

From: Contact2  
Sent: 16 December 2014 10:54  
To: S40(2)  
Subject: Re: Chief Constable Mark Gilmore [CONFIDENTIAL]  
Attachments: S3E

ACC Jacques

PSNI have agreed that we can share the attached letter with you in connection with the investigation into the conduct of Chief Constable Mark Gilmore.

D/Supt Jonathan Roberts from PSNI has also offered to provide any further briefing that you may require in the future. He can be contacted at: S40(2)

In terms of arranging to visit West Yorkshire please could you contact the PCC's PAs, S40(2) on S40(2) to confirm a suitable date.

Fraser Sampson is away from the office at the moment but if you wish to speak to him directly please arrange this through either S40(2) or myself.

If there is anything else I can assist you with please let me know.

Regards

Julie

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

From: Contact2  
Sent: 16 December 2014 15:10  
To: S40(2)  
Subject: FW: Re: Chief Constable Mark Gilmore [RESTRICTED]

S40(2)

My apologies - this email had bounced back because of a GPMS block. I have resent it to ACC Jacques.

Julie

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

From: Contact2  
Sent: 16 December 2014 10:54  
To: S40(2)  
Subject: Re: Chief Constable Mark Gilmore [CONFIDENTIAL]

ACC Jacques

PSNI have agreed that we can share the attached letter with you in connection with the investigation into the conduct of Chief Constable Mark Gilmore.

D/Supt Jonathan Roberts from PSNI has also offered to provide any further briefing that you may require in the future. He can be contacted at: S40(2)

In terms of arranging to visit West Yorkshire please could you contact the PCC's PAs, S40(2) on S40(2) to confirm a suitable date.

Fraser Sampson is away from the office at the moment but if you wish to speak to him directly please arrange this through either S40(2) or myself.

If there is anything else I can assist you with please let me know.

Regards

Julie

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

From: Jacques, Tim <S40(2) [REDACTED]>  
Sent: 16 December 2015 18:16  
To: Contact2  
Subject: CC Gilmore Investigation-Estimated Timeline-FAO Fraser  
Sampson and MBW

Further to our last conversation on this matter please find below an estimation of timescales in relation to progress and this is taking the extra 4 officers we discussed into account. There are many caveats and variables within, which may affect positively or negatively but this is a reasonably foreseen "worst case" estimation.

S40(2) [REDACTED]  
[REDACTED] It is also described for the purpose of estimation in a very linear fashion and investigations obviously cannot be guaranteed to follow such a course.

If resources become available from the PSNI leg of the investigation to assist with the WYP investigation then this would of course assist matters. S1 [REDACTED]

[REDACTED] then a further decision regarding resourcing requirements can be made. The recharge cost of each extra officer per month (mid-service constable) would be approx. £3,800.

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

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

S31 [REDACTED]  
[REDACTED]  
[REDACTED]

S31 [REDACTED]  
[REDACTED]  
[REDACTED]



From: Contact2  
Sent: 23 December 2014 09:00  
To: S40(2); [REDACTED]  
Cc: S40(2); 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



My Reference: OPCC/FS

Your Reference:

23 December 2014

C/Supt Jenny Gomery

S40(2)

Dear Jenny

### INVESTIGATION AND FACT FINDING – CHIEF CONSTABLE GILMORE

I write further to my telephone conversation with ACC Tim Jacques on Friday 19 December.

I agreed with ACC Jacques that Lancashire Constabulary would carry out two activities for the PCC as the 'appropriate authority' in relation to alleged conduct matters involving Chief Constable Mark Gilmore. The first activity is a fact-finding inquiry to establish whether there is any potential evidence of misconduct revealed by the internal 'anonymous messenger' emails passed to us by the force, such fact-finding to include consideration of the internal audit report S40(2)

The second activity is to conduct an investigation into any conduct matters arising from the PSNI investigation (Operation Henley).

ACC Jacques proposed that, in order not to jeopardise any criminal proceedings being considered by the PSNI, and to establish the extent of any further information relating to the anonymous messenger matters, the activity would focus initially on the latter.

I agreed that we would identify a single point of contact for our office and confirm that DCS Clive Wain would be the principal source of contact for Lancashire Constabulary within the force. Julie Reid has notified you that she will be the single point of contact for our office and has confirmed the contact arrangements and details for DCS Wain.

I would be grateful if you could confirm these arrangements in writing and set out your proposed timetable for the relevant work that needs to be undertaken. In particular I would be grateful if you could identify at what stage you believe it will be necessary to serve any notices of investigation (under the provisions of the Police Conduct Regulations) on Chief Constable Gilmore and what resources you believe will be necessary in order to carry out the activities described above.

Julie Reid has already forwarded a copy of S31 [REDACTED] which initiated our considerations as the appropriate authority- including the suspension of Chief Constable Gilmore - and also the relevant background documents from the anonymous messenger system. She will arrange for you to have access to the files of evidence disclosed to us by the PSNI, which files now include further documents disclosed to us by the PSNI on 18 December 2014.

As we have discussed, this is a sensitive and significant matter which the PCC would like to be resolved as soon as practicable and he is very grateful for the assistance of Lancashire Constabulary in this regard. I recognise that the Christmas and New Year holiday period will make things more challenging but we will do all we can to ensure that these matters move forward without undue delay.

If you need any further information please do not hesitate to contact me at the address above.

Yours sincerely

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

cc ACC Jacques  
DC/Supt Wain

From: Contact2  
Sent: 07 January 2015 10:01  
To: 'Jacques, Tim'  
Cc: S40(2)  
Subject: RE: West Yorkshire CC Conduct Matter [RESTRICTED]  
Attachments: Internal Audit Report 060115.pdf

Dear Mr Jacques

Fraser has asked me to provide you with a copy of an Internal Audit report, dated 6 January 2015, which reviews processes and transparency relating to recent decisions taken by West Yorkshire Police.

S40(2) and Fraser would appreciate you including this report in your severity assessment, in any decision-making relating to notices to be served under Regulation 15 of the Police (Conduct) Regulations 2012 and for it to be built into your investigation scoping exercise.

With thanks

Julie

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



From: Contact2  
Sent: 08 January 2015 15:53  
To: 'Jacques, Tim'  
Subject: Chief Constable West Yorkshire conduct matter [RESTRICTED]

Good afternoon Mr Jacques

Fraser has asked me to request a timeline from you for the review of the Chief Constable matter and also for issuing regulation 12 notices.

We have a call with our legal advisers tomorrow so an early response or indication would be helpful.

Kind regards

Julie

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

From: Contact2  
Sent: 23 January 2015 12:17  
To: 'Jacques, Tim'; S40(2) Cc:  
S40(2)  
Subject: West Yorkshire CC Conduct Investigation [RESTRICTED]

ACC Jacques, Jenny

Fraser has asked me to let you know that, unfortunately, the flights to Belfast were cancelled yesterday because of the weather conditions. His visit to PSNI has been rearranged for S40(2).

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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Contact2

Sent: 09 January 2015 12:57

To: S40(2)

cc: [REDACTED]

Subject: FW: Chief Constable West Yorkshire conduct matter  
[RESTRICTED]

Jenny

Please see my note to ACC Jacques, below. I've spoken to S40(2) and understand that ACC Jacques is unavailable today, however, I wonder if you could assist with our query, specifically the timeframe for issuing any notices to CC Gilmore. Fraser met with HMI Mike Cunningham this morning and it is likely that Mike will raise this with your Force in the near future (for your awareness).

Thanks

Julie

Julie Reid

Business Support Manager

Office of the Police and Crime Commissioner

S40(2)

From: Contact2  
Sent: 14 January 2015 10:11  
To: 'Jacques, Tim'  
Cc: [REDACTED] S40(2)  
Subject: WEST YORKSHIRE CC CONDUCT MATTER [RESTRICTED]  
Attachments: S31(3) [REDACTED].docx

Dear Mr Jacques

Fraser has asked me to send you the attached S31(3) [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

We have a full set of the documents here at the Commissioner's Office and I understand that arrangements are being made for you or your colleagues to visit us to collect them.

Kind regards

Julie

Julie Reid  
Business Support Manager  
Office of the Police and Crime Commissioner  
Tel: 01924 294000  
Email: [contact@westyorkshire.pcc.pnn.gov.uk](mailto:contact@westyorkshire.pcc.pnn.gov.uk)

From: Contact2  
Sent: 26 January 2015 11:06  
To: §40(2)  
Subject: FW: Mark Gilmore, Chief Constable [RESTRICTED]  
Attachments: 190115 FS §40(2).pdf

§40(2)

As requested, please find, below and attached, our correspondence with Mark Gilmore's representative last week.

Kind regards

Julie

Julie Reid  
Business Support Manager  
Office of the Police and Crime Commissioner  
Tel: §40(2)  
Email: [contact2@westyorkshire.pcc.pnn.gov.uk](mailto: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](http://www.westyorkshire-pcc.gov.uk) for more information.

§40(2)

From: Reid, Julie  
Sent: 26 January 2015 13:42  
To: S40 (2)  
Subject: Re: Chief Constable West Yorkshire conduct matter  
[RESTRICTED]

S40 (2)

Mr Jacques has asked for clarification on the work that Lancashire is doing to assess the PSNI material. Fraser is in meetings this afternoon but has sent me this message:

'My understanding is as described in the email extract\* and that the investigative activity necessarily involves an initial assessment by Lancs of the available evidence which shouldn't take long. Thereafter they will notify Mark as the appropriate authority as to which, if any, conduct requires further investigation in their view.'

\* we have given an undertaking to the PSNI not to prejudice any criminal investigation or potential proceedings and, on that basis, they disclosed their evidence in order that the appropriate authority (PCC) could take a view on whether a further conduct investigation was needed. This has been done and The PCC has determined that such an investigation is necessary, PSNI are happy to assist us where they can in terms of making any relevant material available. (email 02.01.15)  
I know Mr Jacques is also in meetings this afternoon but please could you pass this message on and let me know if you have any further queries?

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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Contact2  
Sent: 28 January 2015 13:09  
To: s40(2)  
Subject: West Yorkshire Chief Constable conduct matter [RESTRICTED]  
Attachments: 231214 Gomery J.pdf; 280115 FS let s40(2).doc

Hi s40(2)

Further to our telephone call. These are the points that Fraser needs an urgent response to:

1. An indication of when notices will be served under Regulation 15 for the PSNI related matter. s40(2)

2. A formal response to Fraser's letter to Jenny Gomery of 23.12.14 (attached).

3. Written confirmation that ACC Jacques has been appointed under Regulation 13 to investigate any matters arising from the PSNI investigation.

Finally, I am attaching a draft letter which we are planning to send to Mr Gilmore's representatives,

s40(2), for your information.

Fraser is available on his mobile today if ACC Jacques wishes to discuss any points with him.

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.

From: Contact2  
Sent: 29 January 2015 17:08  
To: 'Jacques, Tim'  
Subject: RE: Response to your Urgent Enquiry [RESTRICTED]

Mr Jacques

Thank you for your email. I have passed it to Fraser.

Julie

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

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

From: Jacques, Tim  
[mailto:[REDACTED]]  
Sent: 29 January 2015 16:51  
To: Contact2  
Cc: Gomery, Jennifer; Dixon, Stuart  
Subject: Response to your Urgent Enquiry

Julie, I have answered Fraser's specific questions at the end of this email but in order to provide context I wanted to set out the below;

1. Despite the inference in a number of your communications to us (and the partial information you have provided us regarding your communication with Mr Gilmore's legal reps) it is our understanding that Lancashire and myself specifically have not been appointed as the Investigating Officer for ANY matters under Police Regulations regarding misconduct at this stage. I have copied in here an extract from the Home Office guidance re these matters to assist you in this regard. Where the appropriate authority has assessed the allegation as being one of misconduct or gross misconduct and in the case of misconduct, has determined that the matter is not suitable for immediate management action then the appropriate authority will appoint an investigator. It is my understanding that in all matters we are initially assisting the appropriate authority (subject to paragraph 10) in making this initial assessment prior to an Investigator being appointed. If that is not a shared understanding then this is an issue which



needs resolving as soon as possible. S40(2)

2. It is our understanding that we have agreed in principle to assist the PCC who may well be the appropriate authority in these matters (See paragraph 10 below) to conduct an initial assessment under regulation 12 of the Misconduct Regulations to determine whether or not any further and more formal investigation is required; at which time a notice under regulation 15 would be served on Mr Gilmore. This was initially only ever agreed by us with regard to the internal matters in West Yorkshire having liaised via Cleveland Police who are the co-ordinating body for the Police Service in such matters.

3. We have since early December been attempting to agree with yourselves some terms of reference for these matters to assist you in providing the clarity

S40(2)  
I have to say that we also feel there is a need for absolute clarity on what is being asked of us, what has happened previously and what if anything is happening in parallel?

4. If your office want us to assist then we are happy to do so but that must be on the basis of full disclosure to us of all material and communications in your possession in order that we can make a comprehensive assessment to provide the PCC with the information he needs as the appropriate authority to determine a way forward (subject to paragraph 10) .

5. We are of course aware that a criminal investigation in Northern Ireland has taken place and the outcome of that is still under consideration by the prosecuting authorities. We have not been provided with any details about what assessment has been made, if any, regarding these matters as to potential misconduct, under what terms the Chief Constable is suspended and I have unclear information from your office as to whether that has already been undertaken or not. Have you informed the Chief Constable that he is under investigation for criminal and /or misconduct matters (there is a presumption that at least the former has happened in order to bring about his suspension) and have you served any notice under regulation 15 on Mr Gilmore in doing so? If that is the case, we need all the material in relation to that, and then further to that what is your specific requirement of us? Do you require an assessment of whether that has changed in light of the information/gleaned during the criminal investigation or are you asking

us to actually carry out that initial fact finding investigation to see whether regulation 15 notices need to be served for misconduct/gross misconduct? Or have you previously reached that determination and you are looking for us to actually progress a misconduct/gross misconduct investigation?

6. In order to provide you with an independent, transparent and objective assessment report we need to first seek clarity and then have access to ALL relevant material. We have collected the boxes from your office in relation to this but they appear to only contain the material directly provided by the PSNI regarding the investigation and not any of the associated correspondence between yourselves and any other party regarding this matter. What involvement have the IPCC had in these matters and what have they said in relation to them?

7. For Clarity other than a cursory look at the contents of these boxes and for the reasons outlined in this email (i.e. lack of clarity on what the requirement is of us) we have not looked further or begun to "investigate" or "assess" anything.

8. Going back to the internal matters, it is our view from the initial material provided that there are three main elements and that your requirement in relation to these elements was for us to conduct an initial scoping/fact finding exercise to see if there was likely to be evidence to conduct a formal investigation into either misconduct or gross misconduct matters (at which time notices under regulation 15 would be served on Mr Gilmore). This of course would be for the PCC to determine under regulation 12 on the basis of the assessment report we would provide (subject to paragraph 10). The three elements as we see them are;

- a. Allegations regarding the way Mr Gilmore interacts with staff.
- b. Allegations about the potential misuse of Mr Gilmore's driver and
- c. Allegations regarding the recruitment/appointment [REDACTED]

9. You subsequently provided us with an audit report dated the 6th January which had looked at the recruitment issue regarding [REDACTED]. This eluded to a number of other matters not previously raised with us. Having seen that report I need clarity on whether you feel you have sufficient information regarding the recruitment of [REDACTED] to make an assessment under regulation 12 (subject to paragraph 10) as to whether a formal investigation is required and if so regulation 15 notices should be served on Mr Gilmore. I also need to know whether it is your

wish that we enquire into the other matters raised or whether that is being looked at elsewhere, or whether the PCC has determined that these matters do not require any further investigation?

10. Finally in relation to the allegations regarding the recruitment of S40(4) and the matters surrounding Northern Ireland I would ask that you consider whether the PCC can indeed be the appropriate Authority as it is very likely that he would be a witness in any subsequent proceedings (whether that be one relied on by the presenting officer or the defending party).

Now to your specific questions;

11. Q: An indication of when notices will be served under Regulation 15 for the PSNI related matter. S42

i. A:  
This can only be done once a determination has been made that the conduct is likely to amount to misconduct and or gross misconduct. This question would seem to suggest that such a determination has indeed been made (this is the point we have sought to clarify this week) but as yet we have not been party to any definitive information that would clarify this (see paragraph 5 above).

12. Q: A formal response to Fraser's letter to Jenny Gomery of 23.12.14 (attached).

i. A:  
You will recall that following the receipt of this letter I queried its contents as it did not accord with my understanding of what had been agreed. Despite a face to face meeting with Fraser this point still remains unresolved as to the exact terms of reference. Only then can the subsequent questions regarding timescales and resources be answered. Hopefully this email will assist with the answers you require.

13. Q: Written confirmation that ACC Jacques has been appointed under Regulation 13 to investigate any matters arising from the PSNI investigation.

i. A:  
Please refer to my point at paragraph 1 above.

14. I apologise for the length of this email but it is vital that we seek absolute clarity on these

matters for all concerned. Please can I give you my assurance that we do want to assist bring some progress and closure to these matters for everyone's sake including The West Yorkshire PCC and Mr Gilmore but until these issues are addressed we feel we cannot move forward. Once these areas have been cleared up it is our desire to agree with you (or whoever is the appropriate authority) a specific terms of reference that will assist all parties to understand what is exactly being done and by whom.

I am available for a telephone discussion this afternoon and it is probably best for us to have another face to face meeting as soon as is possible. I am available tomorrow morning S40(2)

The alternative could be a video or telephone conference though I feel a face to face would be the best option.

Thanks

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

\*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*  
This message may contain information which is confidential or privileged. If you are not the intended recipient, please advise the sender immediately by reply e-mail and delete this message and any attachments, without retaining a copy. Lancashire Constabulary monitors its emails, and you are advised that any e-mail you send may be subject to monitoring. This e-mail has been scanned for the presence of computer viruses.  
\*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*

From: Contact2  
Sent: 30 January 2015 16:15  
To: 'Jacques, Tim'  
Cc: §40(2)  
Subject: FW: RE: CHIEF CONSTABLE WEST YORKSHIRE [RESTRICTED]  
Attachments: 300115 FS let §40(2)

Mr Jacques

I am attaching a copy letter which has been sent to §40(2) this afternoon, for your information.

Kind regards

Julie

Julie Reid  
Business Support Manager  
Office of the Police and Crime Commissioner  
§40(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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Contact2  
Sent: 30 January 2015 16:12  
To: §40(2)  
Subject: RE: CHIEF CONSTABLE WEST YORKSHIRE [NOT PROTECTIVELY MARKED]

Dear §40(2)  
Please find attached a letter from Fraser Sampson.

Regards

Julie Reid

Julie Reid  
Business Support Manager  
Office of the Police and Crime Commissioner  
§40(2) Email:  
[contact2@westyorkshire.pcc.pnn.gov.uk](mailto: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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Contact2  
Sent: 02 February 2015 15:49  
To: 'Jacques, Tim'  
Subject: Re: Chief Constable conduct matter [RESTRICTED]  
Attachments: 020215 Jacques T.doc

Mr Jacques

Please find attached a letter from Fraser Sampson.

Kind regards

Julie

Julie Reid  
Business Support Manager  
Office of the Police and Crime Commissioner  
Tel: 540 (2) [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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Contact2  
Sent: 03 February 2015 16:32  
To: §40(2)  
Subject: FW: Re: Chief Constable conduct matter [RESTRICTED]  
Attachments: 020215 Jacques T.doc

Hi §40(2)

Fraser has asked me to check whether ACC Jacques or Jenny Gomery has a response to his letter.

Thanks

Julie

Julie Reid  
Business Support Manager  
Office of the Police and Crime Commissioner  
Tel: §40(4)  
Email: [contact2@westyorkshire.pcc.pnn.gov.uk](mailto: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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Contact2  
Sent: 05 February 2015 09:51  
To: 'Jacques, Tim'  
Cc: S40(2) [REDACTED]  
S40(2) [REDACTED] Subject: CHIEF CONSTABLE  
MARK GILMORE [RESTRICTED]  
Attachments: 050215 Jacques T.pdf

Mr Jacques

Please find attached a letter from Fraser Sampson.

Kind regards

Julie Reid

Julie Reid  
Business Support Manager  
Office of the Police and Crime Commissioner  
Tel: S40(2) [REDACTED]  
Email: [contact2@westyorkshire.pcc.pnn.gov.uk](mailto: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](http://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/JR

Your Reference:

5 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 my letter of 2 February 2015.

In light of your response sent via text to me on 4 February, the PCC as the appropriate authority has noted the conditions on which you are prepared to assist with any investigation into relevant conduct matters arising from the PSNI investigation. As the PCC has determined that an investigation under regulation 13 is necessary he is unable to accept the assistance on that basis and he therefore withdraws his request as set out in my letter of 23 December 2014.

I will make arrangements for all relevant materials to be collected from Lancashire Constabulary today and will ask our office to contact yours accordingly. I would ask that it be noted that, of course, any and all correspondence and communication between us is confidential and the content will be treated in strict confidence.

Thank you once again for your assistance in this matter.

Yours sincerely

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

From: Reid, Julie  
Sent: 05 February 2015 10:12  
To: S40(2)  
Subject: LETTER FOR ACC JACQUES [RESTRICTED]  
Attachments: 050215 Jacques T.pdf

S40(2)

As discussed..

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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Contact2  
Sent: 05 May 2015 16:23  
To: 'Jacques, Tim'  
Cc: S40(2)  
Subject: Mark Gilmore [NOT PROTECTIVELY MARKED]

ACC Jacques

Following your telephone call with the PCC this afternoon we agreed to provide you with contact details for S40(2), QC, so that you can progress the terms of reference for the Chief Constable conduct investigation.

This is: S40(2)

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](mailto: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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Contact2  
Sent: 11 May 2015 17:20  
To: 'Jacques, Tim'  
Cc: 'Dixon, Stuart'; S40(2); Sampson, Fraser; Burns-Williamson, Mark  
Subject: RE: Draft Terms of Reference re CC Gimore [RESTRICTED]  
Attachments: IA Report Information Gathering Exercise  
FINALfeb2015.doc

ACC Jacques

The PCC has today agreed the terms of reference relating to the PSNI matters.

With regard to the terms of reference relating to the anonymous messenger matters I am attaching the final Internal Audit report which is referred to in the TOR as a draft report. This has now been signed off by both the PCC and Temporary Chief Constable. Please could you adjust the TOR accordingly?

Many thanks

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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Jacques, Tim  
[mailto:S40(2)]  
Sent: 08 May 2015 18:01  
To: Contact2; S40(2)  
Cc: Dixon, Stuart; S40(2)  
Subject: Draft Terms of Reference re CC Gimore

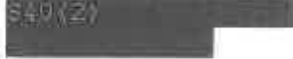
Please see attached the draft terms of reference for the PCC's consideration regarding the two separate matters.

It would obviously be appreciated if these could be considered and agreed between us as soon as possible. I would like to be able to serve regulation 15 notices regarding the Northern Ireland matters on Mr Gilmore by the S40(2)

Please come back to me with any enquiries or observations either by email or via telephone.

Many Thanks

Tim Jacques  
Assistant Chief Constable  
Specialist Operations  
Lancashire Constabulary



\*\*\*\*\*  
\*\*\*\*\*

\*\*\*\*\*  
\*\*\*\*\*  
This message may contain information which is confidential or privileged. If you are not the intended recipient, please advise the sender immediately by reply e-mail and delete this message and any attachments, without retaining a copy. Lancashire Constabulary monitors its emails, and you are advised that any e-mail you send may be subject to monitoring.

This e-mail has been scanned for the presence of computer viruses.  
\*\*\*\*\*  
\*\*\*\*\*

From: Contact2  
Sent: 12 May 2015 09:49  
To: 'Jacques, Tim'  
Subject: RE: Draft Terms of Reference re CC Gilmore [RESTRICTED]

ACC Jacques

Yes that is correct, although the PCC has asked for sight of a revised report first.

Thank you

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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Jacques, Tim  
[mailto:s40(2)]  
Sent: 11 May 2015 18:01  
To: Contact2  
Cc: Dixon, Stuart; s40(2); Sampson, Fraser; Burns-Williamson, Mark  
Subject: RE: Draft Terms of Reference re CC Gilmore [RESTRICTED]

Thanks Julie

I take it that subject to the amendment as to the status of the report (i.e. final as opposed to draft) there are no material changes required to the terms of reference?

Tim Jacques  
Assistant Chief Constable  
Specialist Operations  
Lancashire Constabulary

s40(2)

\*\*\*

From: Contact2  
Sent: 13 May 2015 17:11  
To: 'Dixon, Stuart'  
Cc: S40(2)  
Subject: RE: Reg 15, 16 Notice [RESTRICTED]

Good afternoon Stuart

Thank you for this. I can confirm that the PCC has agreed the terms of reference for the confidential reporting matters.

S40(2)

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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: Dixon, Stuart [mailto:S40(2)]  
Sent: 13 May 2015 15:43  
To: Contact2  
Cc: S40(2)  
Subject: RE: Reg 15, 16 Notice [RESTRICTED]

Hi Julie,

The exact time for service of the NOI is not confirmed but we are aiming to see Mr Gilmore sometime in S40(2).

On return to the UK I will get my D/Insp, S40(2) to send you a scanned copy of the signed NOI for your records.

With regard to the Terms of Reference relating to the confidential reporting matters. I have attached an amended version reflecting what was originally termed the 'Draft Information Gathering Exercise Report' to now read, the 'Information Gathering Exercise Final Report' as requested in your email dated 11th May 2015.

Could you please ask Mr Burns-Williamson, to again consider and agree if all is too his satisfaction.

Hope you are well since we last met.

Regards

Stuart  
DCI Stuart Dixon  
Professional Standards Dept - Intelligence & Anti-Corruption  
S40(2)

From: S40(2)  
Sent: 13 May 2015 13:19  
To: Dixon, Stuart  
Subject: FW: Reg 15, 16 Notice [RESTRICTED]  
Importance: High

From: Contact2 [mailto:contact2@westyorkshire.pcc.pnn.gov.uk]  
Sent: 13 May 2015 13:14  
To: S40(2)  
Subject: FW: Reg 15, 16 Notice [RESTRICTED]  
Importance: High

S40(2)

I can confirm that the PCC is content with this regulation 15 / 16 notice. Please could you let me know what time you are expecting to serve the notice?

Many thanks

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](http://www.westyorkshire-pcc.gov.uk) for more information.

From: S40(2)  
Sent: 12 May 2015 15:56  
To: markburns-williamson (GOV)  
Cc: Dixon, Stuart  
Subject: Reg 15, 16 Notice -

Good Afternoon Mr Burns-Williamson



Please find attached the wording for the written notice to be served on  
CC Mark Gilmore S40(2) [REDACTED]  
[REDACTED] As appropriate authority can you please confirm you are happy  
with the content of the  
documents.

Please note the official forms will be completed upon receipt of your  
confirmation.

Please can we have a response by lunch time on Wednesday 13th May.

Kind Regards

Julie

S40(2) [REDACTED] | Sergeant | Staff Officer to Assistant Chief  
Constable Tim Jacques | Lancashire Constabulary  
| Preston PR4 5SB  
S40(2) [REDACTED]

\*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*

This message may contain information which is confidential or privileged.  
If you are not the  
intended recipient, please advise the sender immediately by reply e-mail  
and delete this message  
and any attachments, without retaining a copy.  
Lancashire Constabulary monitors its emails, and you are advised that any  
e-mail you send may  
be subject to monitoring.

This e-mail has been scanned for the presence of computer viruses.

\*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*

This message may contain information which is confidential or privileged.  
If you are not the  
intended recipient, please advise the sender immediately by reply e-mail  
and delete this message  
and any attachments, without retaining a copy.  
Lancashire Constabulary monitors its emails, and you are advised that any  
e-mail you send may  
be subject to monitoring.

This e-mail has been scanned for the presence of computer viruses.

\*\*\*\*\*  
\*\*\*\*\*  
\*\*\*\*\*

From: Contact2  
Sent: 14 May 2015 09:34  
To: S40(2)  
Subject: FW: Reg 15, 16 Notice [RESTRICTED]

Good morning S40(2)

I'm sending this to you in case Stuart is en-route - re: letting us know as soon as the notice has been served so that we can deal with press queries.

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](http://www.westyorkshire-pcc.gov.uk) for more information.

\*\*\*\*\*

From: Contact2  
Sent: 15 May 2015 12:09  
To: S40(2)  
Subject: RE: Op.BARIUM [ - RESTRICTED - ] [RESTRICTED]

S40(2)

Thank you for providing this - I will ensure the PCC receives your message.

Yours

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: S40(2) S40(2)  
Sent: 15 May 2015 11:40  
To: Contact2  
Subject: Op.BARIUM [ - RESTRICTED - ]  
Importance: High

S40(2)

S40(2)

With reference to all the relevant material, I will call early next week to make formal arrangements to come and collect it.

Please can I have confirmation of receipt for this message.

Regards,

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

\*\*\*\*\*

\*\*\*\*\*

\*\*\*\*\*

This message may contain information which is confidential or privileged.  
If you are not the



**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/JR

Your Reference:

**STRICTLY PRIVATE AND CONFIDENTIAL**

12 December 2016

ACC Tim Jacques  
Lancashire Constabulary  
By email

Dear Tim

### **MARK GILMORE CONDUCT INVESTIGATION**

I am writing further to our meeting on 12 September 2016 when you provided a helpful summary of progress to date and emerging themes arising in your investigation of the internal allegations relating to Mark Gilmore.

I agreed in that meeting that I would seek further advice and confirm, formally, whether I required you to continue the investigation in light of Mark Gilmore's retirement in August.

I can now confirm that I do not require you to continue this investigation. I have made this decision in view of Mark Gilmore's retirement and the limitations this places on any future sanctions.

As such, I also do not require you to provide me with an interim report or associated documents relating to the investigation to date given that it is incomplete and, importantly, that Mark Gilmore had not been interviewed at the time of his retirement or had the opportunity to challenge any allegations and for this to be reflected in the report.

As we also discussed, I would be grateful if you could contact the witnesses and advise them to contact my office if they wish to have a meeting with me.

I would like to take this opportunity to express my gratitude and thanks to you and your team for undertaking these complex investigations on my behalf.

Yours sincerely

**Mark Burns-Williamson**  
Police and Crime Commissioner for West Yorkshire

Tel No: 01924 294000

Email: [markburns-williamson@westyorkshire.pcc.pnn.gov.uk](mailto:markburns-williamson@westyorkshire.pcc.pnn.gov.uk)

Fax No: 01924 294008

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

/Office of the Police and Crime Commissioner @WestYorksOPCC

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](http://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

S40(2)

From: S40(2) [REDACTED]  
Sent: 11 March 2015 14:30  
To: Contact2  
Subject: RE: Report from OPCC - Mark Gilmore [RESTRICTED]

Dear Julie

Thank you for your time yesterday and clarifying that the West Yorkshire Internal Audit Department report, provided on 7 January 2015, was in relation to the two existing referrals with the IPCC concerning CC Mark Gilmore.

I can confirm that having reviewed this internal audit report we do not have any further directions to make to the Police and Crime Commissioner at this time.

In relation to the internal audit report, we would ask you to undertake the usual assessment process on whether or not the report indicates further 'conduct matters' falling within paragraph 13 of Schedule 3 PRA and if so, giving consideration as to whether any 'conduct matters' require referral, or should be referred to, the IPCC (as per para 13(3)).

Kind regards

S40(2) [REDACTED]  
Senior Assessment Manager  
Independent Police Complaints Commission (IPCC)  
PO Box 473  
Sale  
M33 0BW

S40(2) [REDACTED]  
W: [www.ipcc.gov.uk](http://www.ipcc.gov.uk)  
S40(2) [REDACTED]

We now regularly publish practical advice and guidance for handling complaints in our magazine FOCUS

From: Contact2 [mailto:contact2@westyorkshire.pcc.pnn.gov.uk]  
Sent: 10 March 2015 11:25  
To: S40(2) [REDACTED]  
Subject: RE: Report from OPCC - Mark Gilmore [RESTRICTED]

Hello S40(2) [REDACTED]

I will be in the office until 3pm today, you can call me direct on S40(1) [REDACTED]

Thanks