

[REDACTED]

From: [REDACTED]
Sent: 12 April 2018 15:09
To: 'Barry Khan'
Cc: Sampson, Fraser
Subject: Notification of Qualifying Complaint
Attachments: 12.04.18 - Notification of QC letterJM.pdf

Importance: High

Good Afternoon Barry,

Please find attached a letter from Julia Mulligan in relation to a complaint received.

Fraser will be in touch separately with details of this complaint.

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire Police

Committed to the Code of Ethics

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If using my collar number please state each number individually.

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Twitter: twitter.com/NYorksPolice

[REDACTED]

From: Sampson, Fraser
Sent: 17 April 2018 10:46
To: [REDACTED] Julia Mulligan
Cc: Will Naylor
Subject: RE: Notification of Qualifying Complaint

Follow Up Flag: Follow up
Flag Status: Flagged

[REDACTED]

Many thanks for this receipt.

I can confirm that I have now collated the further detail referred to in the letter; it will be sent to you today.

Kind regards

Fraser

From: [REDACTED]
Sent: 17 April 2018 10:07
To: Julia Mulligan
Cc: Sampson, Fraser ; Will Naylor
Subject: Re: Notification of Qualifying Complaint
Importance: High

Good morning, Julia.

Please find attached a letter from Neil Irving, Lead Officer to the Panel, in response to your letter to Barry Khan of 12th April 2018.

Best regards,

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]



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[REDACTED]

From: [REDACTED]
Sent: 18 April 2018 08:33
To: Barry Khan [REDACTED]@northyorks.gov.uk
Cc: Sampson, Fraser
Subject: Notification of qualifying complaint
Attachments: 17.04.18 - Letter from FS to Barry Khan.pdf; 17.04.18 - Appendix - Summary of Events Context and Chronology.pdf

Importance: High

Categories: [REDACTED]

Good Afternoon Barry,

Please find attached a letter from Fraser Sampson in relation to a complaint received.

Kind regards

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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[REDACTED]

[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]

[REDACTED] [REDACTED]
[REDACTED] [REDACTED]
[REDACTED] [REDACTED]

[REDACTED] [REDACTED]
[REDACTED]

[REDACTED]

[REDACTED]

From: Sampson, Fraser
Sent: 18 April 2018 09:52
To: Wintermeyer, Jane
Cc: [REDACTED]
Subject: [REDACTED]

Hi

STAFF IN CONFIDENCE

All the Panel correspondence has now been sent on and they are looking at it. Interestingly the Panel's own policy on their website says they won't record complaints arising solely from employees of the PCC in the course of their employment as such. While this is a wrong interpretation of the Regs (in my view) it will be an interesting discussion at some point ...

[REDACTED]
[REDACTED] I have said that, while helpful in terms of reducing distraction and additional effort internally, in legal/governance terms this is now a matter for Panel.

Thanks

Fraser

[REDACTED]

From: Sampson, Fraser
Sent: 20 April 2018 09:37
To: [REDACTED]
Cc: Barry Khan [REDACTED]@northyorks.gov.uk
Subject: Panel Policy on Complaints

Hi [REDACTED]

Just a quick note following the Panel's formal approval of its complaints policy yesterday – the policy document says that the Panel will not record complaints if they arise solely from a member of the PCC's staff while they were acting in that capacity. This obviously accords with the PCC's invitation to treat the complaint of which the Panel were notified on 12 April 2018 under reg 15 (3)(a). I have sent the further detail to Barry and anticipate an early determination in line with the policy.

Many thanks

Fraser

[REDACTED]

From: [REDACTED]@northyorks.gov.uk>
Sent: 25 April 2018 14:39
To: Sampson, Fraser
Subject: Confidential - complaint matter notified to Panel
Attachments: 5. NI letter to FS 250418.pdf

Importance: High

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: [REDACTED]

Dear Fraser,

Please find attached a letter from Neil Irving responding to your letter of 18th April and your email of 20th April 2018, in respect of the recently-notified complaint matter.

With kind regards,

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]



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[REDACTED]

From: [REDACTED]
Sent: 13 June 2018 11:45
To: [REDACTED]
Cc: 'Barry Khan'; Sampson, Fraser
Subject: RE: Confidential - complaint matter notified to Panel

Sensitivity: Confidential

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: [REDACTED]

Good Morning [REDACTED],

Thank you for the useful update. It is indeed a complex and sensitive matter which does require the upmost attention and considerate handling. I have noted Neil's [REDACTED], and that should we require anything further in this time we will enquire with yourself and Barry.

Many thanks and kind regards
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
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Twitter: twitter.com/NYorksPolice

From: [REDACTED]@northyorks.gov.uk]
Sent: 13 June 2018 10:41
To: [REDACTED]
Cc: Barry Khan
Subject: RE: Confidential - complaint matter notified to Panel
Sensitivity: Confidential

H [REDACTED], hope you're well.

As the nature of the complaint indicated to us through Fraser's correspondence appeared to be particularly sensitive and complex, Neil has felt it important to ensure that not only is the complainant clear about the Panel's complaints handling process and establish whether they wish to proceed down this route, but also that he is able to fully establish the grounds of the complaint from the complaint [REDACTED] before making a decision on how best to proceed.

[REDACTED]
[REDACTED]

If we get to a position where the grounds of complaint can be fully established and verified for the Panel then a decision will be made on how to proceed and we'll of course get in touch to advise on the decision at that point.

I'm sorry I'm unable to advise further at this point but hope that's helpful in the meantime.

For information, Neil [REDACTED] and so he has formally delegated the role of Lead Officer to Barry Khan in his absence.

With best regards,

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]



From: [REDACTED]@northyorkshire.pnn.police.uk]

Sent: 12 June 2018 11:26

To: [REDACTED]

Subject: FW: Confidential - complaint matter notified to Panel

Importance: High

Sensitivity: Confidential

Good Morning [REDACTED],

Further to the email below I wonder if there has been any further developments which I can update Fraser with?

Many thanks and kind regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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From: [REDACTED]

Sent: 27 April 2018 16:37

To: [REDACTED]@northyorks.gov.uk

Cc: [REDACTED]

Subject: RE: Confidential - complaint matter notified to Panel

Importance: High

Good Afternoon Neil,

Please find attached a letter from Fraser in response to your letter below.

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire Police

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If using my collar number please state each number individually.

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Facebook: facebook.com/NorthYorkshirePolice

Twitter: twitter.com/NYorksPolice

From: [REDACTED] [\[REDACTED\]@northyorks.gov.uk](mailto:[REDACTED]@northyorks.gov.uk)

Sent: 25 April 2018 14:39

To: Sampson, Fraser

Subject: Confidential - complaint matter notified to Panel

Importance: High

Dear Fraser,

Please find attached a letter from Neil Irving responding to your letter of 18th April and your email of 20th April 2018, in respect of the recently-notified complaint matter.

With kind regards,

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire County Council

County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]



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Thank you for your co-operation.

[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 26 June 2018 14:48
To: Sampson, Fraser
Subject: [PROTECT] Complaint submission to the Police and Crime Panel
Attachments: Lead Officer notification to OPCC 260618 PROTECTED.pdf; Appendix A_statement of complainant PROTECTED.pdf; Appendix B_supporting statement PROTECTED.pdf; Appendix C_supporting statement PROTECTED.pdf

Importance: High

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: [REDACTED]

Classification: PROTECT

Dear Fraser,

I attach for your attention a letter from Barry Khan in his capacity as Acting Lead Officer to the Police and Crime Panel [REDACTED]. This is with regard to the complaint matter first notified by you to the Panel in April of this year. The enclosures referred to within Barry's letter are also attached as separate documents.

I am aware that [REDACTED] so I have spoken with [REDACTED] prior to sending this information on via email to ensure confidential handling on receipt and because I'm aware this matter is potentially being treated as a protected disclosure. I have asked [REDACTED] if any responses on this matter – or indeed on any complaint for the Panel's attention in future – could also be directed via my GCSX email account, as used here, just to help provide some additional security. You will see that I have also given a marking to all documentation.

Finally, just by way of reminder if helpful, Neil Irving [REDACTED] [REDACTED] so Barry is covering the Lead Officer role until that time.

Please do get in contact if you have any further queries.

With best regards,

[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]
[REDACTED]



[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 27 June 2018 12:34
To: Sampson, Fraser
Subject: [PROTECT] Additional supporting information - PCC complaint matter
Attachments: Appendix D_supporting statement PROTECTED.pdf

Importance: High

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: [REDACTED]

Classification: PROTECT

Dear Fraser,

Further to Barry's letter to you yesterday which provided details of a complaint made against the PCC, [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Please do get in touch if you have any further queries.

Best regards,

[REDACTED]

[REDACTED]
[REDACTED]
North Yorkshire County Council
County Hall, Northallerton, DL7 8AD
[REDACTED]
[REDACTED]



[REDACTED]

From: [REDACTED] on behalf of Sampson, Fraser
Sent: 28 June 2018 15:58
To: [REDACTED] 'Barry Khan'
Subject: RE: CONFIDENTIAL - [PROTECT] Complaint submission to the Police and Crime Panel

CONFIDENTIAL - ADDRESSEES ONLY

Good Afternoon,

Further to [REDACTED] email below in relation to the complaint submission I have this afternoon spoken to Fraser [REDACTED] [REDACTED] who has requested that the date you have allocated as a deadline for Julia to submit her statement (10th July 2018) be extended [REDACTED]. This is to allow time for discussions to take place and for statements to be obtained if considered necessary. I can advise that both Julia and Fraser [REDACTED] [REDACTED] which will delay the work required in providing any statement.

Fraser is back [REDACTED] [REDACTED] where further communication will be sent once he has been briefed appropriately.

Kind Regards
[REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
North Yorkshire Police

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If using my collar number please state each number individually.

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Twitter: twitter.com/NYorksPolice

From: [REDACTED] [\[REDACTED\]@northyorks.gcsx.gov.uk](mailto:[REDACTED]@northyorks.gcsx.gov.uk)
Sent: 26 June 2018 14:48
To: Sampson, Fraser
Subject: [PROTECT] Complaint submission to the Police and Crime Panel
Importance: High

Classification: PROTECT

Dear Fraser,

I attach for your attention a letter from Barry Khan in his capacity as Acting Lead Officer to the Police and Crime Panel [REDACTED]. This is with regard to the complaint matter first notified by you to the Panel in April of this year. The enclosures referred to within Barry's letter are also attached as separate documents.

I am aware that [REDACTED] so I have spoken with [REDACTED] prior to sending this information on via email to ensure confidential handling on receipt and because I'm aware this matter is potentially being treated

as a protected disclosure. I have asked [REDACTED] if any responses on this matter – or indeed on any complaint for the Panel’s attention in future – could also be directed via my GCSX email account, as used here, just to help provide some additional security. You will see that I have also given a marking to all documentation.

Finally, just by way of reminder if helpful, Neil Irving [REDACTED] [REDACTED] so Barry is covering the Lead Officer role until that time.

Please do get in contact if you have any further queries.

With best regards,

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]



[REDACTED]

From: Julia Mulligan [REDACTED]@northyorkshire-pcc.gov.uk>
Sent: 04 July 2018 10:21
To: Sampson, Fraser
Subject: Re: Lists as discussed

Thanks, that's helpful. On the panels procedures, surely they need to see my evidence to the contrary before they decide on any referrals?
Thanks

Julia Mulligan
Police & Crime Commissioner for North Yorkshire

[REDACTED]
www.northyorkshire-pcc.gov.uk

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On 4 Jul 2018, at 09:56, Sampson, Fraser [REDACTED]@northyorkshire.pnn.police.uk> wrote:

There is a specific obligation under the regulations (as with all police complaints matters) to secure and preserve any evidence that may be relevant to the alleged conduct. The efforts you are making to collate this information are consistent with that obligation and will help any subsequent investigation should there be one.

In my view the key issue for the purposes of the [REDACTED]

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED] The Panel however will need to

consider the allegation [REDACTED]

[REDACTED] In so considering it, the Panel will need to determine whether it needs to be referred to the IOPC or whether they can deal with/dispose of it. Given the fairly narrow powers and outcomes that are available to the Panel they may decide that they aren't in a position to investigate; equally they may determine that it doesn't need investigation. Once we know which way they want to go we can provide the relevant response/information that you have properly collated.

I will speak to [REDACTED] and/or Barry today if I can
Fraser

From: Julia Mulligan [REDACTED]@northyorkshire-pcc.gov.uk>
Sent: 04 July 2018 09:21
To: Sampson, Fraser [REDACTED]@northyorkshire.pnn.police.uk>
Subject: Re: Lists as discussed

Thanks Fraser, I am working on the basis that I need to focus on [REDACTED]
[REDACTED] in the submission to the panel, as I think I can do so in other ways as well. Is this correct? Do they decide if it is referred? Or is it automatic? When do I need to

submit the paperwork? [REDACTED] - do I need to get people in line before then or can it wait?

Many thanks

Julia Mulligan

Police & Crime Commissioner for North Yorkshire

[REDACTED]
www.northyorkshire-pcc.gov.uk

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On 4 Jul 2018, at 09:15, Sampson, Fraser [REDACTED] [<@northyorkshire.pnn.police.uk>](mailto:@northyorkshire.pnn.police.uk) wrote:

Hi Julia

I think at this stage you'll just need to have the details available and we can include them in the relevant correspondence with the Panel as and when they address this specific complaint separately from the [REDACTED] matter.

There are no specific timescales for the [REDACTED] matter but clearly we should try to get a response in as soon as practicable. In light of yesterday's discussion I'll speak to the Panel again and clarify expectations and next steps. Happy to speak further today.

Fraser

From: Julia Mulligan [REDACTED] [<@northyorkshire-pcc.gov.uk>](mailto:@northyorkshire-pcc.gov.uk)

Sent: 04 July 2018 07:33

To: Sampson, Fraser [REDACTED] [<@northyorkshire.pnn.police.uk>](mailto:@northyorkshire.pnn.police.uk)

Subject: Lists as discussed

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

[REDACTED] How do I handle this?

I'd like to have a discussion today about this if possible, so I can try and gather further information.

Finally, are there any timescales I need to be aware of?

Many thanks

Julia Mulligan

Police & Crime Commissioner for North Yorkshire

[REDACTED]
www.northyorkshire-pcc.gov.uk

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[REDACTED]

From: [REDACTED] on behalf of Sampson, Fraser
Sent: 06 July 2018 13:19
To: [REDACTED]
Subject: RE: STRICTLY PRIVATE AND CONFIDENTIAL [PROTECT] Notification of referral
Attachments: 06.07.18 - letter to neil_FS1.pdf

Importance: High
Sensitivity: Confidential

STRICTLY PRIVATE AND CONFIDENTIAL

Good afternoon [REDACTED],

Further to Neil's letter (as attached to the below email) please find Fraser's response.

As ever if there is anything I can do to assist please do not hesitate to contact me.

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]
North Yorkshire Police

Committed to the Code of Ethics

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If using my collar number please state each number individually.

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Twitter: twitter.com/NYorksPolice

From: [REDACTED] [\[REDACTED\]@northyorks.qcsx.gov.uk](mailto:[REDACTED]@northyorks.qcsx.gov.uk)
Sent: 05 July 2018 16:04
To: Sampson, Fraser
Subject: [PROTECT] Notification of referral
Importance: High

Classification: PROTECT

Dear Fraser,

I attach for your attention a letter from Neil Irving regarding the complaint matter notified to you by the Panel on 26th June 2018.

If you have any further queries please do not hesitate to get in touch. I will be unable to access this email address tomorrow so if you have an urgent query before Monday then I'd be grateful if you could contact Neil directly via the details given on the letter.

Best regards,

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]



[REDACTED]

From: [REDACTED]
Sent: 09 July 2018 16:06
To: Sampson, Fraser
Subject: RE: update [OFFICIAL-SENSITIVE]

OFFICIAL-SENSITIVE PERSONNEL

Recipients Only

That's good to know. I don't really think I could have said much anyway, [REDACTED]
[REDACTED], and so not in a position to comment on the allegations that have been made.

[REDACTED]

OFFICIAL-SENSITIVE

From: Sampson, Fraser
Sent: 09 July 2018 10:32
To: [REDACTED]
Subject: RE: update [OFFICIAL-SENSITIVE]

OFFICIAL-SENSITIVE PERSONNEL

Recipients Only

Hi

I don't think the Panel will require anything specific from you in the deliberations. Should that change I'll give you a nudge. [REDACTED]

Thanks

Fraser

OFFICIAL-SENSITIVE

From: [REDACTED]
Sent: 02 July 2018 15:05
To: Sampson, Fraser
Subject: RE: update [OFFICIAL-SENSITIVE]

OFFICIAL-SENSITIVE PERSONNEL

Recipients Only

[REDACTED] I'll await your brief on what is required.

OFFICIAL-SENSITIVE

From: Sampson, Fraser
Sent: 02 July 2018 15:01
To: [REDACTED]
Cc: [REDACTED]
Subject: FW: update [OFFICIAL-SENSITIVE]
Importance: High

Recipients Only

Thanks for this – I'm now back in harness and looking at the response that needs to come from us to the Panel [REDACTED]. I think we will need to provide a perspective from you [REDACTED]; we'll also need to provide details of the communications that I lodged with HR to demonstrate how the relevant issues have been addressed. I'm clarifying the process with the Panel and their expectations after which a catch up will be helpful.

Fraser

From: [REDACTED]
Sent: 02 July 2018 09:01
To: Sampson, Fraser
Subject: FW: update [OFFICIAL-SENSITIVE]

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If using my collar number please state each number individually.

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Facebook: facebook.com/NorthYorkshirePolice
Twitter: twitter.com/NYorksPolice

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

██████████

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 10 July 2018 15:25
To: Sampson, Fraser
Subject: [PROTECT] Confidential - Panel response on complaint timescales
Attachments: 27. NI to OPCC_response timescales_100718.pdf

Classification: PROTECT

Good afternoon, Fraser.

Please find attached a letter of response from Neil Irving to yours of 6th July 2018, in respect of the complaint matter previously notified.

If you have any queries please do get in touch. I will be [REDACTED] all day tomorrow at meetings so if there's anything urgent for tomorrow then please do call or email Neil via the contact details given in the attached.

With best regards,

[REDACTED]

[REDACTED]
[REDACTED]
North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]
[REDACTED]



[REDACTED]

From: [REDACTED]
Sent: 07 August 2018 10:10
To: [REDACTED]
Subject: Accepted: PCP complaints sub-committee meeting

[REDACTED]

From: [REDACTED]
Sent: 07 August 2018 10:10
To: [REDACTED]
Subject: Accepted: Panel Sub-Committee reading session

Subject: FW: Panel Sub-Committee reading session
Location: tbc

Start: Tue 14/08/2018 14:00
End: Tue 14/08/2018 16:00
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: [REDACTED]

For Information

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire Police

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Web: www.northyorkshire.police.uk

Facebook: facebook.com/NorthYorkshirePolice

Twitter: twitter.com/NYorksPolice

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

From: [REDACTED] [\[REDACTED\]@northyorks.gov.uk](mailto:[REDACTED]@northyorks.gov.uk)

Sent: 07 August 2018 09:57

To: [REDACTED]

Subject: Panel Sub-Committee reading session

When: 14 August 2018 14:00-16:00 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.

Where: tbc

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Subject: FW: PCP complaints sub-committee meeting
Location: Executive Meeting Room, County Hall, Northallerton

Start: Thu 06/09/2018 12:30
End: Thu 06/09/2018 14:30
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: [REDACTED]

For info
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

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If using my collar number please state each number individually.

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Facebook: facebook.com/NorthYorkshirePolice
Twitter: twitter.com/NYorksPolice

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

From: [REDACTED] [\[REDACTED\]@northyorks.gov.uk](mailto:[REDACTED]@northyorks.gov.uk)
Sent: 07 August 2018 09:58
To: [REDACTED]
Subject: PCP complaints sub-committee meeting
When: 06 September 2018 12:30-14:30 (UTC+00:00) Dublin, Edinburgh, Lisbon, London.
Where: Executive Meeting Room, County Hall, Northallerton

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Subject: Meeting Forward Notification: Panel Sub-Committee reading session

Start: Wed 08/08/2018 13:00

End: Wed 08/08/2018 13:30

Recurrence: (none)

Organizer:

Your meeting was forwarded

has forwarded your meeting request to additional recipients.

Meeting

Panel Sub-Committee reading session

Meeting Time

14 August 2018 14:00 - 14 August 2018 16:00

Recipients

[Sampson, Fraser](#)

All times listed are in the following time zone: (UTC+00:00) Dublin, Edinburgh, Lisbon, London

Subject: Meeting Forward Notification: PCP complaints sub-committee meeting

Start: Wed 08/08/2018 13:00

End: Wed 08/08/2018 13:30

Recurrence: (none)

Organizer:

Your meeting was forwarded

has forwarded your meeting request to additional recipients.

Meeting

PCP complaints sub-committee meeting

Meeting Time

06 September 2018 12:30 - 06 September 2018 14:30

Recipients

[Sampson, Fraser](#)

All times listed are in the following time zone: (UTC+00:00) Dublin, Edinburgh, Lisbon, London

[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 20 August 2018 17:39
To: Sampson, Fraser
Subject: [PROTECT] Confidential - complaint update and requests for clarification
Attachments: 31. NI to OPCC re clarification_200818.pdf

Importance: High

Follow Up Flag: Follow up
Flag Status: Flagged

Categories: [REDACTED]

Classification: PROTECT

Dear Fraser,

I attach for your attention a letter from Neil Irving, updating on the complaint matter notified and also conveying some requests for clarification from the Panel's Sub-Committee members.

If you have any urgent queries in the next week, please contact Neil (via the attached details) or Barry directly. [REDACTED]
[REDACTED] [REDACTED] so will be unable to pick up emails sent to my GCSX account until return.

With best regards,

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]



[REDACTED]

From: Will Naylor [REDACTED]@northyorkshire-pfcc.gov.uk>
Sent: 20 August 2018 21:57
To: Julia Mulligan; Sampson, Fraser
Subject: RE: [PROTECT] Confidential - complaint update and requests for clarification


Ditto!

Kind Regards
Will Naylor

Deputy Police & Crime Commissioner for North Yorkshire

Website: <http://www.northyorkshire-pcc.gov.uk/>
Facebook: <https://www.facebook.com/northyorkspcc>
OPCC on Twitter: <https://twitter.com/northyorkspcc>

Office of the Police & Crime Commissioner for North Yorkshire

12 Granby Road | Harrogate | North Yorkshire | HG1 4ST
' : 01423 569 562 |  [REDACTED]@northyorkshire-pcc.gov.uk

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From: Julia Mulligan
Sent: 20 August 2018 19:07
To: Sampson, Fraser
Cc: Will Naylor
Subject: Re: [PROTECT] Confidential - complaint update and requests for clarification

Yes, happy to.
Thanks

Julia Mulligan
Police & Crime Commissioner for North Yorkshire

[REDACTED]
www.northyorkshire-pcc.gov.uk

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On 20 Aug 2018, at 18:57, Sampson, Fraser [REDACTED] <[\[REDACTED\]@northyorkshire.pnn.police.uk](mailto:[REDACTED]@northyorkshire.pnn.police.uk)> wrote:

Hi

Please see the attached from Neil. It would be helpful if we could catch up – along with Tom – on the outstanding issues this week. I'll ask [REDACTED] to get HR to provide the procedures and policy point.

Thanks

Fraser

From: [REDACTED] <[\[REDACTED\]@northyorks.gcsx.gov.uk](mailto:[REDACTED]@northyorks.gcsx.gov.uk)>
Sent: 20 August 2018 17:39
To: Sampson, Fraser [REDACTED] <[\[REDACTED\]@northyorkshire.pnn.police.uk](mailto:[REDACTED]@northyorkshire.pnn.police.uk)>
Subject: [PROTECT] Confidential - complaint update and requests for clarification
Importance: High

Classification: PROTECT

Dear Fraser,

I attach for your attention a letter from Neil Irving, updating on the complaint matter notified and also conveying some requests for clarification from the Panel's Sub-Committee members.

If you have any urgent queries in the next week, please contact Neil (via the attached details) or Barry directly. [REDACTED]
[REDACTED]

With best regards,

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]

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Thank you for your co-operation.

[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 30 August 2018 15:04
To: Sampson, Fraser; [REDACTED]
Cc: Neil Irving; Barry Khan
Subject: RE: [PROTECT] Confidential - complaint update and requests for clarification [OFFICIAL-SENSITIVE]

Classification: PROTECT

Dear Fraser, [REDACTED],

I'm emailing to confirm receipt of your emails yesterday and to thank you for providing scanned copies of the notes requested. I have gone through the copies in some detail now to correlate them with the statement provided and review content, and [REDACTED] indexing below was also very helpful in doing this.

At this stage I don't feel it necessary for a typed transcript to be provided for any of these notes. However I will make the information available to the Sub-Committee members 'as is' and it may be that they wish to revert with a query after reviewing all the material further on 6th September.

With best regards,

[REDACTED]

[REDACTED]

[REDACTED]
North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]



From: Sampson, Fraser [REDACTED]@northyorkshire.pnn.police.uk]
Sent: 29 August 2018 15:45
To: [REDACTED]
Subject: RE: [PROTECT] Confidential - complaint update and requests for clarification [OFFICIAL-SENSITIVE]

Hi [REDACTED]

Further to the below, it should be noted that, while some of the material involves the provision of legal advice, I am not asserting privilege in the interests of complete transparency. I trust this is helpful.

Thanks

Fraser

From: [REDACTED]
Sent: 29 August 2018 15:17
To: [REDACTED]@northyorks.gcsx.gov.uk>
Cc: Sampson, Fraser [REDACTED]@northyorkshire.pnn.police.uk>
Subject: RE: [PROTECT] Confidential - complaint update and requests for clarification [OFFICIAL-SENSITIVE]

OFFICIAL-SENSITIVE PERSONNEL

Dear [REDACTED],

Please find attached a scanned copy of Fraser's notes as requested. I have numbered each entry but for assistance I will clarify which paragraph number it relates to from Fraser's original statement.

- 1 – Para 5
- 2 – Para 6.3
- 3 – Para 7.3
- 4 – Para 10
- 5 – Para 13.3
- 6 – Para 15
- 7 – Para 16.5
- 8 – Para 18
- 9 – Para 19
- 10 – Para 22.1
- 11 – Para 24
- 12 – Para 25.1
- 13 – 25.2
- 14 – Para 26

In relation to the notes provided for paragraph 26 – whilst Fraser did not mention that notes were available for this paragraph in his original statement, as he quotes [REDACTED] directly, he felt it would assist to also provide a note here.

Please do let me know if these scanned copies are sufficient. I have the photocopies which I could hand deliver on Friday if this would assist at all.

Kind regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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OFFICIAL-SENSITIVE

From: [REDACTED] [\[REDACTED\]@northyorks.gcsx.gov.uk](mailto:[REDACTED]@northyorks.gcsx.gov.uk)

Sent: 20 August 2018 17:39

To: Sampson, Fraser

Subject: [PROTECT] Confidential - complaint update and requests for clarification

Importance: High

Classification: PROTECT

Dear Fraser,

I attach for your attention a letter from Neil Irving, updating on the complaint matter notified and also conveying some requests for clarification from the Panel's Sub-Committee members.

If you have any urgent queries in the next week, please contact Neil (via the attached details) or Barry directly. [REDACTED] [REDACTED] so will be unable to pick up emails sent to my GCSX account until return.

With best regards,

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire County Council

County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]



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Thank you for your co-operation.

[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 04 September 2018 14:09
To: [REDACTED]
Subject: RE: [PROTECT] Confidential - complaint update and requests for clarification
Sensitivity: Confidential

Classification: PROTECT

Dear [REDACTED]

Just emailing to confirm receipt of your email this afternoon, thank you. [Unfortunately the 'read receipt' function doesn't work for me on GCSX]. Will come back to you after Thursday's meeting if any other queries arise.

Best wishes,

[REDACTED]

[REDACTED]
[REDACTED]
North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]
[REDACTED]



From: [REDACTED]@northyorkshire.pnn.police.uk]
Sent: 04 September 2018 13:03
To: [REDACTED]@northyorks.gcsx.gov.uk>; Neil Irving [REDACTED]@northyorks.gov.uk>
Cc: Sampson, Fraser [REDACTED]@northyorkshire.pnn.police.uk>
Subject: RE: [PROTECT] Confidential - complaint update and requests for clarification
Importance: High
Sensitivity: Confidential

Good Afternoon,

Please find attached Fraser's reply to the below email.

If I can be of further assistance please do not hesitate to contact me

Kind Regards

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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Dial 101, press option 2 and ask for me by my full name or collar number [REDACTED]
If using my collar number please state each number individually.

From: [REDACTED] [\[REDACTED\]@northyorks.gcsx.gov.uk](mailto:[REDACTED]@northyorks.gcsx.gov.uk)
Sent: 20 August 2018 17:39
To: Sampson, Fraser
Subject: [PROTECT] Confidential - complaint update and requests for clarification
Importance: High

Classification: PROTECT

Dear Fraser,

I attach for your attention a letter from Neil Irving, updating on the complaint matter notified and also conveying some requests for clarification from the Panel's Sub-Committee members.

If you have any urgent queries in the next week, please contact Neil (via the attached details) or Barry directly. [REDACTED]
[REDACTED] [REDACTED] so will be unable to pick up emails sent to my GCSX account until return.

With best regards,

[REDACTED]

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]

[REDACTED]



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Thank you for your co-operation.

From: Julia Mulligan [REDACTED]@northyorkshire-pfcc.gov.uk>
Sent: 05 September 2018 13:00
To: [REDACTED]
Cc: [REDACTED]; Will Naylor; Sampson, Fraser
Subject: Re: [PROTECT] Revised date for Complaints Sub-Committee

I would be very happy to go and answer questions and would like to extend that offer to them, even if they don't take it up.

Julia Mulligan
Police & Crime Commissioner for North Yorkshire

[REDACTED]
www.northyorkshire-pcc.gov.uk

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On 5 Sep 2018, at 12:30, [REDACTED]@northyorkshire-pcc.gov.uk> wrote:

Thank you for the below confirmation [REDACTED].
I will not add this to Julia's diary as per your email.
Kindest regards,

[REDACTED]

[REDACTED]

[REDACTED]

Office of the Police and Crime Commissioner for North Yorkshire

What are your views on neighbourhood policing?

Let us know at www.telljulia.com

Website: www.northyorkshire-pcc.gov.uk/

Facebook: facebook.com/northyorkspcc

Twitter: twitter.com/northyorkspcc

Instagram: instagram.com/northyorkspcc/

12 Granby Road | Harrogate | North Yorkshire | HG1 4ST

T: 01423 569 562 | [\[REDACTED\]@northyorkshire-pcc.gov.uk](mailto:[REDACTED]@northyorkshire-pcc.gov.uk)

From: [REDACTED]@northyorkshire.pnn.police.uk>

Sent: 05 September 2018 12:21

To: Julia Mulligan [REDACTED]@northyorkshire-pcc.gov.uk>

Cc: [REDACTED]@northyorkshire-pcc.gov.uk>; Will Naylor

[REDACTED]@northyorkshire-pcc.gov.uk>; Sampson, Fraser

[REDACTED]@northyorkshire.pnn.police.uk>

Subject: RE: [PROTECT] Revised date for Complaints Sub-Committee

Good Afternoon,

I have spoken to [REDACTED] and she has confirmed that you are not required to attend on the 19th. You will be briefed on the outcome of the meeting, this is to prevent it becoming a hearing type circumstance.

Kind Regards

[REDACTED]

██████████
██████████
██
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If using my collar number please state each number individually.

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Facebook: facebook.com/NorthYorkshirePolice

Twitter: twitter.com/NYorksPolice

From: Julia Mulligan ██████████ [@northyorkshire-pcc.gov.uk](mailto:info@northyorkshire-pcc.gov.uk)

Sent: 05 September 2018 11:12

To: ██████████

Cc: ██████████ Will Naylor

Subject: Re: [PROTECT] Revised date for Complaints Sub-Committee

Thanks ██████████. Am I required to go to it?

Julia Mulligan

Police & Crime Commissioner for North Yorkshire

██████████
www.northyorkshire-pcc.gov.uk

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On 5 Sep 2018, at 10:29, ██████████ [@northyorkshire.pnn.police.uk](mailto:info@northyorkshire.pnn.police.uk) wrote:

Good Morning all,

Please see below the panel's complaints sub-committee has been agreed to convene on Wednesday 19th September at 13:30.

██████████ – we can add this to Julia's diary tomorrow

Kind Regards

██████████

██████████

████████████████████

██

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If using my collar number please state each number individually.

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Facebook: facebook.com/NorthYorkshirePolice

Twitter: twitter.com/NYorksPolice

From ██████████ [@northyorks.gcsx.gov.uk](mailto:info@northyorks.gcsx.gov.uk)>

Sent: 04 September 2018 16:33

To: Sampson, Fraser ██████████ [@northyorkshire.pnn.police.uk](mailto:info@northyorkshire.pnn.police.uk)>

Cc: ██████████ [@northyorkshire.pnn.police.uk](mailto:info@northyorkshire.pnn.police.uk)>

Subject: [PROTECT] Revised date for Complaints Sub-Committee

Classification: PROTECT

Dear Fraser,

Just wanted to update you that a revised date has been set for the Panel's Complaints Sub-Committee to convene formally to deliberate on the complaint notified by you. This will now be Wednesday 19th September 2018 at 1:30pm (County Hall).

I hope this is helpful.

With regards,

[Redacted]

[Redacted]

[Redacted]

North Yorkshire County Council

County Hall, Northallerton, DL7 8AD

[Redacted]

[Redacted]

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[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 20 August 2018 17:39
To: Sampson, Fraser
Subject: [PROTECT] Confidential - complaint update and requests for clarification
Attachments: 31. NI to OPCC re clarification_200818.pdf

Importance: High
Follow Up Flag: Follow up
Flag Status: Flagged

Categories: [REDACTED]

Classification: PROTECT

Dear Fraser,

I attach for your attention a letter from Neil Irving, updating on the complaint matter notified and also conveying some requests for clarification from the Panel's Sub-Committee members.

If you have any urgent queries in the next week, please contact Neil (via the attached details) or Barry directly. [REDACTED]
[REDACTED] so will be unable to pick up emails sent to my GCSX account until return.

With best regards,

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]



[REDACTED]

From: [REDACTED]
Sent: 24 August 2018 15:23
To: Neil Irving; Barry Khan
Cc: [REDACTED]
Subject: RE: [PROTECT] Confidential - complaint update and requests for clarification

Good Afternoon Neil,

Thank you for your email. I can confirm that we have made time for the request below to be actioned next week.

We will also be sending reply to the requests from Panel's Sub Committee members early next week due to awaiting clarification from a member of staff currently on annual leave.

Kind Regards
[REDACTED]

[REDACTED]

North Yorkshire Police

Committed to the Code of Ethics

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If using my collar number please state each number individually.

Web: www.northyorkshire.police.uk
Facebook: facebook.com/NorthYorkshirePolice
Twitter: twitter.com/NYorksPolice

From: Neil Irving [REDACTED]
Sent: 24 August 2018 14:24
To: Sampson, Fraser; [REDACTED]
Cc: [REDACTED] Barry Khan
Subject: RE: [PROTECT] Confidential - complaint update and requests for clarification

Thank you for confirmation about the response to the Panel's supplementary questions.

At this stage, photocopies of Fraser's handwritten notes will be sufficient. If necessary we can ask for at a later stage for a transcript.

Many thanks

Neil

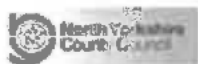
From: Sampson, Fraser [REDACTED]
Sent: 22 August 2018 15:16
To: [REDACTED] Neil Irving ; Barry Khan
Cc: [REDACTED]
Subject: RE: [PROTECT] Confidential - complaint update and requests for clarification

I attach for your attention a letter from Neil Irving, updating on the complaint matter notified and also conveying some requests for clarification from the Panel's Sub-Committee members.

If you have any urgent queries in the next week, please contact Neil (via the attached details) or Barry directly [REDACTED]
[REDACTED] so will be unable to pick up emails sent to my GCSX account until return.

With best regards,

[REDACTED]
[REDACTED]
North Yorkshire County Council
County Hall, Northallerton, DL7 8AD
[REDACTED]



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North Yorkshire County Council.

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[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 04 September 2018 16:33
To: Sampson, Fraser
Cc: [REDACTED]
Subject: [PROTECT] Revised date for Complaints Sub-Committee

Follow Up Flag: Follow up
Flag Status: Completed

Classification: PROTECT

Dear Fraser,

Just wanted to update you that a revised date has been set for the Panel's Complaints Sub-Committee to convene formally to deliberate on the complaint notified by you. This will now be Wednesday 19th September 2018 at 1:30pm (County Hall).

I hope this is helpful.

With regards,

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]



[REDACTED]

From: Sampson, Fraser
Sent: 05 September 2018 10:26
To: [REDACTED]
Cc: [REDACTED]
Subject: RE: [PROTECT] Revised date for Complaints Sub-Committee

Many thanks [REDACTED]

[REDACTED] can you notify Julia and Will please

Fraser

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 04 September 2018 16:33
To: Sampson, Fraser [REDACTED]@northyorkshire.pnn.police.uk>
Cc: [REDACTED]
Subject: [PROTECT] Revised date for Complaints Sub-Committee

Classification: PROTECT
Dear Fraser,

Attachments:

[image002.png](#)

(13 KB)

[REDACTED]

From: [REDACTED]
Sent: 05 September 2018 10:29
To: [REDACTED]
Cc: Julia Mulligan; Will Naylor
Subject: FW: [PROTECT] Revised date for Complaints Sub-Committee

Good Morning all,

Please see below the panel's complaints sub-committee has been agreed to convene on Wednesday 19th September at 13:30.

[REDACTED] we can add this to Julia's diary tomorrow

Kind Regards
[REDACTED]

[REDACTED]

North Yorkshire Police

Committed to the Code of Ethics

Dial 101, press option 2 and ask for me by my full name or collar number [REDACTED]
If using my collar number please state each number individually.

Web: www.northyorkshire.police.uk
Facebook: facebook.com/NorthYorkshirePolice
Twitter: twitter.com/NYorksPolice

From: [REDACTED]
Sent: 04 September 2018 16:33
To: Sampson, Fraser
Cc: [REDACTED]
Subject: [PROTECT] Revised date for Complaints Sub-Committee

Classification: PROTECT

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I hope this is helpful.

With regards,
[REDACTED]

[Redacted]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[Redacted]



[REDACTED]

From: [REDACTED]
Sent: 05 September 2018 10:29
To: "Sampson, Fraser"
Subject: RE: [REDACTED] Revised date for Complaints Sub-Committee

Done

Kind Regards
[REDACTED]

[REDACTED]

North Yorkshire Police

Committed to the Code of Ethics

Dial 101, press option 2 and ask for me by my full name or collar number [REDACTED]
If using my collar number please state each number individually.

Web: www.northyorkshire.police.uk <<http://www.northyorkshire.police.uk>>

Attachments:

[image002.png](#)

(7 KB)

[REDACTED]

From: Julia Mulligan on behalf of Julia Mulligan [REDACTED]@northyorkshire-pcc.gov.uk>
Sent: 05 September 2018 11:12
To: [REDACTED]
Cc: [REDACTED] Will Naylor
Subject: Re: [PROTECT] Revised date for Complaints Sub-Committee

Follow Up Flag: Follow up
Flag Status: Completed

Thanks [REDACTED] Am I required to go to it?

Julia Mulligan
Police & Crime Commissioner for North Yorkshire
[REDACTED]

www.northyorkshire-pcc.gov.uk<<http://www.northyorkshire-pcc.gov.uk/>>

If you are requesting information under either the Freedom of Information Act, the Data Protection Act or the Environmental Information Regulations and do not receive an acknowledgement within two

Attachments:

[image001.png](#)

(7 KB)

[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 05 September 2018 12:15
To: [REDACTED]
Subject: RE: [PROTECT] Revised date for Complaints Sub-Committee

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Julia

Classification: PROTECT

Afternoon, [REDACTED]

Julia and Fraser are not currently required to attend the meeting on the 19th.

Best regards.

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]

[<http://nyccintranet/sites/default/files/styles/medium/public/field/image/>

Attachments:

image001.png	(10 KB)
image002.png	(7 KB)

[REDACTED]

From: [REDACTED]
Sent: 05 September 2018 12:21
To: Julia Mulligan
Cc: [REDACTED] Will Naylor; Sampson, Fraser
Subject: RE: [PROTECT] Revised date for Complaints Sub-Committee

Good Afternoon,

I have spoken to [REDACTED] and she has confirmed that you are not required to attend on the 19th. You will be briefed on the outcome of the meeting, this is to prevent it becoming a hearing type circumstance.

Kind Regards
[REDACTED]

[REDACTED]

North Yorkshire Police

Committed to the

[REDACTED]

From: Julia Mulligan on behalf of Julia Mulligan [REDACTED]@northyorkshire-pcc.gov.uk>
Sent: 05 September 2018 13:00
To: [REDACTED]
Cc: [REDACTED] Will Naylor; Sampson, Fraser
Subject: Re: [PROTECT] Revised date for Complaints Sub-Committee

Follow Up Flag: Follow up
Flag Status: Completed

Categories: Julia

I would be very happy to go and answer questions and would like to extend that offer to them, even if they don't take it up.

Julia Mulligan
Police & Crime Commissioner for North Yorkshire
[REDACTED]

www.northyorkshire-pcc.gov.uk<<http://www.northyorkshire-pcc.gov.uk/>>

If you are requesting information under either the Freedom of Information Act, the Data Protection Act or the Env

Attachments:

[image001.png](#)

(144 KB)

[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 06 September 2018 15:13
To: Sampson, Fraser
Cc: [REDACTED]
Subject: [PROTECT] Confidential - queries on guidance/PDR

Importance: High
Follow Up Flag: Follow up
Flag Status: Completed

Classification: PROTECT

Dear Fraser,

I'm emailing with a couple of – hopefully fairly straightforward – requests for information from the Panel's Complaints Sub-Committee members.

They would firstly like to understand what definition of "bullying" would be applicable within the OPCC when dealing with or reviewing any such cases in the workplace (e.g. is there a specific definition applicable within guidance for the OPCC or do you use the ACAS definition?). It would be helpful to see the definition which would be used and any linked guidance around this for the OPCC such as examples of this conduct, if given. Additionally, it would be helpful to know if the OPCC applies the same definition/guidance as that used by the College of Policing.

Also, they would be grateful to have a copy of the policy and guidance on PDRs for the OPCC (which is presumably similar to that used within NYP?).

I hope this makes sense but please get in touch if you have any queries.

Many thanks,

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]



[REDACTED]

From: [REDACTED]
Sent: 06 September 2018 16:55
To: [REDACTED] Sampson, Fraser
Subject: RE: [PROTECT] Confidential - queries on guidance/PDR
Attachments: Bullying and Harassment.pdf; Performance Management Policy.pdf; PDR Objectives that can be agreed.pdf; Performance Rating Descriptors.pdf

Good Afternoon [REDACTED]

The OPCC adopts the same process and procedures which NYP follow in such situations. I have attached copies of these to this email to assist the panel members with their questions.

If I can assist further please do not hesitate to contact me.

Kind Regards
[REDACTED]

[REDACTED]
North Yorkshire Police

Committed to the Code of Ethics

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Sent: 06 September 2018 15:13
To: Sampson, Fraser
Cc: [REDACTED]
Subject: [PROTECT] Confidential - queries on guidance/PDR
Importance: High

Classification: PROTECT

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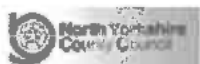
Many thanks,

[Redacted]

[Redacted]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[Redacted]



[REDACTED]

From: [REDACTED]@northyorks.gcsx.gov.uk>
Sent: 10 September 2018 17:47
To: [REDACTED] Sampson, Fraser
Subject: RE: [PROTECT] Confidential - queries on guidance/PDR

Follow Up Flag: Follow up
Flag Status: Completed

Classification: PROTECT

Thank you for coming back so quickly, [REDACTED]

Best regards,

[REDACTED]

[REDACTED]
North Yorkshire County Council
County Hall, Northallerton, DL7 8AD



From: [REDACTED]@northyorkshire.pnn.police.uk]
Sent: 06 September 2018 16:55
To: [REDACTED] Sampson, Fraser
Subject: RE: [PROTECT] Confidential - queries on guidance/PDR

Good Afternoon [REDACTED]

The OPCC adopts the same process and procedures which NYP follow in such situations. I have attached copies of these to this email to assist the panel members with their questions.

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Kind Regards

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Sent: 06 September 2018 15:13

To: Sampson, Fraser

Cc: [REDACTED]

Subject: [PROTECT] Confidential - queries on guidance/PDR

Importance: High

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Many thanks,

[REDACTED]

[REDACTED]

North Yorkshire County Council
County Hall, Northallerton, DL7 8AD

[REDACTED]



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