(2)
Subject: RE: MARK GILMORE [RESTRICTED]

Hi Julie

I have contacted Mr Jacques office and he has been back to back with meetings today, and S40(2) is current away.

S40(2) now has got your email and so he will be make Mr Jacques aware of your request at his next break in his timetable.

Whilst S40(2) is away on leave this week, I am sure S40(2) will be of assistance to you.

Hope this is of help to you.

Jenny

S40(2)

From: Contact2
Sent: 21 September 2015 12:28
To: S40(2)
Subject: FW: MARK GILMORE [RESTRICTED]
Attachments: Chief Constable Mark Gilmore [RESTRICTED]

Importance: High

Good afternoon Jenny

I'm contacting you to see if you can assist us in facilitating a response to some queries we have emailed recently to ACC Jacques (below and attached).

Thanks for your help.

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: S40(2)
Email: contact2@westyorkshire.pcc.pnn.gov.uk

Office of the Police and Crime Commissioner for West Yorkshire Ploughland House, 62 George Street, Wakefield, WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

From: Contact2
Sent: 22 June 2015 17:08
To: 'Jacques, Tim'
Subject: CC Mark Gilmore [RESTRICTED]

ACC Jacques

Fraser Sampson has asked me to contact you to ask whether you are able to provide an update with regard to the conduct investigation (Operation Barium) and scoping exercise (anonymous messenger matters).

Many thanks

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: S40(2)
Email: contact2@westyorkshire.pcc.pnn.gov.uk

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Fraser Sampson
Chief Executive and Solicitor
Office of the Police & Crime Commissioner
for West Yorkshire Ploughland House
62 George Street
Wakefield WF1 1DL



Office of the
**Police & Crime
Commissioner**
West Yorkshire

My Reference: OPCC/

Your Reference:

This matter is being dealt with by:

24 June 2016

ACC Tim Jacques Lancashire
Constabulary

S40 (2)

Dear Tim

Conduct Investigation CC Mark Gilmore

I have received an update from my Chief Executive and Solicitor, Fraser Sampson, on the progress of your investigation following his recent telephone conversation with you.

As I stated in my letter of 5 January 2016 I am concerned to see this investigation brought to a prompt conclusion and I agreed to fund a further four detectives to assist with this.

I note from your correspondence with S40 (2) of 26 February 2016 that the PSNI element was almost concluded and that you believed you would then be in a position to make a discrete report to me as the appropriate authority on any conduct matters arising from this investigation.

I would be very grateful for an update on this specific element of your investigation together with an indication as to what further work is required and when you believe you will be in position to report on this aspect.

Yours sincerely



Mark Burns-Williamson
Police and Crime Commissioner for West Yorkshire

Tel No: 01924 294000
pcc.gov.uk

Email: contact@westyorkshire.pcc.pnn.gov.uk
www.westyorkshire-

Fax No: 01924 294008

/Office of the Police and Crime Commissioner

@WestYorksOPCC

From: Contact2
Sent: 23 December 2014 09:00
To: S40(2) [REDACTED]
Cc: S40(2) [REDACTED]; Wain, Clive
Subject: Investigation and Fact-finding CC Gilmore [RESTRICTED]
Attachments: 231214 Gomery J.pdf

Good morning

Please find attached a letter from Fraser Sampson, copied to ACC Jacques and D.C/Supt Wain (West Yorkshire).

Regards

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: 01924 294000
Email: .contact2@westyorkshire.pcc.pnn.gov.uk

From: Jacques, Tim <S40(2)>
Sent: 25 November 2015 18:54
To: Contact2
Cc: S40(2)
Subject: Letter FAO Mark Burns-Williamson
Attachments: Progress Letter to MBW 251115.pdf

Please find attached a response to MBW's letter of 13th November 2015.

I am aware we have a telephone conversation planned in for this Friday but if there are any issues or concerns prior to then please feel free to contact me.

Many Thanks

Tim Jacques
Assistant Chief Constable
Specialist Operations
Lancashire Constabulary
S40(2)

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Tim Jacques

Assistant Chief Constable – Specialist Operations

Lancashire Constabulary Headquarters PO Box 77 Hutton Preston Lancashire PR4 5SB

S40(2)



**Lancashire
Constabulary**

police and communities together

25th November 2015

Mark Burns-Williamson OBE

Police and Crime Commissioner for West Yorkshire

Sent by Email

Dear Mark,

Mark Gilmore- Progress of Investigation

With reference to your letter of the 13th November 2015 I provide the following update.

S40 (2), S31(1)(g)

S40 (2), S31(1)(g)

(2) Where an appropriate authority is considering more than one allegation in relation to the same police officer, the allegations may be taken together and treated as a single allegation for the purposes of any provision of these Regulations which requires a person to make an

assessment, finding, determination or decision in connection with conduct which is the subject matter of an allegation.

S40(2)

A large rectangular area of the document is completely redacted with black ink, covering approximately 10 lines of text.

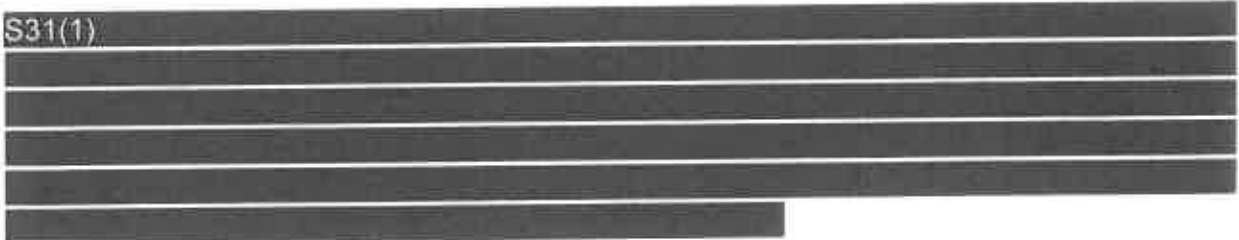
S40(2)

A large rectangular area of the document is completely redacted with black ink, covering approximately 10 lines of text.

S40(2), S31(1)(g)

A large rectangular area of the document is completely redacted with black ink, covering approximately 8 lines of text.

S31(1)

A large rectangular area of the document is completely redacted with black ink, covering approximately 6 lines of text.

In light of the above I believe there is a need for further resources to be dedicated to the enquiry team and I would appreciate a conversation with you regarding this. As a minimum I would wish to dedicate 2 more full time staff to this part of the enquiry but clearly the greater

the resource the quicker the outcome so it may well be prudent to consider more, at least in the short term.

To date the costs encountered which we would seek to recover from your office are around £35,000.

S40(2)

I am aware that we have a telephone conversation planned in for this Friday and I would be happy to address any issues, concerns or questions then. Please feel free to contact me at any time if you need to discuss this or any other related issues.

Yours Sincerley

Tim Jacques
Assistant Chief Constable

From: Jacques, Tim <S40(2)>
Sent: 26 July 2016 17:05
To: Contact2
Subject: Final Investigation Report
Attachments: Lancashire Constabulary Final Investigation Report CC
Gilmore PSNI
Matters.pdf

Hi Julie

Electronic version of the report as promised.

Thanks

Tim Jacques
Assistant Chief Constable
Specialist Operations
Lancashire Constabulary

S40(2)

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From: S40(2)
Sent: 26 October 2015 09:29
To: Reid, Julie
Subject: FW: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

FYI

From: S40(2)
Sent: 23 October 2015 14:50
To: S40(2)
Subject: RE: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Hi S40(2), hope you are well?
Further to the below email and the attachments that were with it concerning Mr Gilmores suspension and contact arrangements, has there been any agreement and or instructions issued to WYP re contact with Mr Gilmore since his suspension has been lifted but whilst he is out of force on "Alternative Duties"?
Kind regards,
Ged

S40(2)
Detective Sergeant
Professional Standards Dept - Intelligence & Anti-Corruption Team
S40(2)? Mail: Lancashire Constabulary Headquarters,
Saunders Lane, Hutton, Preston. PR4 5SB
? E-mail: S40(2)

From: S40(2)
Sent: 28 July 2015 16:52
To: S40(2)
Subject: RE: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Hello S40(2)

I have attached copy letters relating to :
a) The appointment of Chief Constable Mark Gilmore wef 1 April 2013
b) Decision to suspend Chief Constable Mark Gilmore (letter dated 20 June 2014)

I have found an email that Julie sent to Jenny Gomery following the conference call on 16 July which I will forward.

Please let me know if you need anything further.

Regards

S40(2)
Business Support Manager
?Email: S40(2)
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House, 62 George Street, Wakefield,
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From: [REDACTED] S40(2)

Sent: 28 July 2015 14:56

To: S40(2) [REDACTED]
Subject: FW: Op. BARTUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Good afternoon [REDACTED] S40(2)
further to the below emails and our earlier telephone conversation, I
would be grateful if you could
supply me with a copy of the personnel file for Chief Constable Mark
Gilmore held at the OPCC. A
scanned copy will be fine. We have a copy of Mr Gilmore's file held by
West Yorkshire Police however it
was suggested to us by their HR dept that the OPCC may have a more
detailed file especially with regard
to Mr Gilmore's recruitment, appointment and contract details.

In addition to this I would be grateful if you could also supply me with
a copy of the suspension
documentation in relation to Mr Gilmore. I understand this was requested
by our Supt Jenny Gomery in
the telephone conference call she had with Mr Burns- Williamson and
others on Thursday 16th July 2015.
I believe Julie Reid was authorised to provide this information.

Many thanks for your assistance in this matter.

Kind regards,

[REDACTED] S40(2)

[REDACTED]
Detective Sergeant [REDACTED]
Professional Standards Dept - Intelligence & Anti-Corruption Team
[REDACTED] S40(2)
? Mail: Lancashire Constabulary Headquarters, Saunders Lane, Hutton,
Preston. PR4 5SB
? E-mail: [REDACTED] S40(2)

From: [REDACTED] S40(2)
Sent: 28 July 2015 12:29
To: [REDACTED] S40(2)
Subject: RE: Op. BARTUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Hi [REDACTED] S40(2)

I'm afraid I can't locate these questionnaires as I was on leave at the
time and can't remember having
sight of them- I will continue to try and locate them- I had detailed
meetings with [REDACTED] S40(2) which would
have covered [REDACTED] involvement.

I have discussed your request with [REDACTED] S40(2) and she has
suggested that if you liaise directly with
her she will be able to co-ordinate and provide the necessary information
from the personnel file held at

offices with a view to meeting you and also collecting some files. If we were to aim to be over there, traffic permitting, for about 12:30-1:00pm would that be ok? I'd also be grateful if you could please provide the address and postcode of your premises.

Many thanks,

S40(2)

Detective Sergeant
Professional Standards Dept - Intelligence & Anti-Corruption Team
S40(2)?

Mail: Lancashire Constabulary Headquarters, Saunders Lane, Hutton, Preston. PR4 5SB

? E-mail: S40(2)

From: S40(2)

Sent: 20 July 2015 09:50

To:

Subject: FW: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

S40(2), further to the last re. S40(2)

S40(2)
Detective Inspector
Intelligence & Anti-Corruption Team
Professional Standards Department

S40(2)

? Mail: Lancashire Constabulary HQ, Saunders Lane, Hutton, Preston. PR4 5SB

? E-mail: S40(2)

From: S40(2)

Sent: 17 July 2015 14:00

To: S40(2)

Cc: S40(2)

Subject: FW: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Afternoon S40(2)

It might be best if you contact S40(2) direct in relation to setting up this meeting as I'm now out of the office until next Wednesday. You can contact

S40(2) direct via

S40(2) I'm sure S40(2) will be happy to facilitate a room and parking at a convenient location for your visit.

Kindest regards

S40(2)

Secretary

Professional Standards Department

S40(2)

From: S40(2)

Sent: 17 July 2015 10:34

To: S40(2)

the OPCC.

Thanks

S40(2)

From: S40(2)
Sent: 28 July 2015 11:44
To: S40(2)
Subject: RE: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Good Morning S40(2),
I'm just following up on our meeting last week and am wondering if you are now in a position to email me the completed internal audit questionnaires for S40(2). We also enquired about having a copy of the HR file for Mark Gilmores held by the OPCC. Please could you advise me if there is any progress in this regard.
Many thanks,

S40(2)

Detective Sergeant
Professional Standards Dept - Intelligence & Anti-Corruption Team
S40(2)
? Mail: Lancashire Constabulary Headquarters, Saunders Lane, Hutton, Preston. PR4 5SB
? E-mail: S40(2)

From: S40(2)
Sent: 20 July 2015 13:27
To: S40(2)
Subject: RE: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Hi S40(2)

That is fine with me -I have booked a room.

Address is : West Yorkshire OPCC
Ploughland House
62 George Street
Wakefield, WF1 1DL

It is opposite the Royal Mail sorting office.

Thanks

S40(2)

From: S40(2)
Sent: 20 July 2015 13:06
To: S40(2)
Subject: FW: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Good afternoon S40(2)
I notice from the below email chain that you may be available tomorrow afternoon for us to attend your

Subject: FW: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Good Morning S40(2)

D/Supt Khan asked me to make contact with S40(2) to ascertain his availability to meet with yourselves next week.

I've liaised with S40(2) and can advise he is available as below :

Mon 20th July (pm)
Tues 21st July (pm)
Wed 22nd July (all day)
Thurs 23rd July (pm)
Fri 24th July (all day)

If you could please advise date and time most convenient, I will ensure this is diaried and will look to book a suitable room / car parking etc.

Many thanks

S40(2)

S40(2) Secretary
Professional Standards Department

S40(2)

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From: Jacques, Tim <S40(2)>
Sent: 27 June 2016 15:34
To: Contact2
Subject: RE: Letter from the PCC [RESTRICTED]

Hi Julie

S31
[Redacted]

S31
[Redacted]

So the investigation into the PSNI matters is complete and you should expect to receive a closing report within the next 2-3 weeks.

S31
[Redacted]

Before doing so, and in order to do so, I will need to serve updated Reg 15 notices on him and at the same time provide what I believe to be appropriate disclosure prior to interview. I anticipate there will be some representations for me to consider regarding disclosure.

S31
[Redacted]

S31
[Redacted]

As discussed with Fraser we share a continued desire on behalf of all parties to resolve matters as soon as is possible, though this of course remains a sensitive and complex enquiry.

Please feel free as ever to come back to me at any time with any queries or concerns.

Thanks

Tim Jacques
Assistant Chief Constable
Specialist Operations
Lancashire Constabulary

S43(2)

From: Contact2 [mailto:contact2@westyorkshire.pcc.pnn.gov.uk]
Sent: 24 June 2016 16:00
To: Jacques, Tim
Subject: Letter from the PCC [RESTRICTED]

ACC Jacques

Please find attached a letter from the PCC.

Kind regards.

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner

S40(2)

Email: contact2@westyorkshire.pcc.pnn.gov.uk

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From: S40(2) [REDACTED]
Sent: 28 October 2015 09:04
To: S40(2) [REDACTED]
Subject: RE: Op, BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]
Attachments: Intranet Entry 140515.pdf

Hello S40(2) [REDACTED]

I have attached a copy of the items posted on the WYP intranet page following the lifting of Mr Gilmore's suspension which deals with your question.

I assume arrangements are going well at S40(2) [REDACTED] as I have not heard from you but let me know if you have any problems.

Kind regards

S40(2) [REDACTED]

S40(1) [REDACTED]

Business Support Manager

?Email: S40(2) [REDACTED]

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www.helpforvictims.co.uk

From: Contact2
Sent: 28 October 2015 16:54
To: Jacques, Tim
Cc: Sampson, Fraser
Subject: Tel call Thursday 29 Oct [RESTRICTED]

ACC Jacques

Further to our conversation this morning, Fraser will call you at 12 noon tomorrow, Thursday 29 October (the postponed call from Friday last week).

Kind regards

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: S40(2)
Email: contact2@westyorkshire.pcc.pnn.gov.uk

Office of the Police and Crime Commissioner for West Yorkshire Ploughland House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

From: [REDACTED] S40(2) >
Sent: 29 October 2015 12:47
To: S40(2)
Subject: RE: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Hi [REDACTED] S40(2), a single log would be very useful if it's not too much trouble?
Many thanks,
Ged

[REDACTED] S40(2)
Detective Sergeant [REDACTED]
Professional Standards Dept - Intelligence & Anti-Corruption Team
[REDACTED] S40(2)
? Mail: Lancashire Constabulary Headquarters, Saunders Lane, Hutton, Preston. PR4 5SB
? E-mail: [REDACTED] S40(2)

From: [REDACTED] S40(2)
Sent: 29 October 2015 11:50
To: [REDACTED] S40(2)
Subject: RE: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Hello [REDACTED] S40(2)

I can confirm that we have records of all contact with Mr Gilmore although it is not all in one place. Details below:

Weekly updates from CC's Staff Officer forwarded to Mr Gilmore by me via email
Text messages from Mr Gilmore to Fraser Sampson notifying of his annual leave
Emails with me notifying of his annual leave
Email exchanges with me relating to arrangements for monthly car hire, travel and accommodation and
IT and mobile phone
Single conference call at the time Mr Gilmore's suspension was lifted
[REDACTED] S40(2), S3 [REDACTED] meetings with Fraser Sampson
Correspondence to Mr Gilmore from both Mark Burns-Williamson and Fraser Sampson

Do you need me to collate in a single log?

Regards

[REDACTED] S40(2)

[REDACTED] S40(2)
Business Support Manager

?Email: [REDACTED] S40(2)

[REDACTED] S40(2)
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Like us on Facebook - Office of the Police and Crime Commissioner West Yorkshire
Office of the Police and Crime Commissioner for West Yorkshire Ploughland House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

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Independent, informed and impartial
www.helpforvictims.co.uk

From: [REDACTED] S40(2)
Sent: 28 October 2015 10:42
To: S40(2) >
Subject: RE: Op. BARIUM - Lancs visit to WYP [NOT PROTECTIVELY MARKED]

Good Morning S40(2)
Thank you for the entry from the WYP intranet. I read from this that the terms and conditions of Mr Gilmore's contact with members of WYP remain the same.

With regards to any contact being made with Mr Gilmore can I just clarify that in addition to the log that is being maintained by T/CC Dee Collins is there also one being maintained by the OPCC for any contact being made from your office?

The S40(2) arrangements are perfect and working well.

Many thanks,

S40(2)

[REDACTED]
Detective Sergeant [REDACTED]
Professional Standards Dept - Intelligence & Anti-Corruption Team
S40(2)
? Mail: Lancashire Constabulary Headquarters, Saunders Lane, Hutton,
Preston. PR4 5SB
? E-mail: S40(2)

From: Contact2
Sent: 30 January 2015 16:15
To: 'Jacques, Tim'
Cc: S40(2)
Subject: FW: RE: CHIEF CONSTABLE WEST YORKSHIRE [RESTRICTED]
Attachments: 300115 FS let S40(2).pdf

Mr Jacques

I am attaching a copy letter which has been sent to S40(2) this afternoon, for your information.

Kind regards

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
S40(2)
Office of the Police and Crime Commissioner for West Yorkshire Ploughland
House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

From: Contact2
Sent: 30 January 2015 16:12
To: S40(2)
Subject: RE: CHIEF CONSTABLE WEST YORKSHIRE [NOT PROTECTIVELY MARKED]

Dear S40(2)

Please find attached a letter from Fraser Sampson.

Regards

Julie Reid

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: 01924 294000
Email: contact2@westyorkshire.pcc.pnn.gov.uk

Office of the Police and Crime Commissioner for West Yorkshire Ploughland
House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.

From: [REDACTED] S40(2) >
Sent: 30 September 2015 12:38
To: Contact2
Subject: RE: ToR Chief Constable Mark Gilmore [restricted] [NOT
PROTECTIVELY
MARKED]

S40(2) [REDACTED] - please can I just check that the signed T.O.R's haven't
been sent over as of yet? If so they
haven't turned up. If not, might I enquire as to when we may expect them
please?

S31 [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

With thanks

S40(2) [REDACTED]
Detective Inspector [REDACTED]
Intelligence & Anti-Corruption Team
Professional Standards Department

S40(2) [REDACTED]
? Mail: Lancashire Constabulary HQ, Saunders Lane, Hutton, Preston, PR4
5SB
? E-mail: S40(2) [REDACTED]



My Reference: OPCC/FS

Your Reference:

2 February 2015

STRICTLY PRIVATE AND CONFIDENTIAL

ACC Tim Jacques
Lancashire Constabulary
S40(2)

Dear Tim

Investigation under the Police (Conduct) Regulations 2012

I write further to recent correspondence and our meeting on Friday 30 January 2015. The PCC is very grateful for your helpful involvement thus far and is anxious to avoid any delay in the progress of matters covered within that correspondence; he is also keen to ensure that these proceed as expeditiously as practicable. I thought therefore that it would be helpful to set out our understanding and requirements.

In relation to the scoping and assessment of the PSNI material you are currently undertaking for the PCC, I had understood this to be an early but intrinsic part of the investigation while, from what you have said recently, you see it as *preparatory* to an investigation. This subtle but important point requires clarification, principally because of its relevance to the service of notices about which we sought advice on 23 December 2014.

For the avoidance of doubt, the PCC is and remains the 'appropriate authority' in respect of matters involving the alleged conduct of the Chief Constable, Mark Gilmore for the purposes of the Police (Conduct) Regulations 2012 (the Regulations). In that capacity the PCC has determined (on 08 December 2014) that an investigation into any conduct matters revealed in the course of the criminal investigation conducted by the Police Service of Northern Ireland (Operation Henley) is necessary. In consultation with HM Inspector of Constabulary, the PCC agreed to seek the assistance of another police force to conduct such an investigation under Regulation 13 of the Regulations.

Again, for the avoidance of doubt, the roles of appropriate authority (defined in Regulation 3) and investigator (see Regulations 3 & 13) are distinct though they can and should work closely together and the PCC would like Lancashire Constabulary to conduct an investigation under the provisions of the Regulations. He has made all the material disclosed to us by the PSNI for that purpose available and remains willing to reimburse the reasonable costs of S40(2) or such other investigator(s) as you believe are required. As we have discussed, the PSNI also have other material - as yet unexamined by us or on our behalf - which may be relevant to the investigation under Regulation 13 of the Regulations and I will be discussing this with the PSNI when I visit Belfast tomorrow.

Tel No: 01924 294000

Email: contact@westyorkshire-pcc.gov.uk

Fax No: 01924 294008

www.westyorkshire-pcc.gov.uk



/Office of the Police and Crime Commissioner



@WestYorksOPCC

Following our meeting on Friday and subsequent telephone discussion, the PCC would be very grateful for confirmation of your acceptance of the role of investigating officer by return and, if you are able to accept it, for you to address the matter of the service of any notices (pursuant to Regulation 15) as a matter of urgency.

Insofar as other potential misconduct matters (arising from the 'anonymous messenger' system operated by West Yorkshire Police) are concerned, the PCC would be grateful for your assistance in assessing the extent to which any conduct alleged within the anonymous information requires or is capable of investigation under the provisions of Regulation 12 along the lines that we discussed on Friday.

I note that, following our meeting, you have helpfully drafted some proposed terms of reference concerning both the PSNI investigation and the anonymous messenger matters. I will address these once we have clarified the matters above.

Thank you for your assistance in this matter.

Yours sincerely



Fraser Sampson
Chief Executive
Office of the Police and Crime Commissioner for West Yorkshire

From: Contact2
Sent: 09 June 2015 09:38
To: S40(2)
Subject: WY CC investigation [RESTRICTED]

S40(2)

Please could we have a brief update on the progress in the investigation (PSNI) and assessment (anon messages) for the PCC?

Many thanks

Julie

Julie Reid
Business Support Manager
Office of the Police and Crime Commissioner
Tel: S40(2)
Email: contact2@westyorkshire.pcc.pnn.gov.uk

Office of the Police and Crime Commissioner for West Yorkshire Ploughland House, 62 George Street, Wakefield,
WF1 1DL Visit: www.westyorkshire-pcc.gov.uk for more information.