

Strictly Private and Confidential

Notes of a MOU meeting commencing at 12.15 pm on Wednesday 31 July in the Concord Room, Cyril le Marquand House in relation to [REDACTED]

Present:

Chief Inspector Alison Fossey, States of Jersey Police
Richard Bell – Chief Officer, Social Security,
Sylvia Roberts, Senior Legal Adviser
Chris Stephenson – Director of Employment Relations,
Chris Dunne – Service Director, Health and Social Services
Richard Pedley - Legal Adviser
Jane Pollard – Assistant Director, Human Resources

1. Allegations

Alison Fossey advised that: An allegation of sodomy had been made in 2002 by [REDACTED] about an incident in the period 1992 – 1995 at Aviemore, where [REDACTED] was working as a [REDACTED]. The allegation was fully investigated by the police in 2002 and there was insufficient evidence to charge.

In 2008 [REDACTED] parents had come forward again during the Operation Rectangle/Haut de la Garenne investigations and raised the same allegation. No new evidence was provided, the evidence was reviewed again and a decision was made not to proceed.

In July 2013 a new allegation was made by another individual, [REDACTED], of assault and indecent assault by [REDACTED] during the period 1992 – 1995. [REDACTED] had been arrested on 30 June 2013 and these allegations had been put to him, which he denied. He had now been released but further investigations were taking place.

2. Employment Background:

[REDACTED] has been employed since 1998 as a [REDACTED] in the Social Security Department. He is employed in the [REDACTED]. He has access to vulnerable adults on a one to one basis during the course of his employment.

He also commenced a secondary post on 20 May 2010 with Education, Sport and Culture as a [REDACTED], for which he was police checked.

[REDACTED] first commenced employment with the States of Jersey in 1983. His file states that he was employed as follows (dates have not been validated apart from the 23.03.98 date):

3.83 – 10.86	[REDACTED]
4.87 – 6.87	
6.87 – 1.90	
1.90 – 3.98	
23.03.98 - present	

3. Employment Action in respect of the previous allegations

Richard Bell advised that although [REDACTED] was employed by Social Security at the time that the allegations were made, they related to a time that he was employed within Health and Social Services. He said that his predecessor, Ann Esterson, had investigated the employment situation following the 2002 allegation and the decision not to prosecute, and there was a letter on the file at this time from Inspector Andre Bonjour dated 18 October 2004 which stated that: "I am able to say from my knowledge gained during my review of this matter, that there are no other circumstances I am aware of that give me cause for concern in relation to him."

Richard Bell said that he and Chris Dunne had considered the matter again in 2008 when the allegations had been made again by [REDACTED] parents. In the light of the decision not to proceed any further in a criminal prosecution, no action was taken in respect of his current employment.

4. Action in relation to the new Allegation

The following facts are relevant in relation to the current allegation and the current employment:

- This is a serious allegation.
- The employee's role involves him working with vulnerable people on a one to one basis.
- Enquiries are on-going.

It was noted that although the employee had seen his GP that morning and had been signed off sick for a fortnight, the seriousness of the allegation meant that suspension was appropriate.

Seeking alternative employment was briefly considered as an alternative to suspension, however Chris Stephenson confirmed that suspension was the most appropriate course of action at this stage.

In view of the individual's current ill health, Chris Stephenson confirmed that the suspension should be advised in writing and that a face to face meeting should not take place on this occasion.

5. Next Actions

- Richard Bell to suspend [REDACTED] from both his contracts of employment (letter of suspension delivered late afternoon on 31.7.13)
- Another MOU meeting to be arranged at end August to review progress, Chris Stephenson to arrange.
- Any media enquiries to be handled through police communications department.

Jane Pollard
2 August 2013

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