



D1/P.174/02

Headquarters

Date: 31 March 2004

To: Chief Superintendent [Code A] Jonathan JAMES - Project Oberon

A complaint by Mrs M Jackson [Code A] (et al.) has been made against you as follows:

CONTINUATION

(8) that you failed to investigate these complaints and failed to forward a file of evidence to the CPS and Counsel for consideration, based upon the failure of the Richards case. It is alleged that this was a flawed decision.

(9) that you were working to an 'unwritten policy' possibly emanating from the 'corporate entity of the force', and therefore failed in your duty as an SIO to effectively perform that duty to investigate allegations of serious crime.

You are not obliged to say anything concerning the matter but you may, if you wish, make a written or oral statement to the Investigating Officer – Assistant Chief Constable Simon Cole or to the Head of Department, Professional Standards. Any criminal allegation identified will be investigated within the provisions of the Police Act 1996. Any statement made may be used in any subsequent misconduct proceedings. The burden of proof in misconduct proceedings is on the balance of probabilities. (Regulation 23(3)(b) Police (Conduct) Regulations 1999.

You have the right to consult a 'friend' (any police officer within England and Wales), or seek the advice of your staff association at the earliest opportunity. You may be accompanied by a 'friend' who is not an interested party at any meeting, interview or hearing relating to this investigation. This form is served on you in accordance with Regulation 9 of The Police (Conduct) Regulations 1999. It does not necessarily imply that misconduct proceedings will be taken but it is served to safeguard your interest.

The conduct alleged, if substantiated, may constitute a breach of the Code of Conduct for Police Officers, specifically in the area of Performance of Duties; ; ;

The allegations are being investigated as a Misconduct only matter.

I served a true copy of the above Notice on JON JAMES

at 1550 on 5.4.04

Signed [Code A] Chief/Superintendent/Inspector

Print Name: [Code A] Station/Department H-Q